

Meadow Independent School District
District Improvement Plan
2017-2018



Mission Statement

Meadow ISD is learning-centered environment the reflects an active partnership of students, staff, parents, and community which places all students in a position to achieve their full potential.

"Providing a Pathway for Success"

Core Beliefs

These following belief statements represent the fundamental convictions, values, and character of Meadow ISD, and will be reflected through our behaviors and district improvement efforts.

- We believe our faculty and staff will provide dynamic and rewarding learning experiences.
- We believe that every student can learn regardless of gender, ethnicity, and socioeconomic status.
- We believe that schools should be a safe and secure environment that values individuality by threatening all members of the school community with dignity and respect.
- We believe in recognizing, celebrating, and enthusiastically supporting student success and the contributions of our colleagues throughout the year.
- We believe in promoting community service, individual worth, and respect for cultural diversities and contributions of others.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Academic Achievement	6
Comprehensive Needs Assessment Data Documentation	7
Goals	8
Goal 1: Student Growth and Success: Meadow ISD will focus on learning for all students through quality instruction, instructional support, professional learning, and engaging instructional strategies to realize increased scores for all subgroups on all assessments as reflected on the Texas Accountability and Performance Report (TAPR).	8
Goal 2: Safe and Orderly Learning and Working Environment: A safe, orderly, positive and quality learning environment and will be provided for students and staff.	17
Goal 3: Community Engagement: Meadow ISD will establish an integrated system of community relations and communications that provide opportunities to establish and strengthen district relationships and partnerships with parents and community.	23
Goal 4: Effective and Efficient Operations: Meadow ISD will allocate resources in an efficient manner to facilitate quality learning experiences and positive and effective work environment.	26
Goal 5: Organizational Improvement: Strategic data points are utilized to make decisions regarding planning, evaluation, and performance needs. . .	31
System Safeguard Strategies	32
Site-Based Decision Making Committee	33

Comprehensive Needs Assessment

Revised/Approved: October 21, 2017

Demographics

Demographics Summary

Meadow Independent School District is a 1A Six Man district in West Texas. We are one of the three school districts in Terry County and have a 40% transfer student population.

Meadow ISD staff consist of 51 full time employees: 71.2% Teachers, 11% Paraprofessionals, and 5% Administration. The Board of Trustees consist of seven elected members who serve three year terms.

The teachers currently serving Meadow ISD currently have an average of 8.7 years experience and an average of 4.6 years in Meadow ISD. 19.2% of Meadow ISD teacher have masters degrees.

Meadow ISD is a one campus district with 282 students. The student population is 69% Hispanic, 29% Caucasian, 1% Native American, and 1% two or more races. Students identified as at-risk account for 27.4% of the population.

The total population of Meadow ISD fluxuates with the large number of transfer students. The total population of migrant students has decreased which is 32% of the districts population. Our large number of migrant students drives our extensive migrant program and number of migrant staff.

Demographics Strengths

- 100% graduation rate
- Grades 3-12 1:1 technology
- Low student/teacher ratio
- Use of inclusion to close learning gaps

Problem Statements Identifying Demographics Needs

Problem Statement 1: 40 % of Meadow Special Ed. population approaches grades level compared to 64% at state level. **Root Cause:** The number of special

ed staff compared to student in inclusion setting is not sufficient

Problem Statement 2: The percent of Hispanic teacher compared to the percent of Hispanic student population is 16%:69%. **Root Cause:** The district had a lack of Hispanic application

Student Academic Achievement

Student Academic Achievement Summary

Meadow ISD has been successful in closing the gaps on STAAR/EOC with our student meeting progress which is indicated in Index 2. The 4th grade showed improvement in Reading by 10%, Math with 13%, and writing also up 13%. The 7th grade also showed improvement in all three subject areas. Sixth grade math improved by 5% as well as Algebra I by 14% and US History by 5%. The other grades and areas remained the same or showed a decrease in the area of approaches.

