

Huntsville Independent School District
Mance Park Middle School
2021-2022 Goals/Performance Objectives/Strategies

Mission Statement

The mission of Huntsville Independent School District is to establish a partnership with students, parents and the community to provide an equitable educational system characterized by a safe environment and academic excellence to empower all students with knowledge, competencies, and personal qualities to live and work successfully as lifelong learners and responsible citizens with a global perspective.

Vision

Our Call to Action

Mance Park - We envision a student-centered environment where students foster excellence within the school and community through collaboration, creativity, and an intrinsic desire to learn beyond the classroom.

District -All students thrive as lifelong learners and global citizens prepared for the futures they create.

Core Beliefs

We believe that...

- all students can learn.
- all students deserve opportunities to take ownership of their learning.
- diversity is essential to dynamic learning environments.
- real world applications connect all students to content and skills.
- all students are best served in schools by building positive relationships and connections inside and outside of school to help prepare them for the real world.
- all teachers are facilitators guiding students to deeper, profound learning through differentiated, meaningful lessons.
- teamwork, resources, and communication are essential at all levels.

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Goals

Goal 1: ACADEMIC PERFORMANCE

All students will achieve academic success and demonstrate growth.

Performance Objective 1: Increase the percent of students at each of the Approaches, Meets, and Masters Level on STAAR.

Evaluation Data Sources: All students will pass state mandated assessments.

Achievement gap, between student populations will be eliminated.





The percentage of students from all student groups achieving advanced academic performance will increase from prior year.

