

Midlothian Independent School District

Midlothian High School

2020-2021 Campus Improvement Plan



Mission Statement

Creating A Better Future...One Student At A Time

Vision

Everyone at MHS is:

Passionate about making a difference in the lives of students;

Committed to avoid negative talk, negative attitudes, and negative people;

Treated with dignity and respect

Core Beliefs

GO 2: Good is the enemy of Great. Midlothian High School strives to be Great. GO 2: Requires the entire MHS STAFF doing more than is required at every level of the organization. Our core business at MHS is to "Engage Every Student, Everyday".

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Texas Academic Performance Report 2018-19 Campus Profile

Student Information	Count	Percent
Total Students	1825	100
Grade 9	502	27.5
Grade 10	515	28.2
Grade 11	470	25.8
Grade 12	338	18.5
Ethnic Distribution		
African American	170	9.3
Hispanic	411	22.5
White	1,146	62.8
American Indian	9	0.5
Asian	23	1.3
Pacific Islander	0	0
Two or More Races	66	3.6
Economically Disadvantaged	432	23.7
English Language Learners (ELL)	35	1.9
At-Risk	659	36.1
Special Education	181	9.9
Mobility Rate	185	9.9

Demographics Strengths

Low mobility rate

Low number of At- Risk students

Growing a diverse population

Problem Statements Identifying Demographics Needs

Problem Statement 1: We have an increasing population of ELL students who are not performing up to expectations. **Root Cause:** Specific training for staff was not completed in anticipation of the demographic shift.

Student Learning

Student Learning Summary

2020 STAAR Performance Data

Subject	Approches	Meets	Masters
All	N/A	N/A	N/A
ELA/Reading	N/A	N/A	N/A
Mathematics	N/A	N/A	N/A
Science	N/A	N/A	N/A
Social Studies	N/A	N/A	N/A

Attendance Rate 96.1%

4-Four-Year Graduation Rate 90.5%

College, Career, and Military Ready Graduates 65.4%

% of Student scoring a 3 or higher on AP exams 52%

Student Learning Strengths

We had a 12% increase in students scoring a 3 or higher on AP exams. Our CCMR rate is 73.9% for SPED students.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: STAAR performance in Math and ELA are not consistent with Science and Social Studies. **Root Cause:** Teacher training on how to collect data and create lessons that cover the TEKS students are most weak in has not been a priority.

School Processes & Programs

School Processes & Programs Summary

Instructional/Curricular - TEKS Resource System, iPlan Days, iSupport Teams, 1:1 technology, Common Planning in content areas, Common lunch in departments

Personnel - Humanex, teacher mentors, new teacher orientation, curriculum and technology support

Principals: Administrative interns- certified administrators that can help current campus admin and provide additional support

iCoaches with specific background in content areas who are able to help increase the capacity in our core subject teachers for technology integration and improve instructional practices.

Curriculum Leaders- Teachers who are identified to lead core content areas in developing PLC protocols during common conference times.

ILL's (Instructional lead learners)- Specific staff who help organize district wide professional development.

AVID- Program designed to identify students who are college able, however, may not have the resources to navigate post secondary readiness on their own.

School Processes & Programs Strengths

Every group who represented MHS in UIL competition advanced to the postseason competition. This includes Fine Arts, Athletics, and Academics. Common conferences are now aligned to the iCoaches campus days. This has allowed for more collaboration among teachers and experts. We finished 9th in the State in the Lone Star Cup standings.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: AVID is not a campus wide program and enrollment is lacking. **Root Cause:** MHS is the only campus with AVID. Lack of campus PD time to implement AVID strategies school wide.

Perceptions

Perceptions Summary

Will be updated once we complete the fall survey.