The STAAR percent at meets grade level increased in math by 5%, writing by 8%, and Social Studies by 8%. The only subject to show improvement at Masters Grade level is Social Studies at 9%.

Student Academic Achievement Strengths

- The college and Career Ready Graduates is above the state average with Meadow ISD having 100%.
- Students ready for college with two or more advanced/dual-credit courses is above the state average.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- Current and/or prior year(s) campus and/or district improvement plans
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Goals

Goal 1: Student Growth and Success: Meadow ISD will focus on learning for all students through quality instruction, instructional support, professional learning, and engaging instructional strategies to realize increased scores for all subgroups on all assessments as reflected on the Texas Accountability and Performance Report (TAPR).

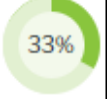
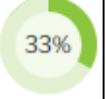


Performance Objective 1: Student achievement and progress levels for each assessment identified on Texas Academic Performance Report(TAPR) will increase by 10%.

Evaluation Data Source(s) 1: Assessment results for each of the identified assessments will be compared with previous years data.

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Next Year's Recommendation 1: Will update in November.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>System Safeguard Strategy PBMAS</p> <p>Critical Success Factors CSF 1 CSF 2</p> <p>1) Provide supplemental resources, professional development, and/or intervention opportunities to improve academic performance of students to close the achievement gaps in reading, writing and math including that of students in special populations.</p>	1.0, 8.0, 9.0, 10.0	Bric Turner, Dennis Berger	Improved scores on district and state assessments.				

<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>2) STAAR Reading data will be disaggregated to determine objectives that have not been mastered and to find weaknesses in instructional programs. Subgroup populations will be reviewed for targeted areas to address.</p>	1.0, 8.0, 9.0, 10.0	Bric Turner, Dennis Berger	Improved scores on district and state assessment.				
<p>PBMAS Critical Success Factors CSF 1</p> <p>3) Instructional materials & programs will be purchased and developed by core subject teachers. Emphasis will be placed on targeted objective areas that have been identified through the disaggregation of STAAR data.</p>	8.0, 9.0, 10.0	Core classroom teachers, Bric Turner, Dennis Berger	Improved scores on district and state assessments.				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>4) Benchmark tests will be given for practice to tract student progress.</p>	8.0, 9.0, 10.0	Core classroom teachers, Bric Turner, Dennis Berger	Improved scores on district and state assessments.				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 4</p> <p>5) Structured RTI will be implemented during the school day for students who are identified as needed RTI instruction.</p>	9.0	Core teachers, Bric Turner, Dennis Berger	Students will move to lower level tiers or will not need RTI intervention by May 2018.				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>							

Goal 1: Student Growth and Success: Meadow ISD will focus on learning for all students through quality instruction, instructional support, professional learning, and engaging instructional strategies to realize increased scores for all subgroups on all assessments as reflected on the Texas Accountability and Performance Report (TAPR).

Performance Objective 2: Meadow ISD will increase the number of federal system safeguards met and the number of state system safeguards met over the previous year.

Evaluation Data Source(s) 2: System Safeguards report

Summative Evaluation 2:

TEA Priorities: 2. Build a foundation of reading and math.

Next Year's Recommendation 2: Will update when report is released.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 1) Provide professional development and technical assistance to district and campus leadership to build school improvement capacity for Title I focus schools	1.0, 2.0	Darrian Dover	The number of system safeguards will be met than previous year.				
= Accomplished = Continue/Modify = No Progress = Discontinue							

Goal 1: Student Growth and Success: Meadow ISD will focus on learning for all students through quality instruction, instructional support, professional learning, and engaging instructional strategies to realize increased scores for all subgroups on all assessments as reflected on the Texas Accountability and Performance Report (TAPR).

Performance Objective 3: Achievement gaps between students identified in sub-populations on STAAR testing and those not included in those sub-population will decrease by 50%.