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue implementation of high yield instructional strategies of PLC's at Work and School Improvement for All initiatives through ongoing coaching and consulting from Solution Tree.</p> <p>Strategy's Expected Result/Impact: Increased capacity of campus administrators in instructional leadership Improved teacher effectiveness Improved student achievement</p> <p>Title I Schoolwide Elements: 2.4</p> <p>Funding Sources: Instructional Supplies - 211 - Title I, Part A, Improve Basic Program - \$11,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus Leadership Team will analyze district and state level assessments to create a plan of action centered on increasing the percentage of students meeting the state and district standards.</p> <p>Strategy's Expected Result/Impact: Increased student achievement in all core areas.</p> <p>Staff Responsible for Monitoring: Principal Dean of Instruction</p> <p>Title I Schoolwide Elements: 2.4</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Facilitate Quarterly Data Reviews of campus academic and behavioral data where IC's, Dean, AP's, and Counselors present, review, and analyze student achievement and progress in order progress monitor campus goals and create strategic action plans for students and staff.</p> <p>Strategy's Expected Result/Impact: Increased student achievement and progress Capacity building of campus administrators</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Teachers will meet daily in PLC to develop engaging lessons aligned with state mandated curriculum (TEKS) that is tiered to meet students where they are and is driven by common formative assessment data utilizing teacher and student data trackers..</p> <p>Strategy's Expected Result/Impact: Increase professional growth and learning for teachers. Increased Student Achievement/Progress</p> <p>Staff Responsible for Monitoring: Principal Dean of Teaching and Learning Assistant Principal Instructional Coaches</p> <p>Funding Sources: Instructional Supplies Data Trackers - 211 - Title I, Part A, Improve Basic Program - \$10,000, Teacher Resources - 211 - Title I, Part A, Improve Basic Program - \$5,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Implement a campus-wide, systemic Response to Intervention (RtI) model for academic and behavioral needs, to include research based interventions and progress monitoring for identified At Risk students.</p> <p>Strategy's Expected Result/Impact: Increased student achievement</p> <p>Staff Responsible for Monitoring: Principal Dean of Instruction</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: Instructional Supplies - 211 - Title I, Part A, Improve Basic Program - \$10,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Implementation of a RTI Interventionist to progress monitor student performance campus wide, collect relevant data, establish academic and behavioral need, facilitate Tier 2 and Tier 3 program scheduling, as well as facilitate necessary RTI meetings and processes to improve student achievement.</p> <p>Strategy's Expected Result/Impact: Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Dean of Student Learning Assistant Principals</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: Materials and Equipment - 211 - Title I, Part A, Improve Basic Program - \$25,000</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 7 Details	Reviews			
<p>Strategy 7: Implementation with fidelity of Hornet Time, our Tier 2 and Tier 3 intervention and enrichment period on Tuesdays and Thursdays driven by targeted instructional and behavioral data analysis.</p> <p>Strategy's Expected Result/Impact: Increased student achievement/progress Lower student/teacher ratio</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Dean of Student Learning</p> <p>Funding Sources: Tutoring Materials/Pay - 211 - Title I, Part A, Improve Basic Program - \$10,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: Provide Administrative Leadership Training and Coaching in the area of instructional leadership for Assistant Principals, Dean of Teaching and Learning, and Instructional Coaches in collaborative weekly meetings and one on one monthly meetings.</p> <p>Strategy's Expected Result/Impact: Increased capacity in instructional leadership for campus Teacher effectiveness Increased student achievement</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: Provide ongoing instructional coaching and feedback to all staff through instructional coach visit/modeling, administrative walkthroughs and T-TESS observations. Implementation of walkthrough form focused on campus focus areas of Assessment FOR Learning, Tiered lesson design, Learning Objective, PBIS, Capturing Kids Hearts, and Classroom Management.</p> <p>Strategy's Expected Result/Impact: Improved Teacher effectiveness Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning Instructional Coaches</p> <p>Title I Schoolwide Elements: 2.4 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 10 Details	Reviews			
<p>Strategy 10: Monitor student attendance and implement appropriate truancy prevention measures to ensure compliance with compulsory attendance laws and reduced dropout rates.</p> <p>Strategy's Expected Result/Impact: Improve rate of proper attendance tracking measures by staff and students. Increase student attendance and exposure to classroom instruction Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal PEIMS Clerk</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 11 Details	Reviews			
<p>Strategy 11: Train all staff in the social and emotional program of Capturing Kids Hearts and implement with fidelity through progress monitoring using campus walkthroughs and teacher/student feedback.</p> <p>Strategy's Expected Result/Impact: Increased student achievement Improved Staff and Student morale</p> <p>Staff Responsible for Monitoring: Principal Dean Assistant Principals Counselors</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 12 Details	Reviews			
<p>Strategy 12: Provide core academic coaches to provide professional development, mentoring and modeling for all staff.</p> <p>Strategy's Expected Result/Impact: Increase student academic achievement through one-on-one teacher training.</p> <p>Staff Responsible for Monitoring: Principal Dean of Teaching and Learning</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: Professional Development - 211 - Title I, Part A, Improve Basic Program - \$109,185, - 255 - Title II, Part A, - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 13 Details	Reviews			
<p>Strategy 13: Proper implementation of the tiered inclusion/co-teach model for SPED students and the ability to build capacity in SPED and Gen ed staff with appropriate implementation of student accommodations.</p> <p>Strategy's Expected Result/Impact: Improved effectiveness of sped staff in the implementation of instructional support and strategies in the classroom. Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning SPED Instructional Coach SPED Department Instructional Coaches</p> <p>Funding Sources: - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 14 Details	Reviews			
<p>Strategy 14: Provide additional after school and before school pullouts for Tier II and Tier III students.</p> <p>Strategy's Expected Result/Impact: Improved student achievement</p> <p>Title I Schoolwide Elements: 2.6</p> <p>Funding Sources: Extra Duty - 211 - Title I, Part A, Improve Basic Program - \$10,000</p>	Formative			Summative
	Oct	Jan	Mar	June
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Goal 1: ACADEMIC PERFORMANCE





All students will achieve academic success and demonstrate growth.

Performance Objective 2: Increase the percent of students in all special programs scoring at each of the Approaches, Meets, and Masters level on STAAR.

