

# *Maypearl Independent School District Improvement Plan*

*2008-2009*

## *Vision Statement*

*A Superior Learning Community*

## *Mission Statement*

*It is the mission of Maypearl Independent School District  
To educate and equip ALL students to their unique potential creating productive and  
successful citizens.*





## **COMPREHENSIVE NEEDS ASSESSMENT**

Maypearl Independent School District conducted comprehensive needs assessments based on AEIS data such as TAKS performance and attendance rates data. In addition, for general education and for special programs, the data were disaggregated for all population groups, including male and female. Disaggregating TAKS data by grade level, subject area, and objectives identified individual student's strengths and weaknesses.

The needs assessment also consisted of identifying needs for all subject areas, grade levels, and each special program considering the six areas of decision-making (planning, curriculum/instruction, staffing, staff development, school organization, budgeting) and through the Effective Schools Correlates (Instructional Leadership, Instructional Focus, High Expectations, School Climate, and Parental Involvement).

District and campus improvement plans from the 2007-08 school year were reviewed and revised based on the achievement of specific goals and objectives. As a result, the 2008-09 district and campus improvement plans include all identified priority needs.

## Academic Goals

- The District and ALL campuses will achieve Recognized status or above based on the AEIS of TEA.
- All TAKS scores for all sub-groups will meet or exceed 80% meeting standard.
- Commended rates in all areas will increase each year in order to reach 50% within three years.
- All eligible graduating seniors will graduate on the Recommended or Distinguished Achievement Plans and will be recognized as Texas Scholars.
- The number of students accepted into post secondary education programs and receiving scholarships will be 50% of the graduating class and will increase by 3% each year until 80% of all students are entering such programs with some financial assistance.
- Post-secondary credit courses offered in the high school will increase by 1 per year until 2011.
- All Campuses will meet AYP goals as prescribed by NCLB.
- Percentage of all students in Special Education will decrease, as will percentages in all sub-groups.

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Analyze TAKS data to target areas of weakness.	Principal & Teachers	AEIS-IT Kilgo Research Erikson Research Richard Marquez	TAKS scores TEK CHEK results Vertical teams	August 2008- May 2009	AEIS Report
Align TEKS to instruction across grade levels and subjects, including non-tested grades or subjects.	Assistant Superintendent, Principal & Teachers	Benchmarks Region 10 TEKS objectives	Department meetings Vertical teams	August 2008- May 2009	AEIS Report
Monitor student performance as required by TEKS Benchmarking and use data to ensure proper pacing and instruction in all areas.	Assistant Superintendent, Principal & Teachers	TEKS objectives Inova data	Benchmark reports Report cards, graduation plans	As required	AEIS Report
Ensure coordination among teachers of regular education and special programs, such as Special Education, English as a Second Language, Migrant, Dyslexia, Gifted and Talented and Career and Technology.	Principal & Teachers	Faculty meetings, Lesson plans, Staff meetings	Lesson Plans Meeting minutes Vertical Teams PBMAS	August 2008- May 2009	CATE evaluation PBMAS report

Provide support for At-Risk students to ensure that the district meets AYP expectations.	Principal & Teachers	Learning Lab, Tutorial periods, Credit Recovery, SCE \$282,762 FTE 10.78	Report cards, Discipline reports	August 2008- May 2009	AEIS Report on Completion rates
Increase commended rates on TAKS tests in every subject area and grade level as stated in our board goals.	Principal & Teachers	TAKS study guides, TEKS Benchmarks Inova data	TAKS commended scores	August 2008 – May 2009	AEIS Report
Increase the number post-secondary credit courses offered and the number of students participating in those courses and the PSAT/SAT/ACT improvement programs.	Principal, Teachers & Counselor	Board program \$1600 Tutoring \$2400 The College	PLAN/ PSAT/ SAT/ ACT registration numbers	August 2008- May 2009	AEIS Report
Monitor students in post-secondary education programs to increase the number of those students receiving scholarships.	Counselor	Life Track Services	College scholarships and grants awarded	August 2008- May 2009	Life Track Services Report
All campuses will follow the Response to Intervention Plans for their campus.	Principal	RTI Plans	PBMAS report	August 2008- May 2009	PBMAS Report PEIMS Report

## Operational Goals

- Student Attendance rates will exceed 96% on all campuses.
- Number and types of violent incidents will be less than 5% of all discipline referrals at all campuses.
- Age appropriate alcohol awareness, drug prevention and sexual abstinence plans will be instituted on all campuses in order to achieve ZERO incidents per year in each area.
- Attendance rates for ALL employees will meet or exceed 97%.
- Facilities will be properly maintained to create a healthy learning environment that fosters school spirit and pride.
- Communication and dispersal of information with all stakeholders in the learning community will improve at the district and campus levels.