Evaluation Data Source(s) 3: STAAR data

Summative Evaluation 3:

TEA Priorities: 2. Build a foundation of reading and math.

Next Year's Recommendation 3: Will update with TAPR in November.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>System Safeguard Strategy PBMAS Equity Plan Strategy Critical Success Factors CSF 1</p> <p>1) Students identified as Dyslexic will receive accelerated intensive instruction.</p>	1.0, 9.0, 10.0	Amanda Marinez, Pam Pierce	Students identified as Dyslexic will show growth on ELA district and state assessments.				
<p>Equity Plan Strategy Critical Success Factors CSF 1</p> <p>2) District Dyslexia teacher will work with classroom teachers in providing instructional modifications for students requiring reading assistance.</p>	1.0, 9.0, 10.0	Amanda Marinez, Pam Pierce	Students identified as Dyslexic will show growth on ELA district and state assessments				

<p>System Safeguard Strategy PBMAS Equity Plan Strategy Critical Success Factors CSF 1</p> <p>3) Special Education and Migrant support staff will be increased to provide more classroom support for identified students.</p>	<p>1.0, 9.0, 10.0</p>	<p>Stacey Dover</p>	<p>The special population STAAR scores will increase 10% each year for 5 year.</p>				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

Goal 1: Student Growth and Success: Meadow ISD will focus on learning for all students through quality instruction, instructional support, professional learning, and engaging instructional strategies to realize increased scores for all subgroups on all assessments as reflected on the Texas Accountability and Performance Report (TAPR).

Performance Objective 4: The percentage of students in K - 2 reading on or above grade level NWEA assessment data will increase from previous year.

Evaluation Data Source(s) 4: NWEA

Summative Evaluation 4: Some progress made toward meeting Performance Objective

TEA Priorities: 2. Build a foundation of reading and math.

Next Year's Recommendation 4: Continue

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2</p> <p>1) K - 2nd grade students will be given the TPRI to identify strengths and weaknesses in reading skills.</p>	8.0, 9.0, 10.0	Pam Pierce - Reading Specialist	Students in K - 2nd grade will be reading on or above grade level by the end of the 2017-2018 school year.				
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>2) K- 3rd grade reading teachers will have monthly meeting to assess the needs of reading instruction.</p>	8.0	Pam Pierce	Early elementary programs for reading will be aligned. Students in K - 2nd grade will be reading on or above grade level by the end of the 2017-2018 school year.				
<p>Critical Success Factors CSF 1</p> <p>3) Full day PK program to promote early grade school readiness and skills.</p>	7.0	Dennis Berger	Students will enter kindergarted with reading readiness skills.				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>4) Buddy reading will be implemented with upper grades and lower grades to promote fluency, vocabulary, and comprehension.</p>	7.0, 9.0	Pam Pierce	Students will have higher fluency rate, vocabulary, and comprehension.				

<p>Critical Success Factors CSF 1</p> <p>5) Provide reading improvement software for K - 2nd grade.</p>	9.0	Dennis Berger	Students in Kindergarten - 2nd Grade will have more areas of development on TPRI assessments by the EOY.				
<p>System Safeguard Strategy PBMAS</p> <p>Critical Success Factors CSF 1</p> <p>6) K-3rd grade will use a direct systematic phonological based reading program that spirals through the grades. This program will have explicit phonics instruction.</p>	1.0, 2.0, 9.0, 10.0	Dennis Berger	By the end of 3rd grade all student will be reading on grade level.				
<p style="text-align: center;"> = Accomplished = Continue/Modify = No Progress = Discontinue </p>							

Goal 1: Student Growth and Success: Meadow ISD will focus on learning for all students through quality instruction, instructional support, professional learning, and engaging instructional strategies to realize increased scores for all subgroups on all assessments as reflected on the Texas Accountability and Performance Report (TAPR).

Performance Objective 5: The number of students completing a Dual Credit or Advanced Placement course will increase over the previous year.