Perceptions Strengths

Will be updated once we complete the fall survey.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Approaches, meets and masters fall below the state average for Algebra I. **Root Cause:** Algebra I is the only area in meets, masters and approaches that we fall below for the state and region.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations
- Federal Report Card Data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE

Student Data: Student Groups

- STEM/STEAM data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Student surveys and/or other feedback

Employee Data



- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact






Goals

Revised/Approved: August 23, 2020

Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.








Performance Objective 1: Design, develop and support aligned K-12 curriculum, providing challenging academic content standards and aligned academic achievement standards shown through M*Powered TTESS data with an increase by 2 percentage points in Accomplished or Higher in each area-planning and instruction and 70% of students will show growth on post-progress indicators.

Strategy 1: EOC tested areas will have a PLC designed to collect data and set targeted goals to increase achievement in Approaches, Meets, and Mastery level. Strategy's Expected Result/Impact: The percentage of students at approaches, meets, and mastery will increase by 3%. Staff Responsible for Monitoring: Dr. Spain and Stephanie Martinez Content Area Lead Teachers Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 2: All teachers in Algebra I and English I/English II will be given a list of their ESL students and their prior testing data to create a personalized learning plan to close gaps in TEKS where they have previously been unsuccessful. Strategy's Expected Result/Impact: Exceed the state targeted goal at Meets on the Math and ELAR EOC exams by 5% for the 2019-20 school year. Staff Responsible for Monitoring: Dr. Spain Andrea Gonzalez Manny Medina Algebra I lead teacher English I lead teacher English II lead teacher Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Reviews			
	Formative			Summative
	Nov 	Feb	June	June

Strategy 3: T-TESS evaluators will meet each month to analyze walkthrough data specifically tied to the M*Powered domain and target areas of improvement. Campus PD will be designed to increase performance in the targeted areas. Strategy's Expected Result/Impact: 100% of Teachers will score proficient or higher in the T-TESS M*Powered domains. Staff Responsible for Monitoring: Manny Medina Campus T-TESS evaluators Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture	Reviews			
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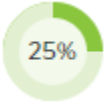




Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 2: Provide students opportunities to reach their unlimited potential through collaboration, creativity, critical thinking and communication within the K-12 aligned curriculum with an increase in the Brightbyte data in the Teacher and Student area of the 4 C's by 25 scaled points at the end of 2020-2021 school year.

Strategy 1: District iCoaches will meet once a week with each content area team to help design and implement rigorous lessons aligned to TRS. Strategy's Expected Result/Impact: 100% of teachers will be proficient in both Domain I and Domain II of the T-TESS evaluation document. Staff Responsible for Monitoring: Admin Team Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Comprehensive Support Strategy	Reviews			
	Formative			Summative
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Strategy 2: Offer an ELL learning lab each day for students who qualify under the ELL umbrella to receive direct tutoring from a trained staff member. Strategy's Expected Result/Impact: ELL students will increase performance on both MATH and ELAR EOC's in the Meets level by 5%. ELL students will increase overall passing rates in all courses by 5%. Staff Responsible for Monitoring: Andrea Gonzalez Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - Additional Targeted Support Strategy	Reviews			
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Strategy 3: Digital citizenship will be taught during advisory time designed by campus LMS. Strategy's Expected Result/Impact: Increase our Brightbyte data in the student area of the 4 C's. Staff Responsible for Monitoring: Julie Post Title I Schoolwide Elements: 2.4, 2.5, 2.6	Reviews			
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



Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 3: Systematically support professional development in the implementation of a K-12 aligned curriculum as measured by participant feedback of district professional development with an increase of 2% of teachers believing the professional development increased the effectiveness of their teaching and learning.

Strategy 1: EOC tested subject area teachers will participate in one full day of data driven planning designed by district iCoaches each semester. Strategy's Expected Result/Impact: Increase positive staff feedback in regards to professional development on district survey by 10%. Staff Responsible for Monitoring: Stephanie Martinez, iCoaches Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Additional Targeted Support Strategy	Reviews			
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Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.