Evaluation Data Sources: Data from District and State Assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase student achievement through ongoing, in person and online professional development for teachers and all instructional staff with an emphasis on Instructional Leadership, Tier I instruction, Classroom Management, and Social/Emotional Learning.</p> <p>Strategy's Expected Result/Impact: Increase capacity of all instructional staff Improved student achievement</p> <p>Staff Responsible for Monitoring: Principal Dean of Teaching and Learning Assistant Principals</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p> <p>Funding Sources: PD - 211 - Title I, Part A, Improve Basic Program - \$13,085</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide ongoing professional development for sped and gen ed staff in regards to accommodations and modifications.</p> <p>Strategy's Expected Result/Impact: Capacity building of teachers in incorporating appropriate accommodations and instructional strategies in daily lessons. Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning Instructional Coaches SPED Instructional Coach</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Proper implementation of the tiered inclusion/co-teach model for SPED students and the ability to build capacity in SPED and Gen ed staff with appropriate implementation of student accommodations.</p> <p>Strategy's Expected Result/Impact: Improved effectiveness of sped staff in the implementation of instructional support and strategies in the classroom. Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning SPED Instructional Coach SPED Department Instructional Coaches</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Provide increased and improved ESL services for second language learners and classroom teachers through a strategic PD plan encompassing sheltered instruction, ELPS, PLD's and other research based strategies to increase student achievement.</p> <p>Strategy's Expected Result/Impact: Capacity building in teachers in the area of ELPS implementation in the classroom. Increased student achievement/progress Improved TELPAS achievement</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning Campus ESL Coordinator</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Reduce teacher to student ratio for students receiving dyslexia services by adding an additional dyslexia FTE.</p> <p>Strategy's Expected Result/Impact: Improved student achievement</p> <p>Staff Responsible for Monitoring: Principal Dean</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Oct	Jan	Mar	June





Strategy 6 Details	Reviews			
<p>Strategy 6: Increase technology integration skills in the instructional process. ILS will provide ongoing tech resources trainings for all staff.</p> <p>Strategy's Expected Result/Impact: Increased use of technology integration into high quality lessons Increased student engagement Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning Innovative Learning Specialist Instructional Coaches</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Ongoing professional development on implementation of Positive Behavior Interventions and Supports (PBIS) and Capturing Kids Hearts through monthly and six week data reviews/updates/trainings.</p> <p>Strategy's Expected Result/Impact: Improved classroom environment for teaching and learning. Acknowledgement of appropriate behaviors on campus. Increased instructional time in the classroom Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning PBIS Leadership Team Process Champions</p> <p>Title I Schoolwide Elements: 2.5</p> <p>Funding Sources: Travel and PD - 211 - Title I, Part A, Improve Basic Program - \$10,000</p>	Formative			Summative
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<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: ACADEMIC PERFORMANCE

All students will achieve academic success and demonstrate growth.

Performance Objective 3: Increase the percent of students meeting or exceeding growth in mathematics and ELA/Reading.

Evaluation Data Sources: District and State Assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Implementation of foundational reading and writing concepts through ongoing PD and coaching by Leach Literacy Consultants.</p> <p>Strategy's Expected Result/Impact: Improved student achievement for Reading</p> <p>Staff Responsible for Monitoring: Principal Dean AP's ELAR Instructional Coach</p> <p>Title I Schoolwide Elements: 2.4</p> <p>Funding Sources: Classroom Books - 211 - Title I, Part A, Improve Basic Program - \$2,500, PD - 211 - Title I, Part A, Improve Basic Program - \$5,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implementation of Universal Screener in ELAR and Math through iReady with progress monitoring through beginning of the year, middle of the year, and end of the year assessments to drive instruction.</p> <p>Strategy's Expected Result/Impact: Improved Student Achievement</p> <p>Staff Responsible for Monitoring: Principal Dean AP's ELAR and Math IC</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: ACADEMIC PERFORMANCE





All students will achieve academic success and demonstrate growth.

