Millsap ISD
District Improvement Plan
2018-2019

District Mission Statement

The mission of Millsap ISD is to inspire, develop, and educate every student in a safe environment to be a productive, responsible citizen prepared for lifelong success.

District Motto

Your Child. Their Dreams. Our Mission

District Vision Statement

Millsap ISD will partner with parents and community 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
- Student retention rates
- Results of Benchmark assessments
- Prior Year Budgets
- Staff Development needs
- Results of state and Federal planning

Informal measures include such as the following: Needs identified by SBDM teams, review of previous year initiatives to determine over all effectiveness and implementation level and to consider continued development/revisions and funding. Staff emails to district personnel seeking training. Review of district's vision and research based strategies that will help us attain our vision.

Prioritized Strengths

Strengths	Data Sources
STAAR Math and US History scores	STAAR Reports
Superior FIRST Financial Report & Clean District Audit	FIRST Rating & Audit Report
High Quality Staff	TxEIS Reports
High Staff Satisfaction Rate	HQ Reports, TAPR Report, Assessment Results
Afterschool program shows significant, positive impact on all program objectives	MAP Program Evaluation
Continued enrollment growth	PEIMS data
High parent involvement	Parent Survey
Facilities well maintained	Work Orders
High school earned 3 Distinction Designations	STAAR Reports
Middle school earned 1 Distinction Designation	STAAR Reports

Prioritized Weaknesses

Areas of Concern	Data Sources	Funding Sources
District STAAR ELAR scores	STAAR Reports DMAC	Local Budget Title I Title II SCE TIP Grant
District STAAR growth	STAAR Reports District Assessments	Local Budget Title I Title II SCE SCE Instruction Professional Staff: $39,727 FTE: .91 TIP Grant
District attendance rates	TxEIS	Local Budget Title I Title II SCE
ELL student academic growth	TELPAS STAAR Reports DMAC	Local Budget Title I Title II Title III SSA SCE ELL TIP Grant
STAAR relative performance	STAAR Reports DMAC PEIMS	Local Budget Title I Title II SCE TIP Grant
Transitioning Pre-K to meet the standard of a High Quality Pre-K	Audit Program New State Regulations	Local Budget Title I Title II SCE PreK
Gaps in performance in students subgroups	STAAR Reports DMAC	Local Budget Title I Title II SCE TIP Grant

Millsap Independent School District
District 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.

District Goal #1

Strategy	1.1	Implement research based instructional strategies to increase district STAAR/EOC performance rates, Mastery Level performance rates, and growth for all students and each student group.
	1.2	Provide quality, effective, and high-interest co-curricular and extra-curricular programs.
	1.3	Provide academic support to achieve a strong graduation/completion rate.
	1.4	Provide college preparatory curriculum focused on college/career readiness to ensure a more rigorous program through Pre-AP, AP and Dual Credit.
	1.5	Implement innovative learning experiences for all students.

District Goal #2

Strategy	2.1	Employ certified teachers and staff.
	2.2	Provide a high quality teacher mentorship program for new MISD teachers and teachers new to a content or grade level.
	2.3	Provide high quality professional development and training in best practices for instructional strategies to teachers and staff.

District Goal #3

Strategy	3.1	Provide drug, alcohol, violence prevention, and digital safety programs to ensure a safe environment for all students.
	3.2	Provide notification systems and interventions regarding bullying and disruptive behavior.
	3.3	Ensure all safety plans are current, communicated, and rehearsed.

District Goal #4

Strategy	4.1	Provide a balanced budget.
	4.2	Increase Average Daily Attendance in district schools.
	4.3	Implement an effective process for campus and departmental budgeting to ensure resource allocation to areas of need.

District Goal #5

Strategy	5.1	Implement strategies to increase student attendance.
	5.2	Provide effective communication to parents, community, staff, and students.
	5.3	Provide programming for students, parents, and community through The Zone (MISD Afterschool Program).

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 1	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs. (Teaching/Learning Goal)
District Strategy 1:	Implement research based instructional strategies to increase district STAAR/EOC performance rates, Mastery Level performance rates, and growth for all students and each student group.
Population/Students Served:	All students, At-Risk students, White, Hispanic, African American, Economically Disadvantaged, SPED, LEP, GT, Migrant.

