Millsap High School

Campus Improvement Plan
2018-2019

District Mission Statement	Campus Mission Statement
This mission of Millsap ISD is to inspire, develop, and educate every student in a safe environment to be productive citizens prepared for lifelong learning.	The mission of Millsap High School is to inspire, develop, and educate every student in a safe environment to be productive citizens prepared for lifelong learning.
District Motto	**Campus Motto**
Your child. Their dreams. Our mission.	Every child. Every day. Whatever it takes.
District Vision Statement	**Campus Vision Statement**
Millsap ISD will partner with parents to be the premier educational organization.	Millsap High School will partner with parents to be the premier educational organization.

Value Statements
*We value the development of the whole child. *We value community/parental partnerships and mutual respect. *We value positive relationships with students, staff, and parents. *We believe that student success is our ultimate measure. *We practice ethical behavior and personal integrity.

Comprehensive Needs Assessment

To assess where our students are in relation to our Vision, Mission and our board-approved goals, the SBDM team reviewed all available data to identify our strengths and to prioritize our areas of concerns. Formal review includes data from the following:

- Results of community and parent surveys
- Disaggregating of longitudinal; TAPR
- Disaggregating of current year TAPR report
- Results of benchmark assessments
- Prior year budgets
- Staff development needs surveys
- Results of State and Federal planning requirements (program evaluations)
- Student retention rates

Informal measures include such as the following:

- Needs identified through campus faculty meeting carried forward to SBDM meetings.
- Review of previous year initiatives to determine over all effectiveness and implementation level and to consider continued development/modifications and necessary continued funding.
- Staff e-mails to district level personnel seeking training, etc.
- Review of the district's vision and discussion at the district level. Regarding current information research based strategies that will help us to attain the vision.

Prioritized Strengths

Millsap High School studies led us to the following discoveries regarding MISD strengths and areas of concern, both of which become the major focus of the campus improvement plan, either in form of specific objectives or actions under the objectives. Our strengths and areas of concern are expressed in the following:

Strengths	Data Source
State Accountability Data MHS Accountability Rating: Met Standards MHS has distinctins in science, English Language Arts/Reading and Social Studies. Attendance is above the state average.	Spring 2018 EOC/TAPR and TxSchools.org
96% of the staff would recommend MHS to a friend as a good place to work	Spring 2018 Staff Survey

Prioritized Concerns

Areas of Concern	Data Source	Funding Source
State Accountability Data Hispanic and special education student performance is below the state and English 2 and algebra 1 students had low growth. (Hispanic performance in meets and masters in reading is 36%, math 44%, Science 25% and social studies 72%. The special education performance in meets and masters in reading is 14%, math 14%, science 0% and social studies is 100% and 53% of all English 2 students and 38% of all Algebra 1 students showed growth.)	Spring 2018 EOC/TAPR	
34% of the 50 parents gave MHS an A or B 60% Feel staff members are reliable. 60% Feel the teachers hear and respond to concerns in a timely manner. 60% Feel teachers care about children 60% Feel that there is an atmosphere of open communication.	Spring 2018 Parent Survey	
58% of the 146 students gave MHS an A or B 50% like going to school. 27% are satisfied with the food in the cafeteria. 21% feel that teachers give feedback. 39% feel that MHS has a school culture that respects people of all backgrounds, cultures and beliefs. 57% feel that the prinicpal or assistant principal observe clases. 47% feel that there are consequences for bullies. 59% feel that there are consequences for students who break the rules. 42% feel that discipline is consistent and fair. 31% feel the library has updated materials and equipment.	Spring 2018 Survey	
71% of the 268 students gave MHS an A or B 67% like going to school. 51% are satisfied with the food in the cafeteria. 82% feel that teachers give feedback. 76% feel that MHS has a school culture that respects people of all backgrounds, cultures and beliefs. 79% feel that the prinicpal or assistant principal observe clases. 70% feel that there are consequences for bullies. 84% feel that there are consequences for students who break the rules. 74% feel that discipline is consistent and fair. 81% feel the library has updated materials and equipment.	Fall 2018 Survey	
Campus needs: *Time for EOC teachers to plan *Continued staff instructional support	Principal/Teacher survey	