Evaluation Data Source(s) 5: Course completion.

Summative Evaluation 5: Significant progress made toward meeting Performance Objective

TEA Priorities: 3. Connect high school to career and college.

Next Year's Recommendation 5: Base on percentage instead of number. Class size is decreasing.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 6</p> <p>1) MISD will reimburse dual course fees of students that end the semester with an average of 70 or above.</p>	1.0, 2.0	Sherryll Barclay	The number of students that make an average of 70% or above on dual credit courses will increase from the previous year.				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>2) Identify students that have passed EOC tests and are prepared to take AP and dual credit classes. Conduct parent meeting to explain AP and dual credit classes requirements and expectations.</p>	1.0, 2.0	Lori Smith, Sherryll Barclay	The number of students that graduate with college credit hours will increase from the previous year.				
<p>Critical Success Factors CSF 1</p> <p>3) 100% of 8th grade students will have completed the Achieve Texas Program and will have a graduation plan, a 9th grade schedule, and a coherent sequence if applicable</p>	10.0	Sherryll Barclay	Students entering high school will have a path to help guide them to graduation.				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>							

Goal 1: Student Growth and Success: Meadow ISD will focus on learning for all students through quality instruction, instructional support, professional learning, and engaging instructional strategies to realize increased scores for all subgroups on all assessments as reflected on the Texas Accountability and Performance Report (TAPR).

Performance Objective 6: Attendance rates will reach or exceed 98%

Evaluation Data Source(s) 6: PEIMS summer submission report

Summative Evaluation 6: Some progress made toward meeting Performance Objective

TEA Priorities: 2. Build a foundation of reading and math.

Next Year's Recommendation 6: Continue, this year was impacted by flu.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 4 CSF 6 1) Encourage regular attendance through incentives	1.0	Bric Turner, Dennis Berger	Have 98% daily attendance rate.				
Critical Success Factors CSF 4 2) Inform parents of attendance regulations in accordance to the law.	1.0	Bric Turner, Dennis Berger	Have 98% daily attendance rate.				
Critical Success Factors CSF 4 3) Germblast will be contracted to treat the school to lower the number of illnesses and infections caused by dangerous microorganisms found in the environment.	1.0	Darrian Dover	Have 98% daily attendance rate				
= Accomplished = Continue/Modify = No Progress = Discontinue							

Goal 2: Safe and Orderly Learning and Working Environment: A safe, orderly, positive and quality learning environment and will be provided for students and staff.

Performance Objective 1: Meadow ISD will meet all required components of the district safety plan and state safety requirements.

Evaluation Data Source(s) 1: Safety and security audits and safety documentation (drill logs).

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Next Year's Recommendation 1: Continue

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Provide training to all school personnel on the emergency action plan.</p>	10.0	Dennis Berger	Teachers will have knowledge of how to correctly respond in an emergency situation.				
<p>Critical Success Factors CSF 6</p> <p>2) Continue to enforce policies and procedures that promote a safe, orderly and secure environment</p>	10.0	Dennis Berger, Bric Turner	Compliance with Security Audit recommendations.				
<p>Critical Success Factors CSF 6</p> <p>3) Provide programs, resources and professional development to improve school conditions for student learning including personal hygiene items, drug and violence prevention, bullying and harassment prevention and mentoring for at-risk students.</p>	10.0	Dennis Berger, Bric Turner, Sherryl Barclay	All students will feel safe on the Meadow ISD campus.				

<p>Critical Success Factors CSF 6</p> <p>4) A magnetic lock system will be used in the elementary, high school, junior high, and gymnasium building. A screening protocol will be used to admit visitors into the buildings. Exterior cameras will be used to monitor school grounds.</p>	2.0	Darrian Dover	All campus visitors need permission to have access to buildings providing a safer environment for MISD students.				
<p>Critical Success Factors CSF 6</p> <p>5) All student in grades 6-12 that participate in a UIL activity will participate in drug testing throughout the school year.</p>	2.0	Darrian Dover, Stacey Dover	Discourage drug use by students that participate in UIL events.				
<p style="text-align: center;"> = Accomplished = Continue/Modify = No Progress = Discontinue </p>							

Goal 2: Safe and Orderly Learning and Working Environment: A safe, orderly, positive and quality learning environment and will be provided for students and staff.