Performance Objective 4: Increase the percent of students on track for reading (PK-K) or reading on grade level (1-8).

Evaluation Data Sources: All students will pass state mandated assessments.

Achievement gap, between student populations will be eliminated.

The percentage of students from all student groups achieving advanced academic performance will increase from prior year.





Strategy 1 Details	Reviews			
<p>Strategy 1: Use of relevant data from iReady Universal Screener, Achieve 3000 and LLI to improve reading levels of struggling students.</p> <p>Strategy's Expected Result/Impact: Increase in students reading on grade level.</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
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Goal 2: SAFE SCHOOLS

MPMS will promote nurturing, safe and secure places for students, staff and parents.

Performance Objective 1: Implement procedures and systems that promote and support positive behaviors and social and emotional well-being.

Evaluation Data Sources: District Discipline Data





Strategy 1 Details	Reviews			
<p>Strategy 1: Provide professional development for campus-wide Positive Behavior Intervention and Supports (PBIS). Strategy's Expected Result/Impact: Increased Student Achievement Decrease ODR Decrease classroom disruptions Increased instructional time Staff Responsible for Monitoring: Principal AP's Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Train all staff in Capturing Kids Hearts and implement the process with fidelity through classroom walk throughs, progress monitoring, Process Champions, and ongoing training. Strategy's Expected Result/Impact: Improved Student Engagement Improved Student Achievement Decreased ODR Increased Instructional Time Improved Student Well-Being Improved Staff and Student Morale Staff Responsible for Monitoring: Principal Dean AP's Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Implementation of Teen Leadership as an elective course for 7th grade students. Strategy's Expected Result/Impact: Improved Social and Emotional Well-Being of Students Staff Responsible for Monitoring: Principal Dean AP's Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Oct	Jan	Mar	June
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Goal 2: SAFE SCHOOLS

MPMS will promote nurturing, safe and secure places for students, staff and parents.

Performance Objective 2: Monitor and assess the effectiveness of the district health, safety and emergency plans. Implement with fidelity all required campus safety procedures and drills.

Evaluation Data Sources: Safety drill documentation, incident reflection and evaluation documents, staff surveys.





Strategy 1 Details	Reviews			
<p>Strategy 1: Provide high quality ongoing training for all safety drills/concerns on campus for both staff and students using the HISD Standard Response Protocols.</p> <p>Strategy's Expected Result/Impact: Improved facilitation of all drills Improved campus safety Improved knowledge of all safety scenarios and protocols</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Campus Resource Officer</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Monitor and implement all required fire, weather related, lock down, hazardous materials, and active shooter drills to best prepare students and staff for any event.</p> <p>Strategy's Expected Result/Impact: Improved facilitation of all drills Improved campus safety Improved knowledge of all safety scenarios and protocols</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning Campus Resource Officer</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Review and update the Campus Emergency Operations Plan to ensure compliance with National Incident Management System (NIMS) Guidelines.</p> <p>Strategy's Expected Result/Impact: Compliance Prepared Staff for any Emergency</p> <p>Staff Responsible for Monitoring: Principal Dean AP's Campus SRO</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
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Goal 2: SAFE SCHOOLS

MPMS will promote nurturing, safe and secure places for students, staff and parents.

Performance Objective 3: Provide and reinforce character education opportunities to increase positive interactions among and between students and staff.

Evaluation Data Sources: Character Strong lessons, counselor visits

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide professional development and resources through Capturing Kids Hearts, Character Strong, and other available resources through Home Room Hornet Time classes.</p> <p>Strategy's Expected Result/Impact: Reduction in bullying incidents Improved Staff and Student morale</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue to implement district policy for defining bullying and the protocol through consistent implementation of this policy including reporting and consequences to address and reduce incident of bullying. Recognize Bullying Prevention Month.</p> <p>Strategy's Expected Result/Impact: Reduction in incidents</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
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Goal 2: SAFE SCHOOLS





MPMS will promote nurturing, safe and secure places for students, staff and parents.