(PD/Coaching/Planning/ Resources) for EOC teachers *Full time science teacher *Ag Barn *Chrome books in the library *Greater budget for Academic UIL *stipend for UIL OAP Assistant Director (*More flexible seating in the halls. *Concrete to portable building. *Burchette needs an IPAD with keyboard or a compact computer of some sort to travel with. *Second Gym *Inspire calculators for Learning Center *Otoscope for nurse's office *Auditorium for plays and concerts *Media Specialist/librarian *Camera to see the southwest and west side of the student parking lot.		

Millsap High School
Campus Improvement Plan
Goals

District Goals:

1. Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.(Teaching/Learning Goal)

2. Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.

3. Millsap ISD will provide a safe and nurturing learning experience for all students.

4. Millsap ISD will ensure financial integrity to support educational academic and co-curricular programs.

5. Millsap ISD will partner with parents and community to ensure student success.

Campus Goals: Teaching/Learning Goals (related to District goal 1):

1. Goal 1: Millsap High School will create and nurture a "Culture of Learning."

2. Goal 2: Millsap High School will earn the top accreditation status through TAPR in all identified measures.

3. Goal 3:   Millsap High School will ensure college and career readiness rigorous curriculum.

Campus Goals: Operational Goals (related to District goals 2-5):

1. Goal 4:   Millsap High School will ensure a safe and secure environment for all students and staff.

2. Goal 5:   Millsap High School will partner with parents and community to ensure student success.

3. Goal 6: Millsap High School will establish a "Culture of Pride."

Campus Action Plan 2018-2019

Campus:	Millsap High School
District Strategic Goal:	Goal 1: Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.
Campus Goal:	Goal 1: Millsap High School will create and nurture a "Culture of Learning."
Campus Strategy:	Goal 1, Strategy 1: Millsap High School will provide quality and diverse instruction. Goal 1, Strategy 2: Millsap High School will ensure facilities support student learning. Goal 1, Strategy 3: Millsap High School will develop each student to become an innovative and creative thinker.
Teaching/Learning **Operational**	**Population/Students Served:** All MHS students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	1.1 Provide professional development to recruit, retain highly qualified teachers and staff.		All Staff	August	Local, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd
2	1.2 Provide guidance and an individual plan for any teacher or paraprofessional not Highly Qualified to become so within one year of hire.		Superintendent, Assistant Superintendent, Principal	May 2016-July 2017	Local Funds, Title II
3	1.3 All teachers will participate in Professional Learning Communities (PLC).		Campus Administration, Teachers	August -May	Local, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd, CTE, Perkins
4	1.4 Facilitate the identification and monitoring of At-Risk, Truancy and RtI students working with the teachers to ensure student success of learning.		Teachers, Counselor, Campus Administrator	August -May	Local, SCE
5	1.5All new teachers to MHS will work with a mentor teacher.		Campus Administration, Mentors, Mentees, Assistant Superintendent	August -May	Local, Title II
6	1.6 All teachers will utilize on-line resources for instruction.		All Teachers, Region 11, Campus Administrators, Technology Instructional specialist	August -May	Local, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd, CTE, Perkins
7	1.7 Continue to implement and provide teachers with training and feedback so that teachers will utilize in the classroom Fundamental Five practices and Thinking Maps.		Teachers, Campus and District Administrators	August -May	Local, Title II

