Merkel Independent School District

Merkel High School

Campus Improvement Plan

2016-2017

**District Goal I: All MISD students will meet or exceed state and federal performance standards.**

**Campus Objective 1A: All Merkel High School students will meet or exceed state and federal performance standards.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| Campus Horizontal & Vertical alignment with ESC assistance, implementation of TEKS Resource System | All Teachers | Aug/June  | TEKS Resource System, ESC14, principal, Dept. Chairs | Scope and Sequence (YAG)/lesson plans | Increased EOC Scores |
| Subject/departmental tutorials and EOC boot camps | Teachers & Staff | Aug/June  | Department Chairs, teachers, funds to pay teachers | tutorial sign-in sheets | Increased EOC scores; tutorial attendance |
| Improved teacher access to test analysis data through STAAR data disaggregation as seen on AWARE for each student | All Teachers | Aug/June  | ESC personnel, Dept. Chairs, EDUPHORIA! | Sign-in sheets for professional development | Improved EOC scores |
| Data disaggregation departmental meeting to isolate areas with STAAR weaknesses and planned instructional strategies, mini-diagnostics and targeted warm-ups to improve those areas of weakness | All Teachers | Aug/June  | ESC personnel, Dept. Chairs, AWARE | Sign in sheets for meetings, agendas, lesson plans, principal walk throughs | Improved EOC scores |
| Departmental meetings, individual STAAR action plans, departmental STAAR action plans | All Teachers | Aug/June  | Principal, Dept. chairs | Submitted EOC action plans | Improved EOC scores |

**District Goal I: *All* MISD students will meet or exceed state performance standards.**

**Campus Objective 1B: Merkel High School will address strategies for different learning styles of special program students.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| Study Lab Support will be provided to all Special Populations Students | Special Ed. Staff | Aug/June  | Personnel; Time | Improvement of Special Pop. STAAR scores; report cards | Improved STAAR scores and students passing |
| Student accommodations and modifications will be provided as necessary | High school teachers, Special Ed. Staff | Aug/June  | Personnel; Time | Improvement of Special Pop. STAAR Scores; report cards | Improved STAAR scores and students passing |
| Teachers will vary instruction to address different learning styles | Teachers | Aug/June  | Personnel; Time | Improvement of Special Pop. STAAR Scores; report cards | Improved STAAR scores and students passing |
| Inclusion implemented to eliminate basic classes, expose all students to the same level of rigor, and to ensure 100% participation rates on STAAR-EOC | Principal | Aug/June  | Personnel; Time | Improvement of Special Pop. STAAR Scores; report cards | Improved participation and scores |
| Students will be exposed to post-secondary opportunities through various means | Principal, Counselor, teachers | Aug/June | CTE Funding, Local Budget | Report cards; attendance | Improved participation and scores |

**District Goal I: *All* MISD students will meet or exceed state performance standards.**

**Campus Objective 1C: MHS will outperform all target scores on the TEA Performance Index and meet 100% of all System Safeguards.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| Accelerated instruction for students who do not meet standards on STAAR-EOC exams | Principal, Counselor, Teachers | Aug/June | Time, Instructional Materials, MISD Funds | Sign-In Sheets, accelerated instruction plans | Improved EOC scores, all safeguards met |
| Provide extended learning opportunities; including tutorials inside and outside the school day | Principal, Teachers | Aug/June | Time, Instructional Materials | Sign-In Sheets | Improved EOC scores, all safeguards met |
| Writing activities will be done in each core class at least once per week | Principal, Teachers | Aug/June | Time, Instructional Materials | Lesson Plans | Improved EOC scores, all safeguards met |
| Require EOC remediation courses for 11th/12th grade students who have not passed EOCs | Principal, Counselor, Teachers | Aug/June | Time, Salary, instructional materials | Master schedule, accelerated instruction plans | Improved EOC scores, all safeguards met |
| Core Departmental Meetings to analyze data, collaborate, and monitor student progress and mastery of objectives, and establish accelerated instruction plans | Principal, Teachers | Aug/June | Time | Meeting Agendas & Reports | Improved EOC scores, all safeguards met |
| Make data-driven decisions to improve student performance | Administrators, Teachers | Aug/June | Time | Campus Improvement Plan | Improved EOC scores, all safeguards met |
| Ensure that each student enrolled will participate in each required state assessment | Principal, Counselor, Test Coordinator | Aug/June | Time | TAPR Report | all safeguards met |