Performance Objective 2: Through implementation of effective discipline management plan and providing a safe, secure, and orderly learning environment, we expect a 10% reduction in Out-of- School Suspension and In- School Suspension.

Evaluation Data Source(s) 2: Monthly/Yearly Discipline Incident Reports

Summative Evaluation 2: Some progress made toward meeting Performance Objective







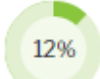





Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 6 1) Track discipline data each six weeks to analyze discipline events and removal actions	2.0	Bric Turner, Dennis Berger	Reduce out of class discipline issues to increase classroom instructional learning time.				
= Accomplished = Continue/Modify = No Progress = Discontinue							

Goal 2: Safe and Orderly Learning and Working Environment: A safe, orderly, positive and quality learning environment and will be provided for students and staff.

Performance Objective 3: A coordinated school health program, grades K-12 will be promoted and practiced. Emphasis will be placed on physical health, emotional health, drug use prevention, character education, and violence prevention.

Evaluation Data Source(s) 3: Feedback received through the School Health Advisory Committee (SHAC).

Summative Evaluation 3: Some progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Anti-Bullying policies, guidelines and procedures designed to reduce bullying will be followed by all staff/facility.</p>	10.0	Bric Turner, Dennis Berger, Sherryll Barclay	Students will be able to attend school in a safe bully free environment.				
<p>Critical Success Factors CSF 6</p> <p>2) All school staff member will be trained in the MISD Bullying Reporting Protocol.</p>	10.0	Sherryll Barclay	Staff members will know the correct procedure to intervene in a suspected bullying situation.				
<p>Critical Success Factors CSF 6</p> <p>3) All district staff members will be trained in Recognizing and Reporting Child Abuse at the beginning of the school year.</p>	10.0	Sherryll Barclay	Staff members will know the correct procedure when child abuse is suspected.				
<p>Critical Success Factors CSF 6</p> <p>4) High School will implement programs, such as Expect Respect, to eliminate teen dating violence and promote healthy relationships.</p>	10.0	Sherryll Barclay	Meadow ISD high school students will have knowledge in dating violence and information about healthy relationships.				

Critical Success Factors CSF 6 5) Provide information to students regarding drug prevention. Red Ribbon Week for Drug Awareness is celebrated in the month of October.	10.0	Sherryll Barclay	MISD students will have knowledge to make better choices involving drug use.				
Critical Success Factors CSF 6 6) Pregnancy related services provided to parenting students as per the district administrative procedures.	2.0	Sherryll Barclay, Bric Turner	Pregnant or student parents will be able to graduate from high school.				
Critical Success Factors CSF 5 7) Parent information sessions will be held to increase awareness and prevention measures for bullying and cyber bullying.	2.0	Dennis Berger, Bric Turner, Sherryll Barclay	Parents will be informed of what to be aware of in relation to bullying.				
Critical Success Factors CSF 5 8) Parent information sessions will be held to increase awareness for teen dating violence.	2.0	Dennis Berger, Bric Turner, Sherryll Barclay	Parents will be informed of what to be aware of in relation to dating violence.				
Critical Success Factors CSF 6 9) A coordinated school health program will be implemented in grades K-8.	10.0	Lacey Guzman, Dennis Berger, Bric Turner	Students in grades K - 8th will learn about how to have healthier lifestyles.				
Critical Success Factors CSF 6 10) All staff will have training in diabetes awareness.	4.0	Randee Parker, Dennis Berger, Bric Turner	All staff will be aware of what the signs of diabetes are.				
= Accomplished = Continue/Modify = No Progress = Discontinue							

Goal 2: Safe and Orderly Learning and Working Environment: A safe, orderly, positive and quality learning environment and will be provided for students and staff.

