**MERKEL**

Independent School District

**District Improvement Plan**

**2015-2017**

Merkel Independent School District

District Improvement Plan 2015-2017

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MERKEL

INDEPENDENT SCHOOL DISTRICT

PART I

INTRODUCTION

Merkel Independent School District

District Improvement Plan 2015-2017

**Board of Education Vision**

* **To equip students with academic, vocational, and technical knowledge and skills to reach their fullest potential.**
* **To create student centered schools with exemplary performance.**
* **To create an environment in which moral values and character are exemplified.**
* **To create an atmosphere in which students view learning as challenging and exciting.**
* **To develop an understanding between administration and the taxpayer/public that will clarify the academic goals and objectives set by the district.**

* **To reward and compensate a highly qualified staff on a level with top peer districts.**
* **To develop an environment that allows each staff member to be an integral part of the team effort.**
* **To recruit innovative and talented staff members in all areas of the district.**
* **To provide a total parent/community partnership in completing district goals and objectives.**

Merkel Independent School District

District Improvement Plan 2015-2017

**MISSION STATEMENT**

The mission of the Merkel Independent School district is to provide, to the full extent of their individual abilities, all students with the skills of logical, independent, and creative thinking, and effective communication. Further, as a result of instruction in our schools, students will acquire a knowledge and appreciation of our citizenship responsibilities, of our economic responsibilities, and of our American heritage. In our schools, learning will occur in an environment of moral values and character, and these characteristics will be communicated to all students. The accomplishment of this mission will be characterized by equity, efficiency, and accountability.

Merkel Independent School District

District Improvement Plan 2005-2006

**District Improvement Council**

MEMBERS

Term Expires

Bryan Allen Superintendent Chairman

Tammy Nall Curriculum Director District Representative/Co-Chair

Cindy Yaddow Librarian District Representative

Katie Allen Nurse District Representative

Jennifer Englert Principal Merkel Elementary

Amanda Duncan Teacher Merkel Elementary 2016 **(2nd Term)**

Tonja Meeks Teacher Merkel Elementary 2018 (1st Term)

Pam Welborn Teacher Merkel Elementary 2018 (1st Term)

Cheri Adair Teacher Merkel Elementary 2018 (1st Term)

Brack Jones Principal Merkel Intermediate

Jill Boyd Teacher Merkel Intermediate 2016 **(2nd Term)**

Susan Moore Teacher Merkel Intermediate 2017 **(2nd Term)**

Cindy Elliott Library Aide Merkel Intermediate 2017 **(2nd Term)**

Casey Hodges Principal Merkel Middle School/Junior High

Jennifer Richey Teacher Merkel Middle School/Junior High 2018 (1st Term)

Jackie Naron Teacher Merkel Middle School/Junior High 2017 (2nd Term)

Tiffany Cook Teacher Merkel Middle School/Junior High 2018 (1st Term)

Daryl McEwen Teacher Merkel Middle School/Junior High 2016 **(2nd Term)**

Joseph O’Malley Principal Merkel High School

Horace Abbott Special Education Teacher Merkel High School 2018 **(2nd Term)**

Justin Richey Teacher Merkel High School 2016 (1st Term)

Sharon Ash Teacher Merkel High School 2016 **(2nd Term)**

Blake Manning Teacher Merkel High School 2017 (1st Term)

Brit Pursley Parent

????? Parent

Lea Anne Palmer Parent

Ken Hogan Business

Danny Woodall Business

Luann Williams Business

????? Community

John Starbuck Community

Jeanie West Community

**MERKEL**

Independent School District

**Part II**

**Assessments**

**SUMMARY**

STAAR, SURVEYS, PBMAS, TAPR

|  |  |
| --- | --- |
| **Strengths of District** | **Areas to Address** |
| * Outstanding faculty & administration * District is like a family * Excellent School Board open to input * Teachers allowed academic freedom * Good Support Staff * Strong budget for instruction * Teachers care for the development of the whole student * PTO involvement * Poverty Training * Training program for substitute teachers | * Student Performance from Elementary to High School * Need to increase rigor of instruction * Need to maximize instructional time through scheduling * Need to evaluate curriculum * Need to review sources of student assessment * Some facilities are very old (New construction in progress) * Need technology training * College preparatory, GT programs need to be reviewed * Communication between campuses needs to be strengthened |