**District Goal II: MISD will provide a balanced and appropriate curriculum to *all s*tudents.**

**Campus Objective 2A: All students will be provided a curriculum based on the TEKS.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| All teachers are provided with a copy of TEKS to be readily accessible.  | Staff | Aug/June | Internet access | T-Tess, Lesson Plans | Improved STAAR scores |
| Department meetings as needed to align curriculum based on TEKS | All teachers | Aug/June | Time | Teacher sign in sheets/agendas | Improved STAAR scores |
| Students will take dual credit/college classes, AP courses, and other expanded course offerings | Distance Learning Lab Teachers | Aug/June | Distance Learning Lab, Staff | Students take AP exam and pass college courses | # of students receiving college credit through MHS |
| Students use internet/technology/laptops for research and reference work | All teachers | Aug/June  | Internet lab and Library; laptops | Students’ ability to research effectively | Research papers; student projects |
| Teachers will attend subject specific workshops, STAAR disaggregation, and TEKS Resource System training | Region 14 staff, Principal | Aug/June  | Staff Development Funds | Workshop Certificates; walk-throughs | Improved instructional strategies |
| CTE faculty will encourage students to follow a CTE graduation plan through written sequences of CTE classes and course descriptions | CTE Faculty Counselor | Aug/June | CTE faculty Counselor Course Descriptions | Master Schedule; student enrollment | Class schedules; student enrollment |

**District Goal II: MISD will provide a balanced and appropriate curriculum to *all s*tudents.**

**Campus Objective 2B: Merkel High School will provide professional staff development that encourages creative and innovative teaching.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| Make Region 14 aware of workshops that are needed for different subject and areas. Be able to go to special workshops during the year. | Principal | August-June | none | Attend workshops, Evaluations | Participation Certificates |
| Teachers choose the workshops that apply to their subject area in the summers.  | Teachers | Jun-Aug | ESC Workshop Guide; Staff Development Funds | Workshop Certificates included in personnel files | Participation Certificates |
| Teachers will discuss needed training during faculty meetings. Teachers will be allowed to replace campus in-service with content specific workshops (Alternative Staff Development) | Principal Teachers | Aug-June | Faculty meetingStaff development | Faculty Meeting Sign-in sheets/agendas | Participation Certificates |
| TEKS training provided to all high school teachers | Principal, ESC14, teachers | Early August | Region 14 | Lesson Plans | Participation Certificates |
| Staff development in teaching fields STAAR-EOC/TEKS | Principal, ESC14, teachers | Cluster ESC Workshop | Region 14 | Attend Trainings | Participation Certificates |
| Every core teacher will attend an EOC training in their core area | Core teachers | June/Aug | Department & Campus funds | Attend Trainings | Participation Certificates |
| “Teaching And Growing” Team will participate in Culture Shift Activities to enhance creative and innovative teaching practices | Principal, Culture Shift Leadership Team, ESC 14 staff | Aug/June | Time, campus funds | attend trainings & activities; lesson plans | observation of innovative teaching |

**District Goal III: MISD will recruit, develop and retain highly qualified and effective personnel and will provide professional development that encourages creative and innovative teaching.**

**Campus Objective 3: MHS will recruit highly qualified personnel.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| Attend Job Fairs | Principal | Spring 2017 | None Needed | Attend Job Fair | # of Resumes Collected |
| Continue above base pay to attract highly qualified personnel | Admin | Aug/July | Personnel Budget | Openings published on website and ESC 14, other websites | # of applications collected |
| Ensure teachers are hired and assigned to teach in areas in which they are highly qualified | Principal | Aug/July | District Budget | SBEC records, Service Records | 100% of teachers will be highly qualified |
| Establish creative and innovative interview techniques/procedures to model the type of teaching expected at MHS | Principal | March/July | Time | interview transcripts & records | 100% Highly Qualified who demonstrate innovation and creativity |

**District Goal IV: MISD will enlist the cooperation of school personnel and members of the community to ensure that students achieve their highest learning potential within a safe learning environment.**