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Provide a student data system for implementation of district wide benchmark assessments and data driven instructional practices to promote student academic growth.	SW 8,9 NCLB 1,2	Assistant Superintendent Principals, Assistant Principals, Teachers	July- August	Local Funds SCE $8824
2	Monitor implementation of TEKS Resource System on each campus to ensure a viable, aligned curriculum and differentiation of instruction to promote student academic growth. .	SW 5	Principals Assistant Superintendent	August - May	Local Funds TIP Grant
3	Provide each campus resources for implementation of data disaggregation and instructional planning for teachers after each benchmark to address needs of students at risk of failure.	SW 8,9,10	Principals Teachers	October January March	Local Funds Title II TIP Grant
4	Provide in depth, challenging curriculum to prepare students for college or the workplace through implementation of Pre-AP and AP programming.	SW 1	Assistant Superintendent Principals Teachers	August- May	Local Funds Instructional Materials Allotment GT funds
5	Evaluate and revise annually MISD implementation plan for Pre-AP, AP, and Dual Enrollment programming at middle and high schools.	SW 10 NCLB 1,2	Assistant Superintendent Principals Teachers	May-August	Local Funds

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
6	Provide resources for implementation of RtI & Accelerated instruction to ensure timely interventions for students at risk academic student growth.	SW 1,2	Assistant Superintendent Business Manager	Ongoing	Local Funds Title I SCE $165,854 3.7 FTEs Professional Staff
7	Implement professional learning in Lucy Calkins Units of Study in Writing, Reading and Phonics, as well as basic literacy professional learning.	SW 1,2,8,9,	Assistant Superintendent Principals Teachers	June -August	Local Funds Title I Title II SCE
8	Provide staff professional development on instructional practices and STAAR data as aligned to individual student learning.	SW 1,2,8,9,10	Assistant Superintendent Principals Teachers	June -August	Local Funds Title I Title II SCE TIP Grant
9	Provide training and observation opportunities for middle school science teachers	SW 1,2,8,9	Assistant Superintendent Principal	Ongoing	Local Funds, Title I Title II SCE
10	Teachers will meet in Professional Learning Communities to analyze assessment data and create plans to meet individual students needs.	SW 8,9	Principals Teachers	August-May	Local Funds
11	Continue utilization of Thinking Maps districtwide to create a common language and application of higher level critical thinking.	SE 2,9	Superintendent Assistant Superintendent Principals Teachers	Ongoing	Local Funds Title II SCE
12	Provide concentrated social studies and science training for teachers and research-based instructional strategies and materials to increase the relevancy of social studies and science to students.	SW 1,2,8,9	Superintendent Assistant Superintendent Principals Teachers	Ongoing	Local Funds Title II SCE

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
13	Implementation of Measures of Academic Progress testing as a universal screener, progress monitoring, and interventions to promote student academic growth	SW 1,2,8	Assistant Superintendent Principals Teachers	September-May	Local Funds, Title I Title II SCE
14	Implement District of Innovation plan in the area of a locally-determined School Start Date and 90 Percent Attendance Rule in order to offer students the instructional schedules to best meet their needs.		Superintendent Assistant Superintendent Principals Teachers	August-May	Local Funds
15	Implement Kagan cooperative learning and other strategies to provide differentiation to meet individual student needs		Assistant Superintendent Principals Teachers	October-May	Local Funds Title I Title II SCE TIP Grant

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	Thinking Maps Training	Superintendent Assistant Superintendent Principals Teachers Paraprofessionals	May 2019	Assistant Superintendent
2	Advanced Placement and Pre AP Summer Institutes for New Teachers	Secondary Teachers	September 2018	Principals Assistant Superintendent
3	DBQ training	Social Studies	May 2019	Principals
4	Lucy Calkins training	ELA teachers	June 2019	Principals Assistant Superintendent
5	Item Analysis, Student Expectation, STAAR Assessment training	reading teachers	June 2019	Principals
6	Training and observation in the use of STEMScopes, TEKS Resource, and DMAC	Science teacehrs	May 2019	Principals Assistant Superintendent
7	Measures of Academic Progress testing training	Assistant Superintendent Principals Teachers Paraprofessionals	Ongoing	Assistant Superintendent
8	Progress Monitoring training	Principals Teachers Paraprofessionals	Ongoing	Assistant Superintendent Principals
9	Kagan Training	Superintendent Asst Superintendent Principals Teachers	October 2018	Assistant Superintendent