**MERKEL**

Independent School District

**Part III**

**Goals and Objectives**

**Goals and Objectives**

**2015-2017**

1. **All MISD students will meet or exceed state and federal performance standards.**
2. **MISD will provide a balanced and appropriate curriculum to all students.**
3. **MISD will recruit, develop and retain highly qualified and effective personnel.**
4. **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.**
5. **MISD will achieve and maintain a high level of technology and will ensure technical expertise for students and staff.**
6. **MISD will maintain a dropout rate less than or equal to 1% of the student population.**

**Goals**

**Annual Objectives**

**2015-2017**

1. **All MISD students will meet or exceed state and federal performance standards.**

**I.1: All student populations will demonstrate 90% or above mastery on the TAPR indicators.**

**I.2: At-risk and special program students will meet Adequate Yearly Progress through established standards or required improvement.**

**II. MISD will provide a balanced and appropriate curriculum to all students.**

**II.1: All students will be provided a curriculum based on the TEKS.**

**II.2: All MISD teachers will attend professional staff development that encourages creative and innovative teaching.**

**II.3: MISD will provide career education to assist students in developing knowledge, skills, and competencies necessary for a broad range of career opportunities.**

**II.4: MISD will provide information for students about higher education opportunities.**

**II.5: MISD will develop and distribute a form to assist in identification of homeless students.**

1. **MISD will recruit, develop and retain highly qualified and effective personnel.**

**III.1: MISD will recruit highly qualified personnel.**

**III.2: MISD will retain highly qualified personnel.**

**III.3: All MISD teachers will meet NCLB requirements for highly qualified.**

1. **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.**

**IV.1: MISD programs will address student behaviors including self-esteem.**

**IV.2: MISD will reduce the incidents of violence and drug use.**

**IV.3: MISD will strive to ensure that parents are informed and notified of district and campus information.**

**IV.4: MISD will implement a policy addressing methods for increasing teacher, student, and parent awareness of issues regarding abuse of children.**

1. **MISD will achieve and maintain a high level of technology and will ensure technical expertise for students and staff.**

**V.1: MISD students and teachers will utilize technology.**

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

**VI.I: MISD will devise and implement methods to decrease the dropout rate.**

**VI.II: MISD will provide alternative schooling for dropout prevention and recovery.**

**VI.III: MISD will serve student needs through curriculum modifications in the four core content areas.**

**MERKEL**

Independent School District

**Part IV**

**District Improvement Plan**

**2015-2017**

# LEA School Improvement Indicators will be included in this plan. The notation can be found in the bottom right corner of the boxes in the Actions, Activities & Strategies column. Following are the abbreviations and the indicator correlation:

# SI-1 Incorporates scientifically based research strategies that strengthen the core academic program

# SI-2 Identifies actions that have the greatest likelihood of improving the achievement of participating children in meeting the state’s student academic achievement standards

# SI-3 Address the professional development needs of the instructional staff

# SI-4 Includes specific measurable achievement goals and targets for each of the groups of students identified in the disaggregated data

# SI-5 Addresses the fundamental teaching and learning needs in the schools and the specific academic problems of low-achieving students

# SI-6 Incorporates activities before school, after school, during the summer, and during an extension of the school year

**SI-7 The LEA will seek technical assistance from TEA, Region 14 and the School Improvement Resource Center as needed**

# SI-8 Includes strategies to promote effective parental involvement in the school

Merkel Independent School District

District Improvement Plan

**2015-2017**

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

**Objective I.1: *All* student populations will demonstrate 90% or above mastery on the TAPR indicators.**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| Campuses will analyze test data from the STAAR to determine campus objectives and strategies for improvement **SI-2,4&5** | Campus Principal  Staff | August-September | Personnel Time  Disaggregated STAAR data | Data will be included in Campus Improvement Plans (CIP), District and Campus Assessment Plans | AYP/System SafeGuard results, TAPR/PBMAS Results, Campus Assessment Plan Submissions | |
| Campuses will determine training for teachers to address STAAR areas as determined by the above analysis **SI-3&7** | Campus Principal  Campus SBDM team | August- April | Campus Budget  For training, Title I Funds for PD | Summary of training with STAAR correlation | AYP/System SafeGuard results, TAPR/PBMAS Results | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

