

Maypearl Independent School District

District Improvement Plan

2019-2020 Priorities/Performance Objectives/Strategies

Accountability Rating: B



Public Presentation Date: October 24, 2019

Mission Statement

The Mission of Maypearl ISD, a tradition-rich community, is to cultivate the unique potential of all students through innovative education.

Motto

Tradition - Pride - Purpose

Vision

Maypearl ISD, where all learners will embrace their unique potential to excel, serve others, and own their future.

Value Statement

Every student as our 1st priority
Building relationships
Safe, secure environments
Collaboration & teamwork for all
Commitment to excellence

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Priorities

Revised/Approved: October 24, 2015

Priority 1: Teaching and Learning Excellence

Performance Objective 1: Develop and implement professional learning for all educators using creative instructional practices.

Measures 1: Professional learning offered focused on instruction; Number of teachers meeting district and campus professional learning requirements

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Implement the use of the comprehensive professional learning plan and review annually.	Lead: Director of Curriculum and Instruction, Secondary: Campus Administrators	Staff will be held accountable for the Curriculum Plan procedures by the review of lesson plans, classroom instruction alignment and assessment alignment.				
2) Communicate with district-wide administrators and lead teachers to specify the goals of the curriculum plan and communicate with campus personnel.	Lead: Director of Curriculum and Instruction; Secondary: Campus Principals	100% of principals and teachers are informed of this strategy and are held accountable for implementing the curriculum plan.				
3) Establish expectations and accountability measures to ensure all staff is meeting the district professional development learning requirements.	Lead: Director of Curriculum and Instruction; Secondary: Campus Principals	100% of teachers meet the required expectations for professional development learning.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug


Priority 1: Teaching and Learning Excellence

Performance Objective 2: Align instructional practices at all levels to achieve the graduate profile.

Measures 2: Consistent PLC meetings with grade levels, content areas, and vertically when needed.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) The District-wide walk-through tool will be used for classroom observations as well as the lesson plan rubric to ensure plans are aligned with instruction.	Lead: Director of Curriculum and Instruction; Secondary: Campus Principals	100% of campuses utilize the customized district walk-through tool				
2) Continue to align the graduate profile with each campus level for shared focus.	Lead: Director of Curriculum and Instruction; Secondary Campus Principals	Campuses have a leveled version of the graduate profile.				
3) Provide professional development and resources for teachers at all grade levels to differentiate instruction in the classroom.	Director of Curriculum and Instruction; Campus Principals	An increase in all campus Closing the Gap Domain.				



100% = Accomplished
 → = Continue/Modify
 0% = No Progress
 ✗ = Discontinue

Priority 1: Teaching and Learning Excellence

Performance Objective 3: Demonstrate instruction based on professional learning goals of the district, campus, and teacher.

Measures 3: The number of teachers utilizing effective instructional strategies as evident through walkthroughs and observations; Number of instructional time used incorporating instructional strategies.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Implement the use of district-provided Professional Learning Community template and establish routine PLC meetings.	Director of Curriculum and Instruction; assigned facilitators	Protocol is created and deployed.				
2) Expectations will be defined and communicated regarding active participation in the PLC agenda mandated by the district.	Lead: Superintendent; Secondary: Campus Principals	100% participation among instructional staff.				
3) Establish opportunities for annual training for Professional Learning Communities (PLC) to ensure all instructional staff members are fully aware of their responsibility to participate in meetings.	Director of Curriculum and Instruction , Campus administrators	Campus administrators and lead instructional staff will hold consistent PLC meetings.				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

Priority 1: Teaching and Learning Excellence

Performance Objective 4: Students in all accountability groups will grow in reading and math.

Measures 4: An increase in the district overall score Academic Growth and Closing the Gap

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Using district provided universal screenings, interventions, and assessment data, all students will be monitored and provided with appropriated instructional strategies for individual growth.	Director of Curriculum, Campus Administrators, intervention teachers, and classroom teachers.	The overall district score will increase from a C to a B for Academic Growth and Closing the Gaps in the state accountability system.				

Priority 2: Student Growth and Leadership

Performance Objective 1: Expand student leadership and involvement opportunities.