Performance Objective 4: Lower the number of discipline referrals by 5% each year.

Evaluation Data Sources: Trend data charts will reflect a decline in the number of referrals by all student groups.

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement PBIS and Capturing Kids Hearts process campus-wide to instill a focus on appropriate behaviors and equip staff with appropriate proactive discipline measures.</p> <p>Strategy's Expected Result/Impact: Reduction in referrals Improved classroom and school climate. Increased instructional time due to less behavioral redirections Improved teacher morale Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Dean of Student Learning PBIS Leadership Team</p> <p>Title I Schoolwide Elements: 2.5</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Build capacity in teachers in research-based classroom management strategies by providing administrative walk-throughs and observations followed with feedback and coaching.</p> <p>Strategy's Expected Result/Impact: Decrease in office referrals Improved classroom and school climate. Increased instructional time due to less behavioral re-directions. Improved teacher morale Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Dean of Student Learning</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Create systemic behavioral reporting systems that incorporate parent involvement, re-teaching appropriate behaviors, Tier I behavior logs, behavior support plans, use of behavior coaches, and the RTI process to improve behavior.</p> <p>Strategy's Expected Result/Impact: Decrease classroom removals Increase instructional time for behavior students Improved teacher morale Increased student achievement/progress.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Student Learning</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Conduct Code of Conduct assemblies with all students. Teach and model for students the behavioral expectations and systems associated with HISD and MPMS.</p> <p>Strategy's Expected Result/Impact: Decrease in office referrals Improved classroom and school climate. Increased instructional time due to less behavioral re-directions. Improved teacher morale Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: All staff will present, explain and model campus procedures and expectations for all areas of the school for the first three days of school on a rotation basis using a campus wide powerpoint presentation. Students will hear the same information for each designated area three different times from three different staff members.</p> <p>Strategy's Expected Result/Impact: Decrease in office referrals Improved classroom and school climate. Increased instructional time due to less behavioral re-directions. Improved teacher morale Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
<p>Strategy 6: Implement role of Behavior Interventionist on the campus and the HIVE Program. Identify role and responsibility and provide a process within the RTI system to support students struggling with behavior and teachers needing support in classroom management techniques.</p> <p>Strategy's Expected Result/Impact: To increase student achievement by best supporting students and reteaching replacement behaviors. Supporting struggling teachers. Reducing discipline referrals.</p> <p>Staff Responsible for Monitoring: Principal Asst. Principal BI Dean</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p>	Formative			Summative
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Goal 2: SAFE SCHOOLS

MPMS will promote nurturing, safe and secure places for students, staff and parents.

Performance Objective 5: Lower the number repeat assignments regarding dis-respectfulness and fighting that lead to ISS or OSS by 5% each year.

Evaluation Data Sources: Trend data charts of student placement in ISS and OSS indicates a decrease in total repeat placements.

Strategy 1 Details	Reviews			
<p>Strategy 1: Administration will work closely with students struggling behaviorally in and out of the RTI process to establish positive relationships with students. The venue for this strategy will be small groups, restorative circles, one on one sessions, parent involvement, mentors, and behavior support that is offered on a consistent basis. Students will be engaged in behavior support plans used to redirect poor behavior patterns and provide replacement behaviors for each student.</p> <p>Strategy's Expected Result/Impact: Sign In Reduction in the Number of assignment to OSS, ISS, and DAEP Increase in use of replacement behaviors Increased instructional time for teacher and student Improved student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Student Learning Behavior coaches</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide assistance for at risk students who struggle behaviorally and with various social skills, conflict resolution, problem solving, and other components of social life through the Capturing Kids Hearts and HIVE programs.</p> <p>Strategy's Expected Result/Impact: Sign In Reduction in the Number of assignment to OSS, ISS, and DAEP Increase in use of replacement behaviors Increased instructional time for teacher and student Improved student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Student Learning Counselors</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Develop and offer counseling for student aggressors and victims. Strategy's Expected Result/Impact: Schedule Sessions Sign In Staff Responsible for Monitoring: Counselors	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: COMMUNITY INVOLVEMENT


The school will improve parent and community partnerships in an environment that promotes trust through effective communication.