District Improvement Plan

**2015-2017**

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

**Objective I.2: At-risk and special program students will meet Adequate Yearly Progress through established standards/safe guards or required improvement.**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| Appropriate and innovative strategies will address different learning styles of special programs students **SI-1, 3, 4, 5, 6 & 7**   * Tutoring Before and After School * TALA Academy-Tier I/II Intervention * Increasing Rigor in ELA Training * Math Trainings & CAMT * Evaluation of Math Interventions * Accommodation training for teachers of students with special needs * Extended Day & Summer School * TAIS Training * iStation PK-8 * Culture Shift Training | Principal  Campus Lead personnel for special education, dyslexia, GT, ESL programs, Campus Improvement and Leadership Teams, Title I Intervention | August-June | Campus and District budget for training,  Title I Funds for PD for Title I campuses | Progress reports from: RTI Team, CEI Lab, Read Right, Star Testing, Reading Counts, Accelerated Reader, iStation, Teacher Evaluations, TAKS/STAAR Scores | AYP/TAPR/PBMAS/  Safe Guard results, meet required improvement, TAPR Results | |
| Campuses will identify students who may not meet minimum passing TAPR/AYP standards and will develop a plan for their success **SI-2&4**   * Intervention Periods * Open Content Mastery | Campus Principal  Staff  Guidance Staff | August – October | TAPR/AYP  Personnel Time | Student performance scores in special programs through Eduphoria!  Assessments | RTI Team, CEI Lab, Read Right, Star Testing, Reading Counts, Accelerated Reader, | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