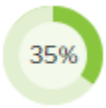

Performance Objective 4: Support excellence through purpose by providing intentional application of high yield learning strategies for the growth of all students with an average increase of 3 percentage points in the percentage of students successful in Tier 1 instruction only in K-2, along with meeting or exceeding all House Bill 3 PK-3 Goals/Progress Monitoring for 2020-2021 school year. Third - tenth grade students will show growth by increasing STAAR Master Level in each content area by an average of 3 percentage points and 70% on post-progress indicators.








Strategy 1: EOC tested subject area teachers will participate in one full day of data driven planning designed by district iCoaches each semester. Strategy's Expected Result/Impact: Increase performance at Mastery level by 5% in EOC tested subjects. Staff Responsible for Monitoring: Admin Lead Teachers iCoaches Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Comprehensive Support Strategy	Reviews			
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Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 5: Increase the participation and achievement of students in Advanced Academics with an increase of 2 percentage points in the enrollment of students in AP, Dual Credit, and 8th Grade Algebra I, as well as increase in CCMR by 2 percentage points. In addition, increase by 2% college hours earned, as well as meeting the House Bill 3 CCMR Goals and Progress Monitoring for the 2020-2021 school year.






Strategy 1: Course selection process: Counselors meet with students to provide basic information about courses and pathways available in MISD. Hold an academic course fair, where we have breakout sessions to inform parents about the importance of taking courses that challenge our students in their areas of strength. Counselors will then meet with each student individually to select courses that meet their needs and align to career goals. Strategy's Expected Result/Impact: Increase student student enrollment in AP/PreAP/Dual Credit/CTE courses by 2%. Increase parent participation in 4 year graduation plan by 10%. Increase 4 year graduation rate by 2%. Increase number of CTE certifications by 10%. Staff Responsible for Monitoring: Stephanie Martinez Title I Schoolwide Elements: 2.4, 2.5, 3.2	Reviews			
	Formative			Summative
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Strategy 2: Celebrate students receiving College Board recognition through both AP and PSAT performance on the Panther Excellence wall. Strategy's Expected Result/Impact: Increase percentage of students receiving a 3 or higher on AP exams by 5%. Increase number of students receiving college board recognition for PSAT performance by 10%. Increase number of students receiving college credit by 10% prior to graduation. Staff Responsible for Monitoring: Stephanie Martinez Title I Schoolwide Elements: 2.4, 2.5				
	Formative			Summative
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Strategy 2: Celebrate students receiving College Board recognition through both AP and PSAT performance on the Panther Excellence wall. Strategy's Expected Result/Impact: Increase percentage of students receiving a 3 or higher on AP exams by 5%. Increase number of students receiving college board recognition for PSAT performance by 10%. Increase number of students receiving college credit by 10% prior to graduation. Staff Responsible for Monitoring: Stephanie Martinez Title I Schoolwide Elements: 2.4, 2.5				
	Formative			Summative
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Strategy 3: Participation in College and Military Readiness Testing SAT- Seniors PSAT NMSQT- Juniors TSI- Sophomores PSAT 8/9- Freshman ASVAB- All students who choose to participate Strategy's Expected Result/Impact: Increase percentage of enrolled students meeting TSI requirements by 15%. Increase value of scholarships earned by graduating seniors by 10%. Staff Responsible for Monitoring: Admin Title I Schoolwide Elements: 2.4 - Comprehensive Support Strategy	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 4: Increase AVID enrollment by 50% over the next 3 years. Strategy's Expected Result/Impact: Increase the number of enrolled students in advanced courses by 2%. Staff Responsible for Monitoring: Natasha Newsome Title I Schoolwide Elements: 2.5, 2.6, 3.1	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 5: Use the AP potential data from the PSAT to hold an advanced academics assembly for student who have shown the ability to be successful in AP courses, but are not currently enrolled. Strategy's Expected Result/Impact: Increase number of enrolled students in advanced courses by 2%. Staff Responsible for Monitoring: Stephanie Martinez, Counselors Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2	Reviews			
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	Nov 	Feb	June	June
Strategy 6: Hold MCSA parent night to provide information on pathway to achieving an Associate's degree while in high school. Strategy's Expected Result/Impact: Increase number of students graduating with an associate's degree. Staff Responsible for Monitoring: Stephanie Martinez, Counselors	Reviews			
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	Nov	Feb	June	June
Strategy 7: Recognize students making a 5 on any AP exam by giving them a "Perfect 5" yard sign. Strategy's Expected Result/Impact: Increase percentage of enrolled students who take the AP exam by 10%. Increase percentage of students receiving a 3 or higher on AP exams by 5%. Increase number of students receiving college credit by 10% prior to graduation. Staff Responsible for Monitoring: Leigh Fields Counselors Admin AP Teachers	Reviews			
	Formative			Summative
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Strategy 8: Provide SAT and ACT bootcamps that provide students with a targeted learning plan to improve performance on both exams. Strategy's Expected Result/Impact: Increase SAT performance by 20 points. Increase ACT score by .5 points. Staff Responsible for Monitoring: Stephanie Martinez	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 9: Counselors will meet with all students throughout the year during advisory and review the benefits of Naviance and provide tasks for them to complete each semester. Strategy's Expected Result/Impact: Increase student participation in Naviance by 10%. Staff Responsible for Monitoring: Counselors	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 10: Embed the use of Naviance in the level one CTE courses as well as AVID to provide students the opportunity to learn and understand the benefits of the program. Strategy's Expected Result/Impact: Increase student participation in Naviance by 10%. Staff Responsible for Monitoring: Kevin Reed, Natasha Newsome	Reviews			
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Goal 1: Design innovative learning environments while increasing academic rigor through aligned teaching and learning.