Performance Objective 1: Provide opportunities for parent and community involvement to promote academic achievement and school spirit.


Evaluation Data Sources: Increased community involvement in all operation of the district.


Strategy 1 Details	Reviews			
<p>Strategy 1: Celebrate student, staff, and volunteer accomplishments and establish criteria for recognitions in a variety of ways.</p> <p>Strategy's Expected Result/Impact: Increased positive comments and support for school and community Improved teacher and parent morale Increased level of support and volunteers from community Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning Counselors</p> <p>Title I Schoolwide Elements: 2.5, 3.1, 3.2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Seek feedback from stakeholders by hosting Coffee with the Principal, Curriculum Open House, and other parent and community impact sessions throughout the year.</p> <p>Strategy's Expected Result/Impact: Improved parent and community engagement</p> <p>Staff Responsible for Monitoring: Principal Dean</p> <p>Title I Schoolwide Elements: 3.1, 3.2 - ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Parent Engagement - 211 - Title I, Part A, Improve Basic Program - \$3,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Building productive partnerships with Faith Based Groups, PTO, SHSU, and other community based groups to further enhance the necessary support for staff and students to be successful.</p> <p>Strategy's Expected Result/Impact: Improved parent and community engagement Improved staff and student morale</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Work closely with our home/school liaison to support families, including those experiencing homelessness, to increase student success and parent involvement. Strategy's Expected Result/Impact: Increased parent and student involvement Increased student welfare Improved student achievement Staff Responsible for Monitoring: Principal AP's Dean Title I Schoolwide Elements: 2.6, 3.1, 3.2	Formative			Summative
	Oct	Jan	Mar	June

 0% No Progress

 100% Accomplished

 Continue/Modify

 Discontinue





Goal 3: COMMUNITY INVOLVEMENT

The school will improve parent and community partnerships in an environment that promotes trust through effective communication.

Performance Objective 2: Provide a variety of communication methods to share information with parents, students, and community stakeholders.

Evaluation Data Sources: Communication Examples
Parent Engagement





Strategy 1 Details	Reviews			
<p>Strategy 1: Provide consistent communication through blackboard, social media, monthly newsletters and word of mouth from staff and community partners to better inform and engage parents and community members in school functions and activities.</p> <p>Strategy's Expected Result/Impact: Increased positive comments and support for school and community Improved teacher and parent morale Increased level of support and volunteers from community Increased student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Dean AP's</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p> <p>Funding Sources: Parent Newsletter/Involvement - 211 - Title I, Part A, Improve Basic Program - \$2,712</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Goal 4: RESOURCES The school will ensure fiscal accountability and responsibility through alignment and sound stewardship of our financial resources.

Performance Objective 1: Implement a budget development process that ensures resources are identified, prioritized, aligned and allocated to reflect the district and campus mission and belief statements.





Evaluation Data Sources: Completed Data Reviews

Strategy 1 Details	Reviews			
Strategy 1: Train staff on state and federal resource allocations. Strategy's Expected Result/Impact: Improved resource efficiency Staff Responsible for Monitoring: Principal Funding Sources: - LOCAL	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement the use of technology devices to enhance student achievement. Strategy's Expected Result/Impact: Improved use of technology effectiveness Staff Responsible for Monitoring: Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Utilize district and state resources (Solution Tree, Region VI, Leach Literacy, iReady, Achieve 3000, etc) to provide additional services as needed as a means of maximizing revenues and communicate to all stakeholders their availability. Strategy's Expected Result/Impact: Increase teacher effectiveness Staff Responsible for Monitoring: Principal Dean AP's Title I Schoolwide Elements: 2.4, 2.5, 2.6	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: RESOURCES The school will ensure fiscal accountability and responsibility through alignment and sound stewardship of our financial resources.