Measures 1: The number of leadership and involvement opportunities offered annually; Percent of students given leadership and involvement opportunities related to their interest as measured through student participation.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Assess the current state of leadership AND involvement opportunities for students through data analysis.	Lead: Director of Curriculum and Instruction; Secondary: Campus Administration	Opportunities identified & participation measured.				
2) Develop and implement a plan for integrated student leadership opportunities at each grade level.	Lead: Director of Curriculum and Instruction; Secondary: Campus Administration	Campus teams will provide documentation of leadership opportunities offered at each campus.				


Priority 2: Student Growth and Leadership


Performance Objective 2: Develop future-ready learners through innovative learning experiences and post-secondary opportunities.


Measures 2: Increase in innovative learning experience based on walkthroughs and lesson plans; Number of students that are college, career, and military ready.


Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Implement a tool to showcase student growth in reading and math.	Lead: Director of Curriculum and Instruction; Secondary: Campus Administration	All staff using the tool will be trained in the implementation of the new program.				
2) The English IV students will complete a project addressing the Graduate Profile.	High School Administration and the English IV teacher.	A completed Graduate Profile Portfolio completed by all seniors enrolled in English IV.				



 = Accomplished

 = Continue/Modify

 = No Progress


 = Discontinue

Priority 2: Student Growth and Leadership

Performance Objective 3: Develop students who are socially and emotionally healthy.

Measures 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Campus counselors will be relieved of state testing duties and 504 administrative duties so more focus can be placed on student social and emotional needs.	Lead: Campus principals; Secondary: Campus Counselors	Counselors will spend more time on leading guidance lessons and specific individual and small group needs.				
2) The district will provide provisions for evidenced-based practices and programs to address the need for positive behavior interventions for all students.	Lead: Director of Curriculum and Director of Special Programs, Secondary: Campus and District counselors	Fewer discipline referrals and an increase in student engagement in the classroom documented in observations.				
3) The district will provide support and resources for students who experience grief.	Lead: Director of Curriculum; Secondary: Campus and District Counselors	Students are supported by school staff during a time of loss and grief.				
						

Priority 3: Service and Community

Performance Objective 1: Create service opportunities for students at all levels to be involved in their community.

Measures 1: Increase in student involvement opportunities

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Create a list of existing service opportunities; research and add new ones.	Lead: Superintendent; Secondary: Campus Principals	100% of campus counselors provide a contact log				


Priority 3: Service and Community

Performance Objective 2: Implement more efficient two-way communication using multiple methods to support community engagement


Measures 2: Number of responses to community/parent survey

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Develop and distribute a community survey identifying focus groups within the community and effective ways of communication with and between these groups.	Superintendent	70% response rate to annual survey				
2) Develop a communication plan collaboratively with stakeholders and revise annually.	Superintendent	Annual District Plan				
3) Establish a plan to increase community connections with families. Some examples of activities to increase connections are: attending extra-curricular events, attendance at community events like the Fall Carnival, Christmas in Maypearl, volunteering to visit neighborhoods on a community tour, bus route rides, offer home visits if parents can't get to the school for conferences, volunteer during the summer Panther Tale program, school sponsored evening events. etc.	Superintendent	100% of professional staff will document an activity that they have participated in that increases connections with families of their students.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Priority 3: Service and Community

Performance Objective 3: Increase opportunities for stakeholders to partner through campus events and experiences.

Measures 3: Number of hours contributed to campuses by community stakeholders

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Establish campus committees to plan and implement events and experiences in which stakeholders are involved.	Lead: Superintendent; Secondary: Campus Principals	Number of events and experiences carried out annually by each campus				
2) Send an annual communication to all community organizations and businesses with opportunities to partner with the district through mentorship, sponsorship, and/or volunteerism.	Superintendent	1 or more communications sent annually regarding partnership opportunities				
3) School Health Advisory Council (SHAC) meetings will involve parents and be held 4 times per school year.	Lead: Superintendent; Secondary: District Lead Nurse	Meetings are held consistently to create a connection between health and learning.				


Priority 4: Fiscal Responsibility

Performance Objective 1: Create a budget that prioritizes teacher and staff growth and development, future-ready learning experiences, and facility improvements.