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Recruit and retain highly qualified faculty and staff by providing a safe and nurturing work environment.	Principal, & Central administration	Teacher job fairs, Region 10 TJN, Administrative & board support	Employee attendance rates	August 2008-May 2009	Decrease in turnover rate and workplace accidents, increase in attendance rate; H.Q. report
Inform and prepare faculty and students of the procedures for all emergency drills.	Principal, Teachers and Students	Emergency flip-chart, evacuation maps	Improved response time and increase in the number of drills	August 2008-May 2009	Appropriate, consistent and timely responses to drills
Involve students in a Comprehensive Guidance Plan that includes Character Education Programs, drug and alcohol abuse awareness and anti-Bullying programs.	Principal, Teachers and Counselor	DAVE Program, Drug dog, Red Ribbon Activities, Just Say Yes, Title IV, Character Ed;	Lesson plans, discipline referrals, number of families receiving district support services	August 2008-May 2009	PEIMS 425 report, Title IV evaluation, Decrease in violent incidents, Decrease in drug and alcohol incidents.
Provide opportunities to increase parental involvement	Principal, & Counselor	Identikid Program Parent-Teachers	Volunteer logs	August 2008 – May 2009	Increase in volunteer hours
Provide a respectful and nurturing customer service atmosphere for parents, students and staff.	All staff, parents, students,	Faculty and staff	Complaints to staff and administration	August 2008-May 2009	Decrease in number of complaints to administration

Report safety issues as they arise to ensure above standard conditions.	Principal, Teachers	Maintenance request forms	Principal monitoring of issues.	August 2008-May 2009	Principal monitoring of issues.
Report facility or cleanliness issues as they arise to ensure above standard conditions.	Principal, Teachers	Custodial request forms	Principal monitoring of issues	August 2008-May 2009	Reduced complaints regarding building cleanliness and facilities problems
Develop teacher competencies in assessment and instruction to improve student performance.	Assistant Superintendent, Principal & Teachers	Inova data with Scope and Sequence	Use of TEKS Benchmarking data	August 2008 – May 2009	Cumulative TEKS Benchmarking data Teacher Reports
Involve teachers in decisions concerning staff development topics.	Principal & Teachers	Asst. Supt., Principal, Teacher training in Inova data interpretation	Student performance data from TEKS Benchmarking	August 2008-May 2007	Staff needs assessment for professional development plan
Improve administrative technological capabilities in each classroom	Technology Coordinators, Technicians, Teachers, Secretaries	SMART System Student Merit & Achievement Research Technology	On-line grade book and attendance	August 2006-May 2009	PEIMS report
Improve administrative technological capabilities in campus offices	Tech Coordinators, Counselors & Secretaries	SMART System	Master schedules	May 2009	Master Schedules



## Extra-Curricular Goals

- The number of students participating in extra-curricular activities will increase by 10% each year.
- At least 15% of all seniors participating in any extra-curricular activity will receive some scholarship assistance as a result of that participation.
- All activities (co-curricular and extra-curricular) will demonstrate character and teach life skills measured by reduced penalties assessed in any contest for inappropriate behavior and positive feedback received from fans, opponents and the community at large.
- Maypearl extra-curricular activities will produce multiple championships every year.

<b>STRATAGIES</b>	<b>PERSONS RESPONSIBLE</b>	<b>RESOURCES</b>	<b>FORMATIVE EVALUATION</b>	<b>TIMELINES</b>	<b>SUMMATIVE EVALUATION</b>
Counselor will conduct guidance lessons emphasizing the core essentials of the program.	Principals Counselors	UIL Website Teachers	UIL participation	September-March	UIL awards
Scholarships will increase due to the increased promotion of quality extra-curricular programs.	Athletic Consultant and coaches	Athletic Director Teacher/Coaches	UIL participation	September-March	Increase in scholarship monies offered due to extra-curricular activities.