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	**Date of Expected Completion**
1	District tests administered three(3) times per year: Beginning, Middle , End	May 2019
2	Walkthrough data collected by campus principals	End of each 6 weeks
3	Sign in sheets and lesson plans based on identified students' need	Ongoing
4	Number of teachers attending AP Summer Institutes and GT training (Sign in Sheets, Certificates)	May 2019
5	Sign in Sheets and agendas for data review days	May 2019
6	RtI reports on student interventions and growth	Ongoing
7	Thinking Maps in lesson plans and displayed in classrooms/buildings	Ongoing
8	Student attendance and passing rate increase	May 2019
9	Differentiation of instruction	May 2019
10	Lesson Plans	May 2019

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	Student academic performance and growth on district assessments in core subjects	Predictive	October 2018, December 2018, April 2019
2	Student 6 weeks' grades	Predictive	6 Weeks
3	Number of walkthrough observations reported	In-Process	Semester
4	Number of students enrolled in AP/Pre-AP Dual Credit Courses	Predictive	Semester
5	Number of RTI students showing positive growth.	Predictive	6 Weeks
6	Student attendance	In-Process	6 weeks

Lagging Indicators **Key Strategic Measure (KSM) or District 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	STAAR/EOC percent of students achieving Meets and Masters on Reading/ELA/Writing	Key Strategic Measure	June 2019
2	STAAR/EOC percent of students achieving Meets and Masters on Math	Key Strategic Measure	June 2019
3	STAAR/EOC percent of students achieving Meets and Masters on Social Studies	Key Strategic Measure	June 2019
4	STAAR/EOC percent of students achieving Meets and Masters on Science	Key Strategic Measure	June 2019
5	Number of students passing AP exams	Campus Measure	January 2019 June 2019
6	Nunber of students passing Dual Credit Courses	Campus Measure	January 2019 June 2019
7	Subgroup students passing STAAR/EOC in core subjects	Key Strategic Measure	June 2019
8	Student Attendance	Key Strategic Measure	May 2019

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 1	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs. (Teaching/Learning Goal)
District Strategy 2:	Provide quality, effective, and high-interest co-curricular and extra-curricular programs.
Population/Students Served:	All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Provide quality, high-interest co-curricular activites that enrich and enhance academic learning for students K-12 through the Zone (MISD's after-school program).	SW 2B,10	Assistant Superintendent Zone Director Principals	Each 6 weeks	Local funds CTE
2 Provide extracurricular activities to ensure that all students have a place to belong and excel.	SW2C	Superintendent Assistant Superintendent Principals Coaches	August 2018 August 2019	Local Funds Staff Resources
3 Provide opportunities for students to participate in meaningful extracurricular activities that prepare them for college and career.	SW 2	Superintendent Assistant Superintendent Principals CTE teachers Zone Director	August 2018 August 2019	Local Funds CTE Funds GT Funds High School Allotment
4 Conduct an annual comprehensive needs assessment and evaluation of all programs to ensure quality and effectiveness	SW 10 NCLB 1	Superintendent Assistant Superintendent Director Principals	June 2018	Local Funds Staff Resources

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5	Encourage students at all levels to participate in Academic UIL enrichment competitions.		Principals Teachers	Fall Semester Spring Semester	Local Funds
6	Offer a variety of Fine Arts programs for students. (Theater, Choir, Band, Visual Arts)		Principals	August 2018-May 2019	Local Funds
7	Seek advice of the School Health Advisory Council (SHAC) to enhance the Coordinated School Health Program		Asst Superintendent SHAC	August 2018-May 2019	Local Funds
8	Analyze course sequences and offerings for Career Technical Education (CTE).		Principal	Annually	Local Funds CTE Funds
9	Increase participation in Agriculture programs (FFA, Judging Teams, Stockshows)		Ag Teachers Principal	Annually	CTE Funds
10	Add industry-recognized CTE certifications		CTE Teachers Principal Assistant Superintendent	August 2018-May 2019	CTE Funds
11	Utilize the Coordinated School Health Program to increase student success and balance		Assistant Superintendent Principals Teachers	August 2018-May 2019	Local Funds
12	Provide transitions for students from middle grades to high school and high school to post-secondary education.		Principals Assistant Principals Counselors Teachers	January 2019-August 2019	Local Funds