Required Annual Improvement

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

**Objective I.1: *All* student populations will demonstrate 90% or above mastery for the TAPR indicators by 2017.**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| District  Wide | TAKS  2006 | TAKS  2007 | TAKS  2008 | TAKS  2009 | TAKS  2010 | TAKS 2011 | STAAR  2012 | STAAR  2013 | STAAR  2014 | | **STAAR 2015** | |
| Reading | 89% | 91% | 91% | 90% | 91% | 92% | 89% | 79% | 76% | |  | |
| White | 92% | 93% | 91% | 92% | 93% | 92% | 89% | 80% | 78% | |  | |
| Hispanic | 79% | 82% | 91% | 86% | 83% | 90% | 85% | 75% | 70% | |  | |
| African American | 60% | 58% | 83% | 50% | 92% | 67% | 100% | \* | \* | |  | |
| Economically Disadvantaged | 83% | 87% | 89% | 88% | 91% | 89% | 86% | 71% | 69% | |  | |
| Special Education | 65% | 67% | 67% | 49% | 69% | 60% | 69% | 66% | 61% | |  | |
| LEP | 21% | 40% | 71% | 50% | 57% | \* | 75% | \* | \* | |  | |
| Writing | 99% | 92% | 96% | 95% | 94% | 92% | 68% | 59% | 72% | |  | |
| White | 99% | 93% | 97% | 98% | 95% | 91% |  | 59% | 75% | |  | |
| Hispanic | 99% | 90% | 88% | 83% | 88% | 96% |  | 58% | 69% | |  | |
| African American | \* | \* | \* | 100% | \* | 100% |  | \* | \* | |  | |
| Eco. Dis. | 99% | 93% | 96% | 92% | 91% | 90% |  | 50% | 62% | |  | |
| Special Education | 83% | 75% | \* | 79% | 92% |  |  | 53% | 58% | |  | |
| Math | 75% | 82% | 80% | 81% | 82% | 83% | 83% | 70% | 74% | |  | |
| White | 76% | 83% | 82% | 84% | 83% | 84% | 83% | 71% | 74% | |  | |
| Hispanic | 67% | 74% | 73% | 70% | 77% | 80% | 77% | 64% | 74% | |  | |
| African American | 54% | 64% | 29% | 40% | 85% | 56% | 100% | \* | \* | |  | |
| Eco. Dis. | 71% | 78% | 76% | 76% | 82% | 80% | 80% | 65% | 68% | |  | |
| Special Education | 42% | 58% | 25% | 30% | 49% | 54% | 58% | 60% | 56% | |  | |
| LEP | 43% | 60% | 44% | 38% | 71% |  | 50% | \* | 83% | |  | |
|  |  |  |  |  |  |  |  | | | | | |  |
| Social Studies | TAKS  2006 79% | TAKS  2007 79% | TAKS  2008 86% | TAKS  2009 89% | TAKS  2010  94% | TAKS  2011  97% | STAAR  2012  61% | STAAR  2013  80% | | STAAR 2014  86% | | STAAR 2015 |
| White | 83% | 87% | 92% | 94% | 95% | 98% |  | 80% | | 91% | |  |
| Hispanic | 67% | 85% | 76% | 88% | 87% | 90% |  | 75% | | 67% | |  |
| African American | 17% | 20% | \* | 40% | \* | 100% |  | \* | | \* | |  |
| Eco. Dis. | 69% | 82% | 85% | 88% | 93% | 96% |  | 74% | | 81% | |  |
| Special Education | 50% | 44% | 53% | 63% | 70% |  |  | 52% | | 83% | |  |
| LEP | 10% | 67% | 57% | \* | \* |  |  | \* | | \* | |  |
| Science | 66% | 70% | 76% | 72% | 85% | 83% | 86% | 85% | | 77% | |  |
| White | 70% | 76% | 80% | 78% | 87% | 85% | 89% | 86% | | 77% | |  |
| Hispanic | 45% | 44% | 58% | 50% | 76% | 79% | 78% | 77% | | 72% | |  |
| African American | 33% | \* | \* | 33% | \* | 33% | \* | \* | | \* | |  |
| Eco. Dis. | 54% | 55% | 69% | 66% | 86% | 79% | 84% | 79% | | 70% | |  |
| Special Education | 33% | 24% | 31% | 33% | 55% |  | 61% | 60% | | 62% | |  |
| LEP | <1% | <1% | 25% | \* | \* |  |  | \* | | \* | |  |
| Dropout | 0.3% | 1.2% | 1.0% | 0.7% | 0.7% | 0.8% | 0.3% | 1.7% | | 0.8% | |  |
| White | 0.2% | 1.1% | 0.4% | 0.6% | 0.2% | 1.0% | 0.0% | 1.4% | | 0.7% | |  |
| Hispanic | 0.9% | 1.8% | 2.9% | 1.1% | 1.1% | 0% | 0.0% | 2.0% | | 1.5% | |  |
| African American | 0.0% | 0.0% | 6.7% | 0.0% | 13.3% | 2.0% | 14.3% | \* | | \* | |  |
| Eco. Dis. | 0.3% | 1.1% | 0.8% | 0.0% | 1.0% | 0.9% | 0.6% | 3.4% | | 1.6% | |  |
| Special Education | 0.7% | 1.5% | 1.5% | 1.7% | 0.6% | 0.0% | 0.0% | 3.4% | | 1.8% | |  |
| LEP | 10.5% | 0.0% | 0.0% | 0.0% |  |  |  |  | | \* | |  |
| Attendance | 95.9% | 96% | 96% | 95.6% | 95.6% | 96.1% | 96.2% | 95.9% | | 95.6% | |  |
| White | 96.0% | 96% | 96.1% | 95.7% | 95.8% | 96.1% | 96.2% | 96% | | 95.6% | |  |
| Hispanic | 96.0% | 95.5% | 95.4% | 95.2% | 94.7% | 96.2% | 95.1% | 95.8% | | 95.5% | |  |
| African American | 94.5% | 95% | 94.6% | 94.8% | 93.9% | 94.5% | 94.5% | 95.2% | | 95.4% | |  |
| Eco. Dis. | 95.5% | 95.6% | 95.6% | 95.1% | 95.1% | 95.5% | 95.6% | 95.3% | | 94.9% | |  |
| Special Education | 95.2% | 94.6% | 94.4% | 93.9% | 94.2% | 95.2% | 95.1% | 93.9% | | 93.9% | |  |
| LEP | 96.5% | 96.5% | 96.1% | 96.4% |  |  |  | 97% | | 97.4% | |  |