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
8	1.8 Teachers will research and acquire curriculum, programs, materials, equipment, supplies and tests for the implementation and success of industry certifications, state and national assessments and/or course completion.		Teachers, Campus Administration, Assistant Superintendent, Technology	August -May	Local, CTE, Perkins,Title II, Title III, Bilingual/ESL, SCE, GT, SpEd
9	1.9 Facilitate the identification and services for eligible migrant students and homeless youth.		Counselor, Teachers, Campus Administrators	August -May	Title I part A, Title I part C, ESC 11 shared services
10	1.10 The technology instructional specialist, teachers and students will research and facilitate technology best practice strategies for classroom teachers to use to deliver instruction as well as for students to use to show mastery of instruction.		Technology Instructional Specialist, All Teachers, Campus Administrators	August -May	Local, Title II
11	1.11 The counselor will facilitate the identification and monitoring of ELL students and an ESL teacher will work with teachers of ELL students to ensure student success of learning.		ESL Teachers, Teachers, Campus Administrators, Counselor	August -May	Local, Bilingual/ESL, Title III
12	1.12 An ESL language acquisition program will be utilized for beginning language learners.		ESL Teacher, Campus Administrator	August -May	Local, Bilingual/ESL, Title III
13	1.13 We will access a special education specialist from the Parker County Co-Op to consult and train special education teachers on the implementation of a rigorous special education program.		SPED Teachers, Campus Administrators, Counselor, Parker County Co-Op	August -May	Local, IDEA, Parker Co-Op, SpEd funds
14	1.14 Special Education teachers will monitor the fidelity of implementation of reading and math on line curriculum to be used by self-contained and resource students 80 minutes a week.		SPED Teachers, SPED Assistants, Teachers, Counselor, Campus Administrator	August -May	Local, IDEA, Parker Co-Op, SpEd funds
15	1.15 The counselor will facilitate the identification and monitoring of RtI, Dyslexia and 504 students and will work with the teachers of RtI, Dyslexia and 504 students to ensure student success of learning.		SPED Teachers, Assistants, Campus Administrator	August -May	Local, SCE, SpEd funds
16	1.16 Facilitate the identification and differentiation of curriculum of GT students by sending the special population student list to staff at the beginning of each semester.		Teachers, Counselor, Campus Administrator	August -May	Local, GT funds
17	1.17 All core teachers will be trained and certified in ESL.		Core teachers	August-May	Local, Bilingual/ESL, Title III
18	2.1 Teachers will update equipment and materials to ensure that students are learning in an efficient environment.		Teachers, Campus Administration, Assistant Superintendent	August -May	Local, CTE, Perkins,Title II, Title III, Bilingual/ESL, SCE, GT, SpEd

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
19	2.2. Classroom teachers will commit to utilizing a technology platform for instruction and student mastery 50% of the time when applicable. (Acquire adequate student devices and building infrastructure)		Pilot Teachers, Technology Specialist, Campus Administration, District Technology	May 2017	Local, CTE, Perkins,Title II, Title III, Bilingual/ESL, SCE, GT, SpEd
20	2.3 Provide collaborative areas and update instructional and technology resources. (electronic devices, working stations, soft seating, tables, chairs, webcam/board, etc)		Pilot Teachers, Technology Specialist, Campus Administration, District Technology	October 2016	Local, CTE, Perkins,Title II, Title III, Bilingual/ESL, SCE, GT, SpEd
21	2.4 Utilize auxiliary space for multiple learning purposes.		Teachers, Campus Administration	October 2016	Local, CTE, Perkins,Title II, Title III, Bilingual/ESL, SCE, GT, SpEd
23	2.5 Every student at MHS will have daily access to a digital device to support their learning to include one-to-one student devices on campus.		Region 11, District/Campus administration, Teachers, Students	October 2016	Local, CTE, Perkins,Title II, Title III, Bilingual/ESL, SCE, GT, SpEd
25	3.2 Utilize flexible scheduling		Campus Administration, Counselor, Registrar, Teachers	August 2017	Local funds
26	3.3 Utilize multilevel experiences		MES/MMS/MHS Administration, Counselors, Teachers	August -May	Local funds

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	Provide mentor/mentee teacher training/expectations.	Mentors, Mentees	August	Assistant Superintendent
2	Provide training on classroom best practice strategies and the Fundamental Five Strategies.	All Staff	August	Campus Administration, Teachers
3	Provide DBQ training for new social studies teachers.	Social Studies teachers	December	Campus Administration, Region 11
4	Provide PLC time and training.	All teachers	August-May	Campus Administration, Course specialists
5	Provide training for SAT for PAP, AP and DC for core teachers	Core teachers	August	Campus Administration, TCU, College Board