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	**Audience**	**Date of Completion**	**Person(s) Responsible**
1 Certification training for CTE teachers	CTE Teachers	August 2019	CTE Teachers Principal Assistant Superintendent
2 Training for Zone employees	Zone Director	August 2018 August 2019	Zone Director
3 Coordinated School Health Program and SHAC awareness for staff	Staff	Ongoing	Assistant Superintendent Principals SHAC Chairman
4 Counseling and orientations for students and parents moving from middle grades to high school and high school to post-secondary education.	Students Parents	August 2019	Principals Assistant Principals Counselors Teachers

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	**Date of Expected Completion**
1	Zone activities/attendance reports for each campus and/or MISD Board of Trustees	September 2018 January 2019 June 2019
2	Students enrolled in extra-curricular activities	May 2019
3	Students enrolled in Zone activities, CTE courses, Clubs	June 2019
4	Program evaluation summary	July 2019
5	Student attendance and health records	June 2019
6	Student schedules/enrollment in post-secondary education opportunities	August 2019
7	Student/Parent Orientations	August 2019

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	Number of students enrolled in Zone activies & clubs	In-Process	End of semester
2	Percent of students enrolled in extercurricular activites who stay in the program	Predictive	End of semester
3	Data maintained for programs in a timely and accurate manner	In-Process	End of year
4	Increase in number of CTE industry-recognized certifications	In-Process	End of year
5	Increase in student attendance	In-Process	End of year
6	Percent of students enrolled in post-secondary education opportunities	Predictive	End of Year

Lagging Indicators Key Strategic Measure (KSM) or District 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	Percent of student body attending The Zone >30 days	Key Strategic Measure	June 2019
2	Number of students enrolled in Football, Basketball, Volleyball, Softball, Cross Country, Tennis,Track, Power-lifting, Band, Choir, Theatre, FFA, AG, Archery	Key Strategic Measure	June 2019
3	Percent of Secondary student body enrolled in an activity	Key Strategic Measure	June 2019
4	Program Evaluation Results	Key Strategic Measure	June 2019
5	Percent of attendance increase	Key Strategic Measure	June 2019
6	Student satisfaction rating	Campus Measure	June 2019
7	Percent of students enrolled in post-secondary education	Key Strategic Measure	August 2019

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 1	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs. (Teaching/Learning Goal)
District Strategy 3:	Provide academic support to achieve a strong graduation/completion rate.
Population/Students Served:	All, Eco. Dis., At Risk, SpEd, ELL, GT, Migrant, Homeless, 504, Dyslexia [Total SCE FTE: 7.16, $390,032; MES- FTE: 1, $153,914; MMS- FTE: 1, $60,589; MHS- FTE: 4.16, $133,445; DAEP- FTE: 1, $42,084]

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Provide an alternate education plan for students who are not successful in the traditional setting (Credit Recovery) etc.	SW 9,10 NCLB 5 TEC	Assistant Superintendent Principals Business Manager	Each Semester and Summer	SCE $37,547 1-FTE Local Funds
2	Implement campus procedures for providing attendance incentives, monitoring attendance and reducing truancy	SW 1,9	Superintendent Principals Counselors	August 2018-May 2019	Local Funds
3	Provide counseling support services for students at-risk of dropping out of school.	NCLB1	Principals AT-Risk Counselor	Daily	SCE$11,537 .2-FTE Local Budget
4	Implement a process for monitoring failure rate	SW 2, 9	Superintendent Assistant Superintendent Principals	ongoing	Local Funds
5	Provide targeted tutorials through the Zone (MISD after-school program)	SW 2,9	Zone Director Principals	August 2018-May 2019	Local Funds
6	Provide STAAR & EOC intensive intervention instruction	SSI NCLB	Principals Teachers	August 2018-August 2019	Local Funds Title I SCE Funds