Measures 1: Funds allocated to teacher growth and development and future-ready learning experiences; Funds allocated to facility improvements

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Create a comprehensive, collaborative budget planning process that includes representatives from various stakeholder groups and is documented in district regulations.	Lead: Business Manager; Secondary: Superintendent	The budget planning process is documented through regulations.				
2) Provide staff with a document to measure and prioritize campus facility and resource needs annually.	Lead: Business Manager; Secondary: Campus Principal	Staff participation to document needs and priorities				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Priority 4: Fiscal Responsibility

Performance Objective 2: Educate and engage the community on fiscal matters and alternative funding sources.

Measures 2: Documented communication efforts regarding fiscal matters and alternative funding sources; encourage voter turnout and the number of business and community members who attend events and meetings

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Implement a finance newsletter that is electronically distributed and informs and educates stakeholders of current fiscal matters.	Lead: Superintendent; Secondary: Business Manager	1 finance newsletter is electronically distributed annually				


Priority 4: Fiscal Responsibility

Performance Objective 3: Increase teacher and staff recruitment and retention.

Measures 3: Percent of new teachers and staff indicating they selected MISD based on compensation and benefits; Percent of current teachers and staff indicating they stayed in MISD based on compensation and benefits; Decrease in teachers and staff indicating they left MISD based on compensation and benefits in their exit interview

Summative Evaluation 3:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Continue to design a plan to increase incentives to support teacher/staff retention including the continuation of the retention stipend.	Lead: Superintendent; Secondary: Business Manager	Teachers indicate the incentives support their decision for staying based on annual survey				
2) Increase collection of feedback data from staff members regarding recruitment and retention through annual surveys and entrance/exit conferences.	Superintendent	An annual survey implemented for feedback with an additional face to face exit interview.				
						

Priority 4: Fiscal Responsibility

Performance Objective 4: Seek and obtain alternative funding sources to increase funds available to the district.

Measures 4: Number of grants written and earned.

Summative Evaluation 4:

TEA Priorities: 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Seek grant opportunities.	Lead: Superintendent	Additional available funds for district resources.				

Priority 5: Future Ready Facilities and Resources

Performance Objective 1: Create collaborative learning spaces that promote innovative teaching and learning.

Measures 1: Increase collaborative learning space for students; Increase in student engagement through collaboration based on annual evaluation and walkthrough data

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Create a team to explore ways to make learning spaces more collaborative and innovative by visiting other nearby campuses.	Lead: Superintendent; Secondary: Director of Maintenance and Transportation	2 neighboring school visits per year				


Priority 5: Future Ready Facilities and Resources


Performance Objective 2: Design and implement improved safety measures at all facilities based on evaluated needs.

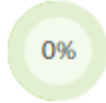
Measures 2: Increase in safety measures implemented at each facility; Increase of student and staff who indicate they are in a safe environment in the annual survey


Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Create a District Safety Team which would meet 2 times per year to evaluate safety matters and analyze collected data.	Lead: Superintendent; Secondary: Campus Principals	The safety committee will report to the Board submitted each time new safety measures have been implemented				
2) Continue the District Police Department to provide security.	Superintendent	Increase of staff and student safety.				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

Priority 5: Future Ready Facilities and Resources

Performance Objective 3: Provide and implement industry-standard technology to ensure state-of-the-art facilities.

Measures 3: Technology resources that align with industry-level technology standards

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Establish a technology replacement cycle to upgrade instructional technologies at all campuses and increased student access.	Director of Technology	Upgraded classroom technology.				
2) Implement a plan to provide a one-one device or a classroom cart initiative for all campuses.	Director of Technology	Students will have additional access to a instructional technology device.				
3) Continue updating Chrome book carts with age-appropriate software applications.	Director of Technology	100% of carts effectively used by students.				
4) Seek to add additional interactive flat panels in Middle School and Primary School classrooms.	Director of Technology	Upgraded instructional technology used by 100% of teachers with access to an interactive panel.				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

Priority 5: Future Ready Facilities and Resources

Performance Objective 4: Provide and implement improved curricular resources to support student success at all levels.

Measures 4: Number of resources being used in the classroom as indicated by walkthroughs, evaluation data, and other data collected

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	May	Aug
1) Design a customized walk-through to measure use of allocated resources including technology, white boards, furniture, etc.	Lead: Director of Curriculum and Instruction; Secondary: Director of Technology	A walk-through tool will be designed and classrooms will have a visit one time per year.				