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	**Audience**	**Date of Completion**	**Person(s) Responsible**
6	Training staff on the identification of GT, 504, SPED, Migrant, Homeless, Dyslexia and ELL students.	Staff	August-May	Counselor, Deptartment Specialists and Administration
7	Training on the academic communication platform.	Staff, Students and Parents	August	Campus Administration, Instructional Technology Specialist, Canvas/Region 11

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)	
Evidence	**Date of Expected Completion**
1	Learning Walks.	May
2	Sign-in sheets and Agendas from trainings.	May
3	Course specialist Invoice of time.	May
4	List of mentor/mentee teachers and their completion form.	May
5	Lesson plans	May
6	Six week student monitoring for GT, 504, ELL, Dyslexia, Homeless, Migrant, RtI and special education through DMAC.	May

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	See Fundamental Five strategies implemented in the classroom Learning Walks.	In-Process	Ongoing
2	Observe writing across disciplines.	In-Process	Ongoing
3	Classroom grades.	In-Process	Ongoing

Lagging Indicators Key Strategic Measure (KSM) or Campus Measures (CM) (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM))	Reporting Period or Dates
1 EOC Assessments	Key Strategic Measure	Spring 2019
2 AP Assessments	Key Strategic Measure	Summer 2019
3 PSAT Assessments	Key Strategic Measure	Fall 2018
4 State Accountability	Key Strategic Measure	Spring 2019

Campus Action Plan 2018-2019

Campus:	Millsap High School
District Strategic Goal:	Goal 2: Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.
Campus Goal:	Goal 2: Millsap High School will earn the top accreditation status through TAPR in all identified measures.
Campus Strategy:	Goal 2: Work with students individually to achieve growth.
Teaching/Learning **Operational**	**Population/Students Served:** All MHS students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Eng 1, 2, Alg 1 and SLO teachers will use disaggregated information to identify each student's opportunity of growth and establish a plan of learning		Principal All Teachers	Fall 2015-August 2016	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
2	Students that are above the national average in PSAT, SAT, ACT and are Masters level in EOC will be recognized. Students scoring a 3 or better on an AP exam will be recognized.		Testing Coordinator	Aug-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
3	Provide a pretest and posttest for EOC, AP and certification tests.		EOC, AP, CTE Teachers	Fall/Spring	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins,
4	Communicate academic supports through teacher syllabus and website.		Teachers	August-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
5	Every history course will write a minimum of 1 APA brief research paper		History teachers	August -May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
6	Teachers will look at the individual growth of students by gathering evidence and data that will result in an individual plan that will grow that student's skills.		All Teachers	August-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
7	Provide students the opportunity to take the 42 hour transferable college credit		Teachers, Counselor	August-May	Local Funds, GT

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
8	Provide learning resources and assessments for 8-12th grade students to take TSI, 8-11th grade students take the PSAT and 11th graders take the SAT and 9-12 grade students take the EOC.		English and Math Teachers, Counselor	August-May	Local funds, GT
9	Students are provided tutorials during the school day and those struggling are required and mandated to attend.		All Teachers	August-May	Local funds, SCE
10	Provide afterschool tutorial/study time.		Teachers, Counselor/Coaches	Fall	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
11	Teachers will differentiate and individualize instruction to meet the needs of each student.		All teachers, administration	August-Fall	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
12	Teachers will consistently check for understanding using Progress Monitoring.		All teachers, administration	August-Fall	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
13	Teachers will provide rigor and high expectations for every student in all classrooms.		All teachers, administration	August-Fall	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	**Audience**	**Date of Completion**	**Person(s) Responsible**
1 College parent night	Parents	Spring	Administration, Counselor
2 Kagen Training	EOC teachers	Fall	Administration
3 .TRS Training	EOC teachers	Fall	Administration
4 MAPS Training	EOC teachers	Fall	Administration
5 DBQ Training for new staff	History teachers	Fall	Administration

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)