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
7	Provide Pregnancy Related Services	SW 9,10 NCLB 5	Asst. Principal Counselor Principals Nurse	August 2018-August 2019	SCE Funds Local Funds
8	Provide Summer School and afterschool programs for all students not passing state tests on all campuses	SW 2,9	Superintendent Assistant Superintendent Principals MAP Director	June 2018-July 2019	SCE Funds Local Funds
9	Implement RtI systems at all campuses to ensure students receive targeted academic interventions.		Principals	August 2018 to-May 2019	Local Funds
10	Provide Title I, Part A services to homeless children and youth on all campuses to support their enrollment, attendance, and success.	SW 2, 9, 10	Assistant Superintendent Principals	August 2018-May 2019	Title I, Part A SCE Local Funds
11	Continue to provide campus-based dyslexia services to identified students using appropriately designed materials and/or programs.	SW 2, 9, 10	Assistant Superintendent Principals Teachers	August 2018-May 2019	Title I, Part A SCE Local Funds
12	Provide appropriate services for Special Services and 504 students and other students in need of assistance as well as training for staff.	SW 2, 9, 10	Assistant Superintendent Principals Teachers Paraprofessionals	June 2018-August 2019	Local Funds Title I, Part A Title II SCE Special Education Funds Parker County Co-op
13	Provide differentitated curriculum for GT students as well as training for staff.		Assistant Superintendent Principals Teachers	June 2018-August 2019	Local Funds GT Funds Title II

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
14	Continue to provide campus-based ESL services to identified EL students and the necessary support and resources to ensure student success including staff training.	SW 2, 9, 10	Assistant Superintendent Principals Teachers	June 2018-August 2019	Local Funds Bilingual/ESL Funds Title I, Part A Title II SCE Title III SSA
15	Coordinate between campus registrars, the Assistant Superintendent, and the Region 11 Migrant SSA to request and receive migrant student records through the New Generation System or other means.		Assistant Superintendent Campus Registrars Region 11	August 2018-May 2019	Local Funds Title I, Part C
16	Provide migrant services for eligible students by determining individual needs, identifying resources, coordinating services, and monitoring progress.	SW 2, 9, 10	Assistant Superintendent Principals Teachers	August 2018-May 2019	Title I, Part A Title I, Part C SCE Local Funds

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Thinking Maps training	Teachers	May 2019	Assistant Superintendent Trainers Principals
2 DMAC training	Assistant Superintendent Principals Teachers	May 2019	Assistant Superintendent Principals
3 Intentional Recruitment and Planning for Afterschool Programs	Zone staff	August 2019	Zone Director
4 TEKS Resource System Training	Assistant Superintendent Principals Teachers	May 2019	Assistant Superintendent Principals
5 Training for staff in areas of special needs such as Homeless, Dyslexia, Migrant, GT, ESL, and Special Education.	Assistant Superintendent Principals Teachers Paraprofessionals	Ongoing	Assistant Superintendent

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	**Date of Expected Completion**
1	Forms completed for Pregnancy Related Services fo each student receiving services	May 2019
2	Documentation of number of students enrolled in the Credit Recovery Program	June 2019
3	Number of students failing at each 6 weeks.	Each Six weeks
4	The Zone tutorial activities on calendar	January& June 2019
5	STAAR/EOC tutorials enrolling students	Spring Semester

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	Number of students receiving Pregnancy Related Services	In-Process	May 2019
2	Number of students enrolled in Credit Recovery Program	In-Process	June 2019
3	Number of students failing courses at semester	In-Process	January/June 2019
4	Number of students enrolled in The Zone tutorials	In-Process	June 2019
5	Number of students attending STAAR/EOC Tutorials	In-Process	June 2019

Lagging Indicators Key Strategic Measure (KSM) or District 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	Number of students recovering 100% of hours for graduation/promotion	Key Strategic Measure	June 2019
2	Decrease in number of students failing at the end of each semester	Campus Measure	January/June 2019
3	Percent of students enrolled in The Zone tutorials passing at Semester	Campus Measure	January/June 2019
4	Percent of students enrolled in interventions, passing STAAR/EOC tests	Key Strategic Measure	June 2019
5	Percent of students retained	Key Strategic Measure	June 2019
6	High School Completion Rate	Key Strategic Measure	June 2019
7	Percent of at-risk students passing STAAR/EOC	Key Strategic Measure	June 2019