Merkel Independent School District

District Improvement Plan

**2015-2017**

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

**Objective II.1: All students will be provided a curriculum based on the TEKS.**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| All teachers will have the TEKS available in their classrooms for reference **SI-3** | Superintendent  Principal | August | Technology Resources | Distribution of TEKS, Teacher Evaluations, Lesson Plans | AYP/Safe Guard results, TAPR Results | |
| Campus grade level/subject area departments and Campus Leadership teams will review TEKS vertical and horizontal implementation and strategies **SI-3** | Campus Principals  Lead Teachers  Campus Leadership Teams | August  January | Personnel & Time | TEKS Resource System, Grade-Level Planning, Campus Leadership Meetings | AYP/Safe Guard results, TAPR Results, CIP Submissions,  Meeting Agendas | |
| All instructional needs of special program students will be addressed according to the TEKS and IEP – Inclusion for all grades EE-12 **SI-2, 7** | Superintendent,  Principals &  Campus lead personnel for special education, GT, ESL, dyslexia | August-June | Title I Funds for PD for Title I Campuses, Special Ed. Funds | STAAR, scores of special needs and special program students | AYP/Safe Guard results, TAPR Results | |
| The district will implement research-based instructional/classroom strategies to strengthen the core academic program  **SI-1&5** | Superintendent, Curriculum Director,  Principals, Campus lead personnel for special education, GT, ESL, dyslexia | August-June | Title I Funds for PD, local funds | TEKS Resource System, Observations, STAAR scores, lesson plans | TAPR Results, Teacher evaluations | |
|  | | | | | |

Merkel Independent School District

Improvement Plan

**2015-2017**

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

**Campus Objective II.2: MISD will provide professional staff development that encourages creative and innovative teaching.**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| Teachers will receive appropriate TEKS training as determined by the Campuses. **SI-3 & 7**   * Increasing Rigor ELA Training * Math Trainings * CAMT * EEC Math Professional Development * Accommodation training for teachers of students with special needs * School Personnel will attend TCEA Conference to implement Reading and Math Improvement Programs * PACT Training for first year teachers and mentors | Principal  Campus SBDM  Campus Leadership Teams | August-June | Campus Budget, Title I Funds for PD for Title I Campus | Summary of training as correlated with TEKS | AYP/Safe Guard results, TAPR Results, Sign-in sheets, PDAS Walkthroughs | |
| Training for special program teachers will be reviewed at the district and campus levels and update training provided as needed.**SI-3 & 7** | Superintendent  Principals & Campus lead personnel for special education, GT, ESL, dyslexia, CATE programs | August-June | District/Campus Budgets, 10% of Title I Funds for PD | EOY Summary of district training;  Campus training incorporated into Campus Improvement Plans | AYP/Safe Guard results, TAPR Results, Sign-in sheets, PDAS Walkthroughs | |
| Campuses will train teachers on research-based instructional/classroom strategies, including *The Fundamental Five* and Region 14 Culture Shift. **SI-1,3&5** | Principals | August-June | Local Funds, Title I Funds | EOY Summary of district training, campus improvement plans | Sign-in sheets, summary of training | |
| Campuses will provide age-appropriate career instruction.**SI-3** | Superintendent Principals  Teachers  CATE staff  Guidance Staff | August-June | Curriculum Units | Observation by principals | Teacher lesson plans | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

Improvement Plan

**2015-2017**

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

**Campus Objective II.3: MISD will provide career education to assist students in developing knowledge, skills, and competencies necessary for a broad range of career opportunities.**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| Develop Career Pathways document for grades 8-12 students and all counselors.  **SI-1,2,5&7** | Counselors  Principals | August-June | Personnel  Time | Documents in place and utilized | Students attaining certifications upon graduation, graduation endorsements | |
| Provide guidance services that promote career awareness and encourage students to pursue training.  **SI-2,5&7** | Counselors  Principals | August-June | Personnel  Time | Usage Statistics, sign-in sheets | Students attaining certifications upon graduation, graduation endorsements | |
| Increase CTE opportunities for 9-12 students  **SI-1,2,5&7** | Principals, Counselors | August-June | Personnel  Time | Graduation endorsements | Students attaining certifications upon graduation, graduation endorsements | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