	Evidence	Date of Expected Completion
1	Walk Throughs.	Sept-May
2	Each teacher list student growth goals	Sept-May
3	TSI, PSAT and SAT scores	Aug-May
4	TRS Unit tests	Sept-May
5	MAPS Tests	Sept-April

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Teacher completed plan of learning for each student	In-Process	October
2 MAPS individual goal sheets	In-Process	Fall, Winter, Spring
3 TRS Unit test data	In-Process	Sept-May

Lagging Indicators Key Strategic Measure (KSM) or Campus Measures (CM) (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)		
Measure	Measure Type (KSM or CM))	Reporting Period or Dates
1 EOC Assessments.	Key Strategic Measure	July
2 AP Assessments.	Key Strategic Measure	July
3 Common Assessments.	Campus Measure	Nov-May
4 State Accountability.	Key Strategic Measure	May
5 PSAT, SAT and TSI Assessments	Key Strategic Measure	Aug-May

Campus Action Plan 2018-2019

Campus:	Millsap High School
District Strategic Goal:	Goal 3: Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.
Campus Goal:	Goal 3: Millsap High School will ensure college and career readiness rigorous curriculum.
Campus Strategy:	Goal 3, Strategy 1: Increase the rigor in dual credit, college, Pre-AP, AP and Advanced CTE courses. Goal 3, Strategy 2: Make the transition to post-secondary options a focus.
Teaching/Learning **Operational**	**Population/Students Served:** All MHS students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	1.1 Teachers focus on writing, critical thinking and questioning.		All Teachers	Ongoing	Local funds, GT, Title II
2	1.2 Teachers study the PSAT/SAT/ACT/TSI//EOC/Advanced Placement/ Industry Certification exam and align classroom instruction and assessments with the final exam.		Pre-AP/AP/EOC/CTE Teachers	Ongoing	Local funds, GT, Title II, Perkins
3	1.3 Each teacher will grow professionally to ensure every student receive challenging learning opportunities.		All Teachers	Ongoing	Local funds, GT, Title II, CTE, Perkins
4	1.4 CTE teachers will push students to obtain industry certifications.		CTE Teachers	Aug-May	Local funds, CTE, Perkins
5	1.5 15% of the Pre-AP and AP classroom assessments will reflect a writing response.		Pre-AP and AP Teachers	Ongoing	Local funds, GT
6	1.6 Teachers will be trained on Problem or Inquiry based learning		All Teachers	Ongoing	Local funds, GT
7	1.7 Teachers will utilize more student designed labs.		CTE & Science Teachers	Ongoing	Local funds, GT, CTE, Perkins
10	2.1 Each student will identify secondary goals, career field and/or post secondary education path by the end of their junior year.		Counselor, CareerCruising	Fall	Local funds
11	2.2 Each student 8th-12th will develop a graduation plan.		Counselor	Spring	Local funds
12	2.3 All students will have the opportunity to take a field trip to a college.		Counselor	Ongoing	Local funds, CTE, Perkins

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
13	2.4 Dual Credit students may check out a laptop.		Technology, Counselor	Ongoing	Local funds, IMA, GT
14	2.5 A PSAT/SAT test prep class will be offered to any student.		Administration and Counselor	Fall	21st Century Grant, GT
15	2.6 We will provide students in grades 10 through 12 an opportunity to take the Armed Services Vocational Aptitude Battery (ASVAB) test and consult with a military recruiter.		Counselor	Fall	Local funds
16	2.7 The freshman, sophomores and juniors taking Pre-AP, AP and Dual credit courses will take the TSI, and PSAT free of charge. The TSI and PSAT test is optional for all other students free of charge.		Testing Coordinator	August-May	Local funds, GT, High School Allotment
17	Juniors have the option of taking the SAT test in the spring semester free of charge.		Testing Coordinator	Spring semester	Local funds, GT, High School Allotment
19	2.8 All students will take a college interest inventory.		Counselor	Fall	Local funds, CTE, Perkins
20	2.11 All students will attend a Career Exploration event.		CTE Dept, Counselor	Ongoing	Perkins, CTE, Local funds