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District Strategy 4:	Provide college preparatory curriculum focused on college/career readiness to ensure a more rigorous program through Pre-AP, AP and Dual Credit.
Population/Students Served:	All, Eco. Dis., At Risk, SpEd, ELL, GT, Migrant, Homeless, 504, Dyslexia [Total SCE FTE: 7.16, $390,032; MES- FTE: 1, $153,914; MMS- FTE: 1, $60,589; MHS- FTE: 4.16, $133,445; DAEP- FTE: 1, $42,084]

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Provide training and teacher collaboration to increase the rigor and establish the vision for AP/PreAP Program		Assistant Superintendent Principals	Ongoing	Local Funds Title II GT Funds High School Allotment
2	Create course pathways for Pre-AP and AP to include Algebra in grade 8.		Principals Teachers	Summer 2018	Local Funds
3	Provide resources to implement Pre-AP, AP courses that build continuity from middle school to high school		Superintendent	Ongoing	Local Funds Title II GT Funds High SchoolAllotment
4	Register teachers for College Board Training		Assistant Superintendent Principals	March 2019	Local Funds Title II
5	Create AP course syllabi and submit to College Board		Superintendent Principals Teachers	Summer 2018	Local Funds
6	Provide practice test opportunities for students to take AP exams.		Principal AP Teachers	Spring Semester	Local Funds

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
7	Provide academic counseling to students and parents to ensure students are enrolling in AP/Dual Credit courses as appropriate		Counselor	Spring Semester	Local Funds

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	AP College Board Summer Institutes	AP/Pre-AP teachers	August 2018	Assistant Superintendent Principals
2	Hold program Implementation meetings	Principal Teachers Counselor	May 2019	Principal

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	**Date of Expected Completion**
1	Completed meetings with parents and students	May 2019
2	Training completed by all teachers who will have AP./ Pre-AP classes	August 2018
3	AP teachers submit course syllabus to College Board	October 2018
4	Students registered for AP/Pre-AP courses for the year	June 2018
5	Documented course sequence plan, including math path to Algebra I in 8th grade	June 2018

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	Number of students enrolled in Pre-AP/ Ap courses	In-Process	April 2019
2	Number of parents attending orientation meetings	In-Process	April 2019

Lagging Indicators Key Strategic Measure (KSM) or District 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	Number of students enrolled in AP/Pre-AP courses	Campus Measure	August 2018
2	Number of students who finish AP/Pre-AP courses	Campus Measure	May 2019
3	Number of teachers who attend College Board Summer Institutes	Campus Measure	August 2018
4	Percentage of students making a qualifying score on AP exam by content area	Campus Measure	July 2019
5	Enrollment in Post Secondary training, education, military	Key Strategic Measure	May 2019
6	College Ready Graduates	Key Strategic Measure	May 2019

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Population/Students Served:	All, Eco. Dis., At Risk, SpEd, ELL, GT, Migrant, Homeless, 504, Dyslexia [Total SCE FTE: 7.16, $390,032; MES- FTE: 1, $153,914; MMS- FTE: 1, $60,589; MHS- FTE: 4.16, $133,445; DAEP- FTE: 1, $42,084]

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Implement posting of assignments, lessons, and instructional videos online for student and parent access.	SW 2, 3, 10	Assistant Superintendent Technology Department Principals Teachers	Ongoing	Local Funds
2	Expand programs implementing innovative strategies	SW 2, 3, 10	Assistant Superintendent Technology Department Principals Teachers	Ongoing	Local Funds
3	Create learning opportunities which utilize individual technology.	SW 2, 3, 10	Assistant Superintendent Technology Department Principals Teachers	Ongoing	Local Funds Title I, Part A SCE Funds CTE Funds GT Funds
4	Encourage critical thinking and innovative learning. Provide staff with innovative instructional techniques	SW 2, 3, 10	Assistant Superintendent Technology Department Principals Teachers	Ongoing	Local Funds Title I, Part A Title II, Part A SCE Funds CTE Funds GT Funds TIP Grant