Performance Objective 4: Teacher will be provided with relevant data, current technology, ongoing training with scaffolding implementation, and online access to an array of classroom technology.

Evaluation Data Source(s) 4: Teacher lesson plans and surveys, administrative walkthroughs with documentation of technology increased usage, training evaluation, and evaluation of the technology plan.

Summative Evaluation 4: Significant progress made toward meeting Performance Objective

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Teachers in all subject areas will integrate technology into their curriculum.</p>	2.0, 5.0, 9.0, 10.0	Dennis Berger, Bric Turner	Teachers will be able to use technology to enrich their teaching sources.				
<p>Critical Success Factors CSF 7</p> <p>2) Teachers will be provided training annually on the integration of technology in instruction</p>	1.0	Dennis Berger, Bric Turner	Teachers will be more effective when integrating technology in their classrooms.				
<p>Critical Success Factors CSF 1</p> <p>3) All teachers will be provided with the hardware, software, and site licenses to optimize instructional technology integration.</p>	10.0	Blaine Britton	Teachers and students will have useful technology accessible for instruction use.				
<p>Critical Success Factors CSF 1</p> <p>4) Effectiveness of future needs of technology integration will be reevaluated each year and compiled in the District 3 Year Technology Plan.</p>	1.0	Blaine Britton	MISD will stay current in technology.				
= Accomplished = Continue/Modify = No Progress = Discontinue							

Goal 3: Community Engagement: Meadow ISD will establish an integrated system of community relations and communications that provide opportunities to establish and strengthen district relationships and partnerships with parents and community.

Performance Objective 1: By May 2018, there will be an increase in professional learning opportunities on how to foster relationships with parents and community.

Evaluation Data Source(s) 1: Teacher training documentation.

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 5 1) Provide family and community engagement resources and opportunities to increase participation on campus and learning at home.	6.0	Dennis Berger, Bric Turner	Increased volunteer hours and numbers of families attending campus and district events.				
Critical Success Factors CSF 5 2) Increase opportunities to engage the community as an audience for student performances and events	6.0	Dennis Berger, Bric Turner	An increase in the number of parents/community members attending student performances and events.				
= Accomplished = Continue/Modify = No Progress = Discontinue							

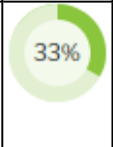
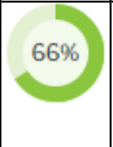
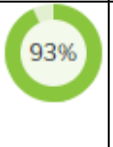

Goal 3: Community Engagement: Meadow ISD will establish an integrated system of community relations and communications that provide opportunities to establish and strengthen district relationships and partnerships with parents and community.

Performance Objective 2: Through family and community partnerships, we expect a 5% increase in access and opportunity for family/community participation in the educational process.

Evaluation Data Source(s) 2: Family/Community Participation results.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Revisit the Parent Compact to engage parents in their child's educational experience.</p>	6.0	Stacey Dover	To see an increase in parents involvement with school activities.				
<p>Critical Success Factors CSF 5</p> <p>2) Provide early release time for elementary teachers to schedule one-one-one parent conferences with all parents.</p>	1.0, 6.0	Dennis Berger	K - 5th grade teachers will meet with parents to give them information about the Parent/Teacher/Student Compact, information on the curriculum, and discuss their child's progress during the 1st semester. During the 2nd semester the conference will inform parents on their child's progress.				
<p>Critical Success Factors CSF 5</p> <p>3) Informational sessions for parents of students in grades 6-11 for STAAR/EOC materials.</p>	6.0	Bric Turner	Parents will be aware of STAAR/EOC standards and leave with some strategies/activities to use at home.				
<p>Critical Success Factors CSF 5</p> <p>4) Family educational nights for parents of students in Prek - 5th grade will be provided at least twice during the school year.</p>	6.0	Dennis Berger	Parents will be aware of ways to educationally help their child at home.				
<p>Critical Success Factors CSF 5</p> <p>5) Meet the teacher night with free meal</p>	6.0	Darrian Dover	The community and parents will meet the staff.				