Performance Objective 6: Increase State and Federal 4 year graduation rate by 2%.

Strategy 1: Counselors will meet with each student during the course selection process and denote any students who are at risk of not graduating. They will then monitor their progress and provide them with information about LEAP if they are still not on track to graduate in 4 years by the end of the 1st semester of their Junior year. Strategy's Expected Result/Impact: Increase awareness for our at risk population of options to meet graduation requirements through our alternative school rather than dropping out or taking a GED course. Staff Responsible for Monitoring: Stephanie Martinez TEA Priorities: Improve low-performing schools	Reviews			
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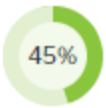





Goal 2: Develop a comprehensive staffing plan to foster innovation, effective communication and a high performing culture throughout the district.

Performance Objective 1: Develop and execute a high level recruitment plan with a 95% or above overall market value of employee salaries as measured by TASB.

Strategy 1: Use Humanex as a pre-screener to insure all potential candidates possess the educational philosophy that aligns with MISD. Strategy's Expected Result/Impact: 100% of first year employees will receive an overall rating of proficient on their T-TESS evaluation. Staff Responsible for Monitoring: Admin Title I Schoolwide Elements: 2.6	Reviews			
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Goal 2: Develop a comprehensive staffing plan to foster innovation, effective communication and a high performing culture throughout the district.

Performance Objective 2: Identify and provide support systems needed to increase staff attendance and retain quality staff as measured by the district survey with a 2% increase in employee satisfaction.

Strategy 1: All teachers new to the profession will participate in the district mentoring program. Strategy's Expected Result/Impact: Increase staff retention by 2%. Staff Responsible for Monitoring: Admin Lead Teachers Mentor Teachers Title I Schoolwide Elements: 2.4, 2.5	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 2: Utilize the Sunshine committee to celebrate special occasions as well as to support staff members who are experience difficult times. Strategy's Expected Result/Impact: Increase overall employee satisfaction on end of year survey by 5%. Increase staff attendance by 5%. Staff Responsible for Monitoring: Natasha Newsome	Reviews			
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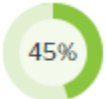
Goal 2: Develop a comprehensive staffing plan to foster innovation, effective communication and a high performing culture throughout the district.