Improvement Plan

**2015-2017**

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

**Campus Objective II.4: MISD will provide information for students about higher education opportunities**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| Jr. High school and high school students, parents, and teachers will be provided information on higher education admission requirements and financial assistance including the TEXAS grant program and Teach for Texas grant program  **SI-2,5,8** | Superintendent  Principals & Campus lead personnel | October-Feb.  Annually | District/Campus Budgets | Conferences with students | Collect data on number of students entering college  Exit Tracking System Student follow-ups | |
| Campuses will provide age-appropriate career instruction  **SI-2,4,5** | Superintendent  Principals  Teachers  CATE staff  Guidance Staff | August-June | Curriculum Units | Observation by principals | Surveys | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

District Improvement Plan

**2015-2017**

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

**Campus Objective II.5: MISD will develop and distribute a form to assist in identification of homeless students.**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation |
| MISD will develop a procedure for reporting and servicing homeless students.  **SI-2,4,5,7** | Homeless Liaison  Principals &  Campus lead personnel | August-June | District/Campus Budgets | Forms will be created and distributed.  Student follow-ups | Campus tracking regarding grades, attendance, discipline records |
| Each campus will designate a staff member to serve as the campus Homeless Liaison.  **SI-2,4,5,6&7** | Superintendent  Principals | August | District/Campus Budgets | Number of students identified, if any. | Staff member records |
| **Evaluation Comments:** | | | | | | |

Merkel Independent School District

District Improvement Plan

**2015-2017**

**District Goal III: MISD will recruit, develop and retain highly qualified and effective**

**personnel.**

**Campus Objective III.1: MISD will recruit highly qualified personnel**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| MISD will attend job fairs | Principals | August-June | Budget for Travel | Summary of Fairs attended | Teacher Applications | |
| MISD will encourage instructional aides to become teachers by providing information | Superintendent  Principals | Fall/Spring  Meetings | Staff Time  Meetings | Agenda of meetings | Number seeking higher education degrees | |
| MISD will encourage honor students to choose teaching as a career | Superintendent  Principals  Guidance Staff | August-June | Staff Time | Number of students expressing interest in a teaching career | Tracking of college degree choices of honor students | |
| The district will implement a marketing program geared toward attracting highly quialified personnel to the district | Superintendent | August-June | Local Funds, Time | Salary Schedules, Applications submitted | Number of quality applicants for each job posting | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

District Improvement Plan

**2015-2017**

**District Goal III: MISD will recruit, develop and retain highly qualified and effective personnel.**

**Objective III.2: MISD will retain highly qualified personnel.**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| The district will implement a local mentoring program | Superintendent | September-June | Staff Time | Report to the principal | Number of new teachers retained | |
| The district will develop and implement an employee retention incentives program | Superintendent | November-June | Staff Time  Budget | Report to the Board on incentives program, salary schedule | Number of teachers who remain with the district | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

Improvement Plan

**2015-2017**

**District Goal III: MISD will recruit, develop and retain highly qualified and effective personnel.**

**Campus Objective III.3: All MISD teachers will meet NCLB requirements for highly qualified.**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| The district will implement a local mentoring program | Superintendent | September-June | Staff Time | Report to the principal | Number of new teachers retained | |
| Provide training opportunities for all teachers and paraprofessionals that do not meet the “highly qualified” definition in the NCLB Act | Principals | August-June | Title II, Part A  Local Budget | Report to the Board | Percentage of teachers and paraprofessionals who are highly qualified | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