<p>Critical Success Factors CSF 5</p> <p>6) District website with up to date information about Meadow ISD and Meadow ISD Facebook page.</p>	6.0	Blaine Britton, Rande Parker	Parents and community members will be aware of activities happening at MISD.				
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 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

Goal 4: Effective and Efficient Operations: Meadow ISD will allocate resources in an efficient manner to facilitate quality learning experiences and positive and effective work environment.

Performance Objective 1: By June 2018 campus principals, school counselor, elementary reading specialist, and the superintendent will implement a systematic prioritization process to align programs and priorities with available resources.

Evaluation Data Source(s) 1: Adopted Budget

Summative Evaluation 1: Some progress made toward meeting Performance Objective

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3</p> <p>1) Increase stakeholder awareness of budget challenges and trade-offs through district presentations and community meetings. Furthermore, increase awareness on the part of all administrators and support staff of the resources available to meet these challenges.</p>	10.0	Darrian Dover	1)Program and resource alignment; 2) Increased Financial literacy throughout the District enabling more effective use of limited resources; 3) Accurate and timely tracking of financial activity; 4)Closer adherence to plans as outlined in campus, department and District budgets; and 5) Informed decision making as plans change throughout the year				
2) Develop a schedule for replacement of capital outlay items	10.0	Darrian Dover	Schedule developed and implemented so capital outlay items are replaced timely				
3) Ensure all programs are effectively implemented, documented, and evaluated in accordance with state and federal guidelines by providing technical support, training, and appropriate resources.	10.0	Rosa Almendarez, Stacey Dover, Darrian Dover, Region 17 ACE services	Compliance in all program areas.				
= Accomplished = Continue/Modify = No Progress = Discontinue							

















Goal 4: Effective and Efficient Operations: Meadow ISD will allocate resources in an efficient manner to facilitate quality learning experiences and positive and effective work environment.

Performance Objective 2: Meadow ISD will be 100% staffed with highly effective, certified (if applicable) personnel.

Evaluation Data Source(s) 2: Teacher Records, retention reports, hiring timelines

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

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

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) All district paraprofessionals performing instructional duties must be highly qualified.</p>	3.0	Stacey Dover	MISD students will receive support from qualified paraprofessionals.				
<p>Critical Success Factors CSF 7</p> <p>2) All professional staff will hold valid and current Texas Teacher Certification.</p>	3.0	Stacey Dover	Students will receive quality instruction for certified teachers.				
<p>Critical Success Factors CSF 7</p> <p>3) All Meadow ISD job openings will be posted on the district website and Region 17 website job board and application will be electronic.</p>	3.0, 5.0	Stacey Dover, Blaine Britton	Job posting will reach many qualified candidates and applying for the job can be completed from their personal computer.				
<p>Critical Success Factors CSF 7</p> <p>4) Critical need areas will be identified and incorporated into future job requirements in the district (Example: ESL, Dyslexia, Bus Driver certification, etc.)</p>	1.0, 3.0, 5.0	Darrian Dover, Dennis Berger, Bric Turner	To receive application that meet the needs of the district.				

 = Accomplished  = Continue/Modify  = No Progress  = Discontinue

Goal 4: Effective and Efficient Operations: Meadow ISD will allocate resources in an efficient manner to facilitate quality learning experiences and positive and effective work environment.

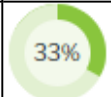
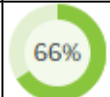
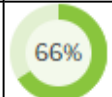



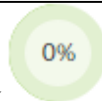

Performance Objective 3: Professional development will be provided for all staff to assist in their professional growth and for the advancement of district goals and objectives.