Performance Objective 3: Design and facilitate opportunities to build leadership capacity in staff as seen through survey feedback with a 2% increase in satisfaction of all participants in leadership opportunities.

Strategy 1: Provide the opportunity for teachers with their admin certification to sub for campus administrators when they are absent. Strategy's Expected Result/Impact: Provide teachers who want to be campus administrators the opportunity to gain valuable leadership experience. Staff Responsible for Monitoring: Admin	Reviews			
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Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

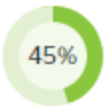






Performance Objective 1: Enhance success for all students by supporting their social and emotional development in a variety of coordinated efforts to honor relationships and celebrate the power of diversity which is measured by a 5% decrease in the number of substantiated bullying investigations, as well as, 100% participation in cultural proficiency trainings

Strategy 1: 100% of students will attend the Aim for Success student assemblies. Strategy's Expected Result/Impact: Help educate students of the dangers of drugs, alcohol, and social media (internet usage). Empower students to make better decisions by giving them a better understanding of the negative effects these things can have on their lives. Reduce substantiated reports of bullying by 50%. Staff Responsible for Monitoring: Meredith Canonico Title I Schoolwide Elements: 2.4, 2.6, 3.2 Funding Sources: - ESSA-Title IV - \$1,650	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 2: Student Random Drug Testing Program Strategy's Expected Result/Impact: Decrease the number of students testing not negative for a banned substance by 10%. Staff Responsible for Monitoring: Admin All UIL Sponsors Title I Schoolwide Elements: 2.4, 2.6	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 3: Counselors will track time spent specifically on the social emotional health of our students. Strategy's Expected Result/Impact: Use data to create a goal to increase time providing direct school counseling. Staff Responsible for Monitoring: Counselors Title I Schoolwide Elements: 2.6 - Comprehensive Support Strategy - Additional Targeted Support Strategy	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 4: Use Restorative Practices to address conflict between students. Strategy's Expected Result/Impact: Increase positive responses in regards to safety and security by 10%. Reduce substantiated reports of bullying by 50%. Staff Responsible for Monitoring: Admin Advisory teachers Title I Schoolwide Elements: 2.4, 2.5, 2.6	Reviews			
	Formative			Summative
	Nov 	Feb	June	June

Strategy 5: Implement Social Emotional curriculum facilitated by counselors during student advisory time. Strategy's Expected Result/Impact: Increase student feedback on district survey regarding safe secure learning environment. Staff Responsible for Monitoring: None	Reviews			
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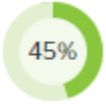
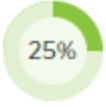




Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

Performance Objective 2: Develop and execute a safety and security plan at the district and campus levels as measured by an increase of 5% in positive responses to safety and security survey questions.

Strategy 1: Upgraded safety equipment which include: Additional and upgraded security cameras New Bell/PA system Controlled Access throughout the building New Safety signs on entry and exit Strategy's Expected Result/Impact: Increase positive responses to campus safety and security by 10%. Staff Responsible for Monitoring: Admin Title I Schoolwide Elements: 2.6	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 2: Conduct regular safety drills that include the help of the entire campus safety team. Strategy's Expected Result/Impact: Increase positive responses to campus safety and security by 10%. Staff Responsible for Monitoring: Kevin Reed Title I Schoolwide Elements: 2.4, 2.5, 2.6	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 3: Analyze the campus discipline data each 6 weeks to ensure equity and set goals for increasing positive student behavior. Strategy's Expected Result/Impact: Increase the positive responses to campus safety by staff, parents and students by 10%. Staff Responsible for Monitoring: Kevin Reed	Reviews			
	Formative			Summative
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Goal 3: Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.

Performance Objective 3: Create opportunities to promote the academic and social benefits of regularly attending school with a 2% increase in the number of students involved in extracurricular activities, 96% or higher attendance rate, and having 100% of graduating seniors completing a minimum of 10 community service hours.