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	Pre-AP and AP teachers will attend the AP training	Pre-AP and AP Teachers	Summer	Pre-AP and AP Teachers
2	All teachers will be an active member of a Professional Learning Community.	All teachers	Ongoing	Administraton, Teachers, Region 11
3	Core teachers will attend a SAT/ACT training	Core teachers	August	TCU, Administration,

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)	
Evidence	Date of Expected Completion
1	Number of students enrolled in CTE Certifications, Pre-AP, AP and College classes.	May
2	Completed graduation plans.	May

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1 Number of students taking the AP assessment	In-Process	July
2 Number of students taking the SAT/ACT	In-Process	July
3 Number of students taking industry certifications	In-Process	July

Lagging Indicators Key Strategic Measure (KSM) or Campus Measures (CM) (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)		
Measure	**Measure Type (KSM or CM))**	**Reporting Period or Dates**
1 AP scores	Key Strategic Measure	July
2 EOC scores	Key Strategic Measure	July
3 Number of students attending college.	Key Strategic Measure	July
4 Number of CTE certifications.	Key Strategic Measure	July

Campus Action Plan 2018-2019

Campus:	Millsap High School
District Strategic Goal:	Goal 4: Millsap ISD will provide a safe and nurturing learning experience for all students.
Campus Goal:	Goal 4: Millsap High School will ensure a safe and secure environment for all students and staff.
Campus Strategy:	Goal 4, Strategy 1: Provide physical and emotional safety. Goal 4, Strategy 2: Ensure the MHS facility has appropriate security measures.
Teaching/Learning Operational	Population/Students Served: all students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	1.1 Implement a culture of respect for human differences.		All Staff and students	August -May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
2	1.2 Implement school-wide classroom behavioral expectations.		All Staff	August-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
3	1.3 Appropriate doors inside and outside of the building are to be locked with an Aphone added to the AG building.		Custodial, All Staff	August -May	Local funds
4	1.4 Provide Pregnancy Related Services		Counselor, Nurse, Assistant Principal, Principal	August -May	Local funds, SCE Funds
5	1.5 Provide a student awareness on bullying, drug and alcohol, suicide, teen dating violence and child abuse awareness and reporting.		Administration, Counselor, Dr. Cupp	August-May	Local funds
6	1.6 Provide DAEP placement.		Administration	August-May	Local funds, SCE
7	1.7 Provide Drug Dog visits.		Administration	October-April	Local funds
8	2.1 Implement identification procedures that assure all staff and students and their respective vehicle can be properly identified by any responder.		Administration	August-May	Local funds

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
9	2.2 Teachers will actively monitor before school, during lunch, after school and during the passing periods.		All Staff	August-May	Local funds
10	2.3 Ensure that all campuses can be adequately monitored for safety and all visitors, students and staff interaction are benign.		Administration	August-May	Local funds
11	2.4 MHS will have updated and current emergency plans		Administration	August 2106	Local funds
12	2.5 Implement comprehensive and robust digital safety protocols that promote education and assure safety for all students, teaches proper digital citizenship, and balances freedom with restrictions.		Technology Instructional Specialist, Administration, Teachers	August 2016	Local funds
13	2.6 Implement digital citizenship curriculum school wide the first three weeks of school.		All staff	August-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
14	2.7 Train students/staff on fire, tornado, intruder and evacuation drills the first six weeks of school.		All Staff	August-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
15	2.8 Provide students and staff with safety materials and supplies.		Nurse, Administration	August -May	Local funds

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	Train staff about recognizing and reporting bullying, suicide, child abuse and teen dating violence.	All Teachers	August	Administration, Counselor
2	Train the student body on recognizing and reporting bullying, suicide, child abuse and teen dating violence.	All Students	August	Administration, Counselor
3	Train staff and student body on digital safety	All Staff and students	August	Technology Instructional Specialist, Administration

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)	
Evidence	Date of Expected Completion
1	Documentation from events (flyers, web post, school messenger, announcements, etc).	October
2	Duty Roster.	September