Evaluation Data Source(s) 3: Teacher surveys and professional development logs.

Summative Evaluation 3: Significant progress made toward meeting Performance Objective

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

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) Early release days will be integrated into the school calendar to allow the opportunity to bring in presenters in areas targeted by administration.</p>	4.0	Bric Turner, Dennis Berger	Teacher will have information to help strengthen areas of weakness or difficulty as identified by campus principals.				
<p>Critical Success Factors CSF 7</p> <p>2) Opportunity for staff/faculty to provide input into professional development needs</p>	8.0	Dennis Berger, Bric Turner	Training will be provided or offered to teachers to meet their needs.				
<p>Critical Success Factors CSF 7</p> <p>3) Texas Teacher Evaluation and Support System (TTESS) orientations will be performed on an annual basis.</p>	4.0	Dennis Berger, Bric Turner	Teacher will have knowledge of their required expectations.				

<p>Critical Success Factors CSF 7</p> <p>4) Monitor instruction with frequent walk-throughs in the classrooms, focusing on instruction, level of instruction, and questioning. Frequent feedback in the form of written communication and verbal communications will be provided.</p>	<p>1.0, 3.0, 4.0</p>	<p>Dennis Berger, Bric Turner</p>	<p>Teachers will be given feedback on their required expectation.</p>				
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Goal 5: Organizational Improvement: Strategic data points are utilized to make decisions regarding planning, evaluation, and performance needs.

Performance Objective 1: By May 2018 all instructional staff will utilize data in various formats.

Evaluation Data Source(s) 1: Portals and data sets available, trainings offered/number of attendees, user surveys and user reports

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

TEA Priorities: 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 2 1) Train campus staff to utilize data and analytics tools	4.0	Dennis Berger, Bric Turner, Sherryll Barclay	All teachers will utilize Eduphoria for data and analytics tools.				
= Accomplished = Continue/Modify = No Progress = Discontinue							

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Provide supplemental resources, professional development, and/or intervention opportunities to improve academic performance of students to close the achievement gaps in reading, writing and math including that of students in special populations.
1	1	2	STAAR Reading data will be disaggregated to determine objectives that have not been mastered and to find weaknesses in instructional programs. Subgroup populations will be reviewed for targeted areas to address.
1	1	4	Benchmark tests will be given for practice to track student progress.
1	1	5	Structured RTI will be implemented during the school day for students who are identified as needing RTI instruction.
1	2	1	Provide professional development and technical assistance to district and campus leadership to build school improvement capacity for Title I focus schools
1	3	1	Students identified as Dyslexic will receive accelerated intensive instruction.
1	3	3	Special Education and Migrant support staff will be increased to provide more classroom support for identified students.
1	4	6	K-3rd grade will use a direct systematic phonological based reading program that spirals through the grades. This program will have explicit phonics instruction.

Site-Based Decision Making Committee

Committee Role	Name	Position
Parent	Melanie Ridenour	parent
Parent	Chelsea Rodriguez	parent
Parent	Maria Fraire	parent
Parent	Kandace Welch	parent
Business Representative	Jennifer Perez	Business Representative/Parent
Business Representative	Dan Jackson	business representative/parent
Administrator	Darrian Dover	Administator
Administrator	Bric Turner	Secondary Principal
Administrator	Dennis Berger	Elementary Principal
District-level Professional	Sherryll Barclay	Counselor
District-level Professional	Blaine Britton	Technology
Classroom Teacher	Stacey Dover	Special Ed./504 Representative
Classroom Teacher	Aaron Peralez	Secondary Teacher
Classroom Teacher	Caleb Barkowsky	Secondary Teacher
Classroom Teacher	Tammi Bell	Elementary Teacher
Classroom Teacher	Amber Lambright	Elementary Teacher
Paraprofessional	Aubrey DeShano	Elementary Paraprofessional
Paraprofessional	America Rios	Secondary Paraprofessional