Strategy 1: Provide specific information to parents regarding state attendance accounting procedures to help educate them on how to avoid unnecessary student absences. Strategy's Expected Result/Impact: Maintain student ADA of 96%. Staff Responsible for Monitoring: Kevin Reed	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 2: Recognize students who receive State and National Recognition on extra and co-curricular activities on the Panther Excellence wall. Strategy's Expected Result/Impact: Increase participation in extra and co-curricular activities by 2%. Staff Responsible for Monitoring: Manny Medina	Reviews			
	Formative			Summative
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Goal 4: Facilitate building designs through allocated district resources that foster flexible and innovative learning spaces.

Performance Objective 1: Develop a comprehensive facilities plan to guide financial decisions related to future site acquisitions, new construction, and renovation of existing facilities with 100% within or under budget.





Goal 4: Facilitate building designs through allocated district resources that foster flexible and innovative learning spaces.

Performance Objective 2: Develop a budgeting process to guide financial decisions related to instructional design and engagement resulting in a 1% reduction in cross-function transfers and a fund balance percentage above 30%.

Strategy 1: Reduce cross function transfers by 25%. Strategy's Expected Result/Impact: Help increase financial rating. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

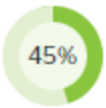





Goal 5: Provide support and resources to cultivate customization and personalization through blended learning opportunities.

Performance Objective 1: Deliver a structured professional development plan to support curriculum and technology integration where with an increase of 2% of teachers that believe the professional development increased the effectiveness of their teaching and learning.

Strategy 1: Provide staff with the opportunity to work with the iCoaches and ILL's during conference and advisory time. Encourage the use of new instructional methods that previously were not possible without the current available technology. Strategy's Expected Result/Impact: Increase positive feedback on Brightbytes survey in regards to technology integration by 10%. Staff Responsible for Monitoring: Admin iCoaches ILL	Reviews			
	Formative			Summative
	Nov	Feb	June	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Goal 5: Provide support and resources to cultivate customization and personalization through blended learning opportunities.

Performance Objective 2: Provide systems to maximize digital resources for MISD students and staff with a goal to resolve 75% of issues within 24 hours.







Strategy 1: Digital citizenship will be taught during advisory time designed by campus LMS. Strategy's Expected Result/Impact: By increasing student knowledge of proper use of technology we have a goal to decrease student help desk tickets by 10%. Staff Responsible for Monitoring: Julie Post Title I Schoolwide Elements: 2.4, 2.5, 2.6	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 2: Hire a full time tech assistant to make the process of filling staff and student work orders go much more quickly and efficiently. Strategy's Expected Result/Impact: By having additional help we hope to decrease by staff and student help desk tickets by 10%. Will more face to face help teachers and students will be able to gain better technology skills. Staff Responsible for Monitoring: Admin	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Provide support and resources to cultivate customization and personalization through blended learning opportunities.

Performance Objective 3: Develop and implement a plan for the lifecycle of technology resources (e.g. network and physical security infrastructure, end user devices, and software) to anticipate future needs, inform the district budget and future bond referendums to support district goals and standards.







Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 1: Increase staff communication and engagement by 3% as measured by analytics.

Strategy 1: Staff recognition through the use of the cultural tenets. Strategy's Expected Result/Impact: Increase staff positive responses to campus culture on end of year survey by 10%. Staff Responsible for Monitoring: Admin	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 2: Send out a weekly Panther Newsletter with a segment that highlights a staff member each week. Strategy's Expected Result/Impact: Increase positive staff responses on end of year campus survey in regards to communication by 10%. Staff Responsible for Monitoring: None	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				


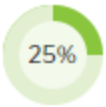




Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 2: Increase parent communication and engagement with a 3% increase in district survey participation.