District Improvement Plan

**2015-2017**

**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.**

**Objective IV.1: MISD programs will address core behaviors including self-esteem and character education.**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| Campus staff will review the Student Code of Conduct and the Campus Handbook with students | Principal  Teachers  Guidance staff | August | Staff time  Student Class time | Documentation of student assemblies | Record of meetings held | |
| Student behavior will be monitored and evaluated | Principal  Teachers  Administrators  Guidance Staff | August-June | Staff Time  Program resources | PEIMS report to reflect discipline incidents | Discipline records | |
| Establish programs that address student safety, self esteem, dating violence, bully prevention, drug & alcohol prevention, and internet safety | School Reource Officer; principals; counselors, faculty | Aug-June | Local Funds; Time | Surveys | Survey Results | |
| Age appropriate esteem building programs will be presented at the campus levels | Principal  Guidance Staff | August-June | Budget for speakers, programs | Campus Improvement Plans | Record of presentations | |
| MISD will provide training for teachers and students on resolving conflicts | Principal  Guidance Staff  Sponsors | August-June | Campus and District budgets | Campus principals evaluative review | Discipline referrals | |
| **Evaluation Comments** | | | | | |

Merkel Independent School District

Improvement Plan

**2015-2017**

**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 IV.2: MISD will reduce the incidents of violence and drug use.**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| District and campuses will focus on drug awareness, drug education programs, and suicide prevention programs | Campus Principal  Guidance Staff  Campus SBDM School Resource Officer | August-June | Budget for programs, speakers, etc. | Campus Improvement Plan and Campus Budget | Record of programs presented, random drug testing | |
| Mandatory, random drug testing for all students grades 7-12 in extra-curricular activities, parental opt-in for other students in grades 9-12 | Superintendent | August-June | Local Funds | Testing Results | Decreased number of positive test reults; decreased number of drug incidents on campus | |
| Contract with Interquest Canine Detection Services for random sweeps by drug dogs | Superintendent  Principals | August-June | $2500/year | Discipline Records | Decreased number of drug-related events | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

District Improvement Plan

**2015-2017**

**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.**

**Objective IV.3: MISD will strive to ensure that parents are informed and notified of district and Campus information.**

**Accomplished Not Accomplished**

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| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| Provide for monthly district and local newspaper articles, District and Campus Webpages, Campus Facebook pages, Blackboard Connect, Parent Newsletters, School Electronic Billboards, SchoolWay mobile app. **SI-8** | Superintendent  Campus Principal  Parent Organizations  Student Council | August-June | Budget for paper and staff time for articles, etc. | See the articles in the newspaper, Webpages, Facebook, Alert Now Page | Positive Response on Title I Surveys | |
| MISD will provide literacy materials to migrant families **SI-8** | HS/MS principals  ESL staff | Yearly ongoing | Title I Part C - Migrant | Materials printed and distributed to all schools. | Positive Response on Title I Surveys | |
| MISD will make sure all communications to parents are written in appropriate languages. **SI-8** | Principal  ESL staff | Monthly | Campus and District budgets | Campus principals evaluate through talking with the parents. Title I Parent Surveys. | Positive Response on Title I Surveys | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

District Improvement Plan

**2015-2017**

**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.**

**Objective IV.4: MISD will implement a policy addressing methods for increasing teacher, student, and parent awareness of issues regarding abuse of children.**

**Accomplished Not Accomplished**

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| --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation |
| MISD will implement a policy addressing methods for increasing awareness of issues regarding abuse of children. | Administrators, District SBDM | March 2013/Ongoing | District budget | District SBDM approval | District SBDM minutes |
| Merkel ISD’s Employee Handbook will address procedures for suspected abuse of children. | Administrators,  School Personnel | March 2013/ Ongoing | District & Campus budgets, tech team, | Provided to employees by paper or electronic form | Record of distribution |
| Training will be provided to Merkel ISD employees. | Administrators | Aug/June | Administrators | Attendance Roster, Agenda | Record of training |
| **Evaluation Comments:** | | | | | |

District Improvement Plan

**2015-2017**

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

**Objective V.1: MISD students and teachers will utilize technology.**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| Teachers will integrate technology into classroom instruction as required by the TEKS **SI-1,3&5**   * Staff will attend TCEA Conference * Eduphoria! * Promethean Boards * Web 2.0 tools * TexQuest | Principal  Teachers | August-June | Planning time | Observation by principals | Lesson Plans | |
| Staff will utilize technology to manage student data.   * Eduphoria! * TxEIS * Google Apps for Education | Superintendent  Principals | August-June | Training  Software | Student Data Collected | AYP results, TAPR Results | |
| Teachers will receive training to utilize on-line resources for teaching strategies and for student learning **SI-3** | Superintendent  Principal | August-June | Planning time | Lesson Plans | AYP results, TAPR Results | |
|  | | | | | |