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)	
Evidence	**Date of Expected Completion**
3 DAEP is in place and staffed	August
4 Poster of "Safe Alert" reporting for bullying	September

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1 Decrease in the number of referrals for harassment.	In-Process	June
2 The number of students served in DAEP.	In-Process	June

Lagging Indicators Key Strategic Measure (KSM) or Campus Measures (CM) (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)		
Measure	**Measure Type (KSM or CM))**	**Reporting Period or Dates**
1 Parent Surveys	Campus Measure	June
2 Teacher Surveys	Campus Measure	June
3 Student Sruverys	Campus Measure	June
4 DAEP placements	Campus Measure	June
5 Graduation rate	Key Strategic Measure	June
6 Attendance rate	Key Strategic Measure	June

Campus Action Plan 2018-2019

Campus:	Millsap High School
District Strategic Goal:	Goal 5: Millsap ISD will partner with parents and community to ensure student success.
Campus Goal:	Goal 5: Millsap High School will partner with parents and community to ensure student success.
Campus Strategy:	Goal 5, Strategy 1: Communicate, promote and be transparent in educating students. Goal 5, Strategy 2: Develop a working partnership between the school and community.
Teaching/Learning Operational	Population/Students Served:

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	1.1 Teachers will post lesson plans and assignments on-line.		All Teachers and Administration, Canvas, Region 11	August-May	Local funds, Canvas, Region 11
2	1.2 Parents will be communiated thru Blackboard and the MHS Facebook page concerning MHS information.		Administration	August-May	Local funds
3	1.3 The website will be updated.		Instructional Technologist	Ongoing	Local funds
4	1. 4 Attendance letters will be sent home when the student reaches 3 or more unexcused absences.		Attendance, Administration	August-May	Local funds
5	1.5 A personal phone call will be made to students with multiple all day unexcused absence.		Attendance, Administration	August-May	Local funds
6	1.6 A written response from a supervising adult is required to clear a one period unexcused absence.		Attendance, Students, Administration	August-May	Local funds
7	1.7 Parent email addresses will be updated on TxEIS.		DAEP Para, PEIMS, Administration	August-May	Local funds
8	1.8 Students that failed a course for the six weeks will have their report card mailed home		Attendance, PIEMS	August-May	Local funds
9	1.9 Parents of students that failed a course at progress report time will receive an automated phone call.		Counselor	August-May	Local funds
10	1.10 Seek advice of the School Health Advisory Council (SHAC) to enhance the Coordinated School Health Program.		Assistant Superintendent, SHAC;	August-May	Local funds
11	1.11 Teachers will use student gmail account communication.		All Teachers	August-May	Local funds

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
12	1.12 English teachers will have each student access their gmail account and parent portal each six weeks.		English Teachers	August-May	Local funds
13	2.1 Grade levels will identify a student initiated service project opportunity.		Class Sponsors, Administration	August-May	Local funds

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	**Audience**	**Date of Completion**	**Person(s) Responsible**
1 Train all staff on effective communication skills.	All staff	Ongoing	Administration

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)	
Evidence	**Date of Expected Completion**
1 All teachers post lessons on-line.	August-May
2 Phone system report.	August-May
3 Website.	August-May
4 List of students that have their report cards mailed home.	September

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1 Decrease in absences.	In-Process	June
2 Number of communications by School Messsenger.	In-Process	June

Lagging Indicators Key Strategic Measure (KSM) or Campus Measures (CM) (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)		
Measure	**Measure Type (KSM or CM))**	**Reporting Period or Dates**

	Lagging Indicators **Key Strategic Measure (KSM) or Campus Measures (CM)** (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)		
	Measure	**Measure Type** **(KSM or CM))**	**Reporting Period or** **Dates**
1	Parent survey.	Campus Measure	June
2	Student Survey.	Campus Measure	June
3	Teacher Survey.	Campus Measure	June
4	Attendance Rate.	Key Strategic Measure	June