**Campus Objective 4A: Merkel High School programs will address core behaviors including self-esteem.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| Staff will find a way to reward all students (Best Badgers, Student of the Month, etc) | Principal, All staff, Secretary, Student Council | Aug/June | Campus Funds | End of Year Survey | Positive Survey Results |
| Faculty will participate in planning and executing code of conduct assembly for students | Principal,Asst. Principal,All Staff | First week of school | Time/Staff | Number of Office Referrals | Decreased number of office referrals |
| Teachers post behavior expectations in classrooms and make students aware of said expectations | Teachers | Aug/June | Staff | T-Tess Walk-throughs | Decreased number of office referrals |
| Teachers record discipline class plan in office | Teachers, Principal | Aug/June | Staff | Lower discipline referrals and ISS occupation | Decreased number of office referrals |
| Safe and Drug Free Schools, Texas School Safety Center Presentations | TxSSC, SRO, Counselor, Admin | Aug/June | Time | Surveys | Survey Results |
| In conjunction with the SRO, establish programs that address student safety, dating violence, self-esteem, bullying prevention, drug & alcohol prevention, internet safety | Administration, SRO | Aug/June | Local funds; time | Surveys | Survey Results |

**District Goal IV: MISD will enlist the cooperation of school personnel and members of the community to ensure that students achieve their highest learning potential within a safe learning environment.**

**Campus Objective 4B: MHS will compose objectives which address drug education programs and activities, teacher training on conflict resolution and use of drug dogs.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| Administration will obtain appropriate and effective speakers to talk to student body concerning: Dating Violence; Healthy/Positive Choices; Bullying | Principal, Counselor | Aug/June | Campus Budget | End of Year Survey | Positive Survey Results |
| Mandatory drug testing for all students in extra-curricular activities, students who drive on campus, parental opt-in program for other students  | Administration | All year | $10,000 Budget | Testing Results | Decreased Number of Positive Test Results |
| MHS will participate in Red Ribbon Week | Student Council | October | None | Student response, drawing for participation all week. | Number of participants  |
| Random sweeps by drug dog | Admin, SRO | All Year | District Funds | Discipline Records | Decreased number of drug-related incidents |

**District Goal V: MISD will achieve and maintain a high level of technology and will ensure technical expertise for students and staff.**

**Campus Objective 5A: Merkel High School students and teachers will meaningfully utilize available current digital tools.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| All students will learn to use various technology tools and Web 2.0 tools for presentations/projects | All Teachers, technology staff | Aug/June | Staff,Master Schedule | Student Projects | Quality student projects |
| All 9th Grade students will take Principals of Art, Audio/Video, and Technology | Principal,Counselor | Aug/June | District budget | Master Schedule | Transcripts |
| Released STAAR-EOC and TEKS available on-line | Staff | Aug/June | TEA website | Lesson Plans | Lesson Plans |
| MHS will continue utilizing the latest classroom technology available | Principals, Tech Specialist |  Aug/June | Technology Budget | Training by MISD Staff | Observed use in classrooms |
| BYOT and available laptop carts will be utilized for innovative instructional practices by teachers and students | District Tech Director, Teachers, Tech Specialists | Aug/June | Technology Budget | Improved learning by students | Observed by regular usage |
| Discovery Streaming, TexQuest, and Careers databases available to teachers | Librarian, Technology Coordinator, Teachers | Aug/June | ESC14, Discovery Streaming, TexQuest | Lesson Plans | Implementation of available databases in lesson plans |
| Attendance taken on the computers | Tech Coordinator and Teachers | Aug/June | TxEIS; teacher computers | TxEIS Databases | TxEIS Databases |
| District technology staff development offered | Tech Department, Teachers, Principal | Aug/June | Time/Staff | Attendance/Sign-in sheets | Teacher staff development certificates |
| MHS will provide an online presence to disseminate information (such as Facebook, Twitter, Teacher Web Pages) | Technology Coordinator;Principal; Teachers | Aug/Jun | None | Online presence | Online presence |

**District Goal V: MISD will achieve and maintain a high level of technology and will ensure technical expertise for students and staff.**