Performance Objective 2: Develop and implement a plan to maintain and/or improve the educational environment and capabilities of our facilities.

Evaluation Data Sources: All facilities capable of meeting the needs of student learners.

Strategy 1 Details	Reviews			
Strategy 1: Ensure technology resources, cameras, WAPS, and vape detectors are effectively used and monitored. Strategy's Expected Result/Impact: Improved campus efficiency Staff Responsible for Monitoring: Principal ILS AP's Title I Schoolwide Elements: 2.5	Formative			Summative
	Oct	Jan	Mar	June
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



Goal 5: STAFF

The school will retain and recruit qualified staff that will maintain standards that foster student success.

Performance Objective 1: Hire and retain qualified personnel using district developed processes and procedures.

Evaluation Data Sources: Staff retention rate

Strategy 1 Details	Reviews			
<p>Strategy 1: Refine New Teacher Induction Program to provide new teaches with just in time information and resources.</p> <p>Strategy's Expected Result/Impact: Improved capacity of first year teachers Improved Teacher morale Improved teacher attendance Increase student achievement/progress Improved rate of retention for first year teachers</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning</p> <p>Funding Sources: - LOCAL, - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide Mentors to first year teachers and equip them with the necessary curriculum and resources to not only grow and support new teachers but increase their leadership capacity as well.</p> <p>Strategy's Expected Result/Impact: Increased collaboration with mentors and mentees Increased leadership capacity in mentors and mentees Improved teacher morale Improved rate of retention for teachers Increase student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Dean of Student Learning</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program, - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Regularly scheduled check-ins with new teachers and their appraiser to review needs/issues. Strategy's Expected Result/Impact: Increased collaboration with mentors and mentees Increased leadership capacity in mentors and mentees Improved teacher morale Improved rate of retention for teachers Increase student achievement/progress Staff Responsible for Monitoring: Principal Assistant Principals Dean of Student Learning Funding Sources: - LOCAL	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: STAFF

The school will retain and recruit qualified staff that will maintain standards that foster student success.

Performance Objective 2: Increase recruiting of Highly Qualified Teachers, specifically math, science, bilingual education, foreign languages, ELAR, and special education.

Evaluation Data Sources: All positions filled with highly qualified, competent educators prepared to meet the needs of student learners. Staff surveys, retention rate data charts, T-TESS appraisals, PD agendas/sign-ins





Strategy 1 Details	Reviews			
Strategy 1: Attract and retain HQ teachers by participating in district and university sponsored job fairs Strategy's Expected Result/Impact: Improved teacher quality Improved retention rates Improved school climate Increased student achievement/progress Staff Responsible for Monitoring: Principal Funding Sources: - LOCAL	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Offer high quality professional development for identified areas Strategy's Expected Result/Impact: Improved teacher quality Improved retention rates Improved school climate Increased student achievement/progress Staff Responsible for Monitoring: Principal Funding Sources: - LOCAL	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: STAFF

The school will retain and recruit qualified staff that will maintain standards that foster student success.

Performance Objective 3: Increase ESL certification for teachers.

Evaluation Data Sources: Number of certified ESL staff will increase in the system.

Strategy 1 Details	Reviews			
<p>Strategy 1: Attract and retain ESL certified Teachers by participating in district sponsored job fairs./ Promote ESL certification among existing teachers.</p> <p>Strategy's Expected Result/Impact: Increase in ESL certifications Increase in use of ELPS in the classroom Increase student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Offer high quality professional development and support for ESL certified teachers</p> <p>Strategy's Expected Result/Impact: Increase in ESL certifications Increase in use of ELPS in the classroom Increase student achievement/progress</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Dean of Teaching and Learning</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				