Merkel Independent School District

Improvement Plan

**2015-2017**

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

**Campus Objective VI. I: MISD will devise and implement methods to decrease the dropout rate**

**Accomplished Not Accomplished**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| Provide attendance reports to parents | Principal  Attendance Officer  Clerical Staff | August-June | Campus Budget | TAPR report  Permanent student records, Parent Portal | Parent Survey, Attendance Records | |
| Offer the following classes: ESL, Career & Technical Education Programs of Study, Courses offering some sort of certification | Superintendent  Principal | August-June | Salaried staff to teach these classes | TAPR dropout rate | Campus Schedules and Class Enrollment | |
| Offer pregnancy related services to parenting students | Special Ed.  Counselor  Nurse | August-June | Homebound  Teacher, Supplies | Promotion statistics of identified children | Records of promotion, retention or drop out | |
| Positive attendance incentives offered to students | Principals | August-June | Local Funds | Increased Attendance Rates | Increased Attendance Rates | |
| Credit recovery program for at-risk students | Principal  Counselor  Ed-Ops Teacher | August-June | Campus budget | Students finishing modules satisfactorily | Number of Credits Earned | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

Improvement Plan

**2015-2017**

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

**Campus Objective VI.II: MISD will provide alternative schooling for dropout prevention and recovery**

**Accomplished Not Accomplished**

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| --- | --- | --- | --- | --- | --- | --- |
| **Actions/**  **Strategies** | **Staff Responsible** | Timeline **Start/End** | Budget **Resources** | Evaluation **Methods** | Evaluation | |
| Assist DAEP in providing TAKS/STAAR tutoring for students and materials assistance | Principal  DAEP Teacher | Daily  August-June | TAKS/STAAR computer software, material  Tutorial time  SSI Grant | TAPR report  Permanent student records | AYP/Safe Guard results, TAPR Results | |
| DAEP students tested at Merkel Opportunity Campus | DAEP Teacher  Principal  Counselor | October-June | TAKS/STAAR tests  Testing staff | TAPR dropout rate  Students that pass | AYP/Safe Guard results, TAPR Results | |
| Ed-Ops program for credit recovery in an isolated, quiet environment | Principal  Counselor  Ed-Ops Teacher | August-June | Campus budget | Students finishing modules satisfactorily | Number of Credits Earned | |
| Conduct home visits to students at-risk of dropping out | Attendance Officer  SRO Principals | August-June | Local Funds, Time | Attendance Reports, TAPR | Reduced Drop-out Rate | |
| **Evaluation Comments:** | | | | | |

Merkel Independent School District

Improvement Plan

**2015-2017**

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

**Campus Objective VI.III: MISD will serve student needs through curriculum modifications in the four core content areas.**

**Accomplished Not Accomplished**

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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  Spec. Ed. Coop.  Teachers | August | ESC Region 14 | Special Ed. Procedures  completed | Number Pre-Referred/Number Admitted | |
| Use disaggregated student TAKS/STAAR performance data and other alternative assessment data to plan instruction to address identified weaknesses in the four core content areas, targeting LEP students, at risk, economically disadvantage, 504, and Spec. Ed. Students in all grades | Principal | May | TAKS/STAAR performance data  End-of-course tests  TAKS disaggregate  software | TAPR report  TAKS/STAAR scores  Eduphoria!  Lesson plans  Walk-throughs | AYP/Safe Guard results, TAPR Results | |
| Provide special education services to students with disabilities as prescribed by the ARD committees. | Principal  Teachers  ARD committee | August-June | Campus budget  Special Ed. budget | ARD IEPs  Lesson plans  TAKS/STAAR scores  TAPR report | AYP/Safe Guard results, TAPR Results | |
|  | | | | | | |

MERKEL

INDEPENDENT SCHOOL DISTRICT

PART V

APPENDICES