**Campus Objective 5B: Students will be provided with current technological resources**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| Provide current hardware/software | Tech Coordinator, Principal | Aug/June | Vendors, budgets, school board | Invoices, inventory, purchase orders | Invoices, inventory, purchase orders |
| Request software/hardware for specific needs (Promethean Boards, Laptops, etc) | Teachers, principal,Tech Coordinator | Aug/June | Vendors, budget, school board, ESC14 | Invoices, inventory and purchase orders | Invoice, inventory and purchase orders |
| Use Perkins Funds to enhance CTE programs and purchase the latest equipment | CTE Faculty; Principal | Aug/June | Region 14;Perkins Funds | Invoice, purchase orders | Invoice, purchase orders |
| Provide campus with wireless internet access | Technology coordinator | Aug/June | Region 14, District Funds | Invoices, inventory and purchase orders | Internet/intranet logs |
| Provide all students with e-mail accounts | Technology coordinator | Aug/June | Region 14, gMail | Address list | Address list |
| A RUG signed annually by all students and staff | Tech Coordinator, Principal, Teachers, and students | Aug/June | Faculty & Staff | Signed RUG’s on file | Signed RUG’s on file |
| Students use Internet & web-tools for research, reference work, and project production | Teachers, principal, students | Aug/June | Internet Lab, laptops | Lesson Plans | Student projects, lesson plans |
| Internet Lab and Library Lab computers available for students before, during, and after school | Technology coordinator, principal, librarian | Aug/June | Lab instructor and faculty | Lab schedule; number of students using lab | Lab schedule |
| Students will access online instruction to take Dual Credit/college courses | Tech coordinator, principal, staff | Aug/June | Distance Learning Lab, tech resources | Transcripts, rosters | Transcripts, rosters |
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**District Goal VI: MISD will maintain a dropout rate less than or equal to 1% of the student population.**

**Campus Objective 6A: MHS will achieve a 96% attendance rate.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| Assistant Principal actively monitoring excessive absences, phone calls, parent letters, student conferences, campus student resource officer, home visits | Attendance Clerk, Asst. Principal, SRO | Aug/June | E-Campus attendance program | Detailed records kept by the assistant principal and SRO | Increase in attendance rate; increased parent involvement |
| MHS will provide positive attendance incentives for students (Perfect attendance recognition, drawings several times per semester, etc) | Principal | Aug/June | Campus Activity Budget | Increased attendance rate | Increased attendance rate |
| Final exemption policy based on attendance/grades/discipline | Attendance Clerk, Asst. Principal, SRO | Aug/June | none | Number of Students taking finals | Number of Students taking finals |

**District Goal VI: MISD will maintain a dropout rate less than or equal to 1% of the student population.**

**Campus Objective 6B: Maintain drop-out rate lower than state average.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| Ed-Ops program for credit recovery in an isolated, quiet environment | Principal, Counselor, Ed-Ops teacher | Aug/June | District budget, Staff | Student finishing modules satisfactorily, 6 weeks reports | Credits recovered |
| Implementation of a Response to Intervention Program  | Assistant Principal and staff | Sept/June | Staff | Improved six weeks grades | Credits Earned |
| Homeless-McKinney/Vento | Counselor, Region 14 | Aug/June | Region 14 | Credits Earned | Credits Earned |
| Utilize SRO to conduct home visits on students as-risk of dropping out | Admin, SRO | Aug/June | Time, district funds | Attendance reports; TAPR | Reduced drop-out rate |

**District Goal VI: MISD will maintain a dropout rate less than or equal to 1% of the student population**

**Campus Objective 6C: MHS will serve student needs through curriculum modifications and accommodations in the four core content areas.**

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| **Actions/Strategies** | **Staff Responsible** | **Timeline****Start/End** | **Budget****Resources** | **Evaluation****Methods** | **Evaluation** |
| Train campus personnel on the Special Ed pre-referral process. | Principal, Counselor, TCEC Staff, Teachers | Aug/June | ESC Region 14; TCEC | Special Ed. Procedures completed | Special Ed. Procedures completed |
| Use disaggregated student STAAR performance data and other alternative assessment data to plan instruction to address identified weaknesses, targeting LEP, SPED, and 504 students in all grades | Teachers, Counselor, Principal | Aug/June | STAAR performance data, AWARE | Accountability Report, STAAR scores, Lesson plans, Walk-throughs | Accountability Report, STAAR scores, Lesson plans, Walk-throughs |
| Provide services to students with disabilities as prescribed by the ARD or 504 committees. | Principal, Teachers, ARD committee | August-June | Campus budget, Special Ed. Budget | ARD, IEP, Lesson Plans | ARD, IEP, Lesson Plans |