Campus Action Plan 2018-2019

Campus:	Millsap High School
District Strategic Goal:	Goal 6: Millsap ISD will partner with parents and community to ensure student success.
Campus Goal:	Goal 6: Millsap High School will establish a "Culture of Pride."
Campus Strategy:	Goal 6, Strategy 1: Continually promote expectations and accomplishments.
Teaching/Learning Operational	Population/Students Served: All students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Students and staff will be recognized.		All Staff and Secretary	Ongoing	Local funds
2	Announcements will be posted on MHS Facebook page.		Administration	Ongoing	Local funds
3	The mission, vision and values are read daily over the announcements.		Administration, secretary	Ongoing	Local funds
4	Motivational pep rallies, assemblies and staff meetings will occur a minimum of once a semester.		Cheer Sponsor	August-April	Local funds
5	Once students have made a commitment to their post secondary education, a poster with the students picture is posted.		CTE teacher	Jan-May	Local funds, CTE, Perkins

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)	
Evidence	Date of Expected Completion
1 Record of Announcements.	August-May
2 Record of School Messenger call outs.	August-May

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
Evidence		**Date of Expected Completion**
3	The number of website postings.	August-May

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1 Number of students passing.	In-Process	August-May

Lagging Indicators Key Strategic Measure (KSM) or Campus Measures (CM) (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)		
Measure	**Measure Type (KSM or CM))**	**Reporting Period or Dates**
1 Parent Surveys.	Campus Measure	June
2 Student Surveys.	Campus Measure	June
3 Teacher Surveys.	Campus Measure	June
4 Graduation rate.	Key Strategic Measure	July
5 Attendance rate.	Key Strategic Measure	July
6 EOC.	Key Strategic Measure	July

MILLSAP H S

Grades Served: 9 - 12
600 BULLDOG BLVD
MILLSAP, TX, 76066

300 Students Enrolled
MILLSAP ISD

HOW WELL IS THIS SCHOOL PERFORMING OVERALL?

MET STANDARD

80 out of 100

UNDERSTANDING OVERALL PERFORMANCE

This report card is designed to tell us how well we are helping students reach grade level and how well we are preparing them for success after high school. Much like the grades we give students, we can use these grades to identify ways to help schools improve over time. The overall grade is based on performance in three different areas, or domains, which are noted below.

STUDENT ACHIEVEMENT

MET STANDARD

81 out of 100

The Student Achievement domain tells us how much students know and are able to do at the end of the school year.

SCHOOL PROGRESS

MET STANDARD

69 out of 100

The School Progress domain shows us how students are performing over time and compares that progress to similar schools.

CLOSING THE GAPS

MET STANDARD

76 out of 100

The Closing the Gaps domain tells us how well different populations of students on a campus are performing.

DISTINCTIONS

✗ Academic Achievement in Mathematics
◉ Academic Achievement in Science
◉ Academic Achievement in English Language Arts/Reading
◉ Academic Achievement in Social Studies

✗ Top 25 Percent: Comparative Academic Growth
✗ Postsecondary Readiness
✗ Top 25 Percent: Comparative Closing the Gaps

STUDENT ACHIEVEMENT

	SCORE	% OF GRADE
STAAR Performance	73	40%
College, Career, and Military Readiness	83	40%
Graduation Rate	95	20%
Total	**81**	**100%**

SCHOOL PROGRESS

	SCORE	
Academic Growth	63	The higher of Growth or Performance is used.
Relative Performance	69	
Total	**69**	

CLOSING THE GAPS

	SCORE	% OF GRADE
Grade Level Performance	50	55.6%
Academic Growth/Graduation Rate	100	11.1%
Student Achievement	50	33.3%
Total	**76**	**100%**

MHS STAAR History

Masters	2016	2017	2018	2018 State
Reading	8	8	6	19
Algebra 1	10	14	15	24
Biology	19	17	3	23
US History	14	29	23	31

Meets	2016	2017	2018	2018 State
Reading	50	48	46	46
Algebra 1	38	42	49	50
Biology	75	51	44	51
US History	49	61	55	53

Approaches	2016	2017	2018	2018 State
Reading	79	65	66	74
Algebra 1	85	81	86	81
Biology	95	88	92	80
US History	92	94	93	78