Strategy 1: Implement a weekly campus newsletter. Strategy's Expected Result/Impact: Increase parent satisfaction on end of year survey in regards to communication and overall satisfaction by 10% Staff Responsible for Monitoring: Admin	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 2: Increase campus social media posts. Strategy's Expected Result/Impact: Increase parent satisfaction on end of year survey in regards to communication and overall satisfaction by 10%. Staff Responsible for Monitoring: None	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				






Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 3: Develop partnership and volunteer efforts with a 2% increase in community partnerships. (Due to COVID 19 and limitation on school visitors, volunteer hours will not be included in the performance objective for 2020-2021.)

Strategy 1: Utilize Mentor's Care as a resource for finding community members who have the ability to positively impact at risk students on our campus. Strategy's Expected Result/Impact: Increase campus partnerships by 10%. Staff Responsible for Monitoring: Admin Title I Schoolwide Elements: 2.6	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
Strategy 2: Host at least 4 charity events during the school year. Toys for Tots Peanut Butter Jelly Drive PAW Week Blood Drive Strategy's Expected Result/Impact: Increase volunteer hours by 5%. Staff Responsible for Monitoring: None	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.

Performance Objective 4: Build leadership capacity with parents and community with an increase in committee involvement.

Strategy 1: Re-organize the Project Graduation committee to take on a campus wide role that benefits students of all grade levels as well as staff. Strategy's Expected Result/Impact: Increase parent involvement in project graduation by 10%. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov 	Feb	June	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

State Compensatory

Budget for Midlothian High School

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-11-6117-00-001-024-000	6117 Supplemental Pay/Extra Duty Pay - Locally Defined	\$14,525.00
199-36-6117-00-001-024-000	6117 Supplemental Pay/Extra Duty Pay - Locally Defined	\$3,114.00
199-11-6119-00-001-024-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$85,646.00
199-31-6119-00-001-024-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$31,012.97
199 E 11 6129 00 001 0 24 000	6129 Salaries or Wages for Support Personnel	\$23,078.55
199-31-6129-00-001-024-000	6129 Salaries or Wages for Support Personnel	\$54,091.52
6100 Subtotal:		\$211,468.04

Personnel for Midlothian High School

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Diaz-Condarco, Altagracia	Parent Liaison	Dropout Recovery	1
Frazao-Bucy, Leide	Teacher	AVID	.17
Hoff, Eric	Counselor	LEAP/DAEP	.45
Johnson, Debra	Teacher	AVID IV	.17
Robbins, Christopher	Teacher	Accelerated Algebra/Geometry	.34
Rodriguez, Tammy	Paraprofessional	Content Mastery At-Risk	.25
Wright, Amy	Teacher	Accelerated Algebra	.66

Site-Based Decision Making Committee

Committee Role	Name	Position
Administrator	Carolyn Spain	Principal
Administrator	Stephanie Martinez	Associate Principal
Parent	Linda Rink	Parent
Classroom Teacher	Austin Guest	Classroom Teacher
Classroom Teacher	Betheny Dowd	Classroom Teacher
Classroom Teacher	Amy Wright	Classroom Teacher
Classroom Teacher	Jennifer Ferranti	Classroom Teacher
Classroom Teacher	Sherry Almand	Classroom Teacher
Classroom Teacher	Larry Doran	Classroom Teacher
Non-classroom Professional	Ashley Bergeron	Counselor
Business Representative	Brad Golden	Business Rep
Parent	Dantia Tate	Parent
Business Representative	Chris Tate	Business Rep
Community Representative	Heath Hall	Community Rep
Community Representative	Jennifer Hall	Community Rep
Classroom Teacher	Lori Worley	Classroom Teacher
Classroom Teacher	Kristen Fondren	Classroom Teacher
Administrator	Aaron Williams	District Admin Rep

Campus Funding Summary

ESSA-Title IV					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	1			\$1,650.00
Sub-Total					\$1,650.00
Grand Total					\$1,650.00

Addendums