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5	Incorporate Educators' Technology Competency in to trainings and TTESS		Superintendent Assistant Superintendent Technology Department Principals Teachers	Ongoing	Local Funds
6	Provide at least one digital device per student		Superintendent Assistant Superintendent Technology Department Prinicpals	October 2019	Local Funds IMA Funds Title I, Part A SCE Funds

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	**Audience**	**Date of Completion**	**Person(s) Responsible**
1 Technology training for instructional staff on digitally posting lessons and resources.	All instructional staff	August 2017	Assistant Superintendent Technology Department Principals
2 Technology training for instructional staff on utilization of current technological tools.	All instructional staff	Ongoing	Assistant Superintendent Technology Department Principals
3 Thinking Maps training for entire instructional staff.	All instructional staff	Ongoing	Assistant Superintendent Technology Department Principals
4 Training for instructional staff on integration of technology application in instruction.	All instructional staff	Ongoing	Assistant Superintendent Technology Department Principals
5 Innovative instructional strategies training	All instructional staff	Ongoing	Assistant Superintendent Principals

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)	
Evidence	**Date of Expected Completion**
1 Sign in sheets from training	May 2019
2 Purchase orders from trainings and technological tools	May 2019
3 Online postings	May 2019
4 Use of Thinking Maps	May 2019
5 One digital device per student	October 2019

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	Increased percent of passing rates on report cards	In-Process	August 2018-May 2019
2	Increased student attendance	In-Process	August 2018-May 2019

Lagging Indicators **Key Strategic Measure (KSM) or District 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	Increased percentage of students meeting Meets and Masters on STAAR	Key Strategic Measure	May 2019
2	Decrease in number of students retained	Campus Measure	May 2019

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 1	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs. (Teaching/Learning Goal)
District Strategy 6:	
Population/Students Served:	All, Eco. Dis., At Risk, SpEd, ELL, GT, Migrant, Homeless, 504, Dyslexia [Total SCE FTE: 7.16, $390,032; MES- FTE: 1, $153,914; MMS- FTE: 1, $60,589; MHS- FTE: 4.16, $133,445; DAEP- FTE: 1, $42,084]

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1				

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**

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**

Lagging Indicators **Key Strategic Measure (KSM) or District 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**

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 2	Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
District Strategy 1:	Employ certified teachers and staff.
Population/Students Served:	All Students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Establish hiring procedures to hire only teachers who are certified for available positions	SW 3,5 MCLB3	Superintendent Principals	March 2019-August 2019	Annual Budget
2	Provide high quality professional development for teachers and administrators.	SW3,4	Superintendent Assistant Superintendent Principals Assistant Principals	Annually and Ongoing	Title II Part A Local Funds SCE Funds Title I Part A Bilingual/ESL GT Funds TIP Grant
3	Annually review district and campus needs assessments to update professional development plan	SW 3,4 NCLB 3	Superintendent Assistant Superintendent Principals DEIC	Annually	Local Funds
4	Research development of a teacher retention plan which includes a competitive salary schedule and attractive benefits.		Superintendent Chief Finance Officer	Annually	Annual Budget

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5	Implement the District of Innovation Plan in the area of Teacher Certification in order to recruit and retain the most highly effective instructional staff and offer students a wide range of opportunities.		Superintendent Assistant Superintendent Principals Teachers	August 2018-May 2019	Local Funds
6	Provide guidance and an individual plan for any teacher not certified or any paraprofessional not Highly Qualified to become so within one year of hire	SW 3, 4, 5	Superintendent Assistant Superintendent Principals	May 2018-July 2019	Local Funds Title II
7	Positively utilize TTESS and TPESS to ensure professional staff growth, student-led instruction, and differentiation for student needs		Superintendent Assistant Superintendent Principals Assistant Principals	August 2018-May 2019	Local Funds
8	Implement the District of Innovation Plan in the area of Teacher Contract Days in order to recruit and retain a highly effective instructional staff.		Superintendent Assistant Superintendent Principals	August 2018-May 2019	Local Funds

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	Paraprofessional Highly Qualified training	Administration	August 2018	Assistant Superintendent Principals
2	State certification training	Administration	August 2018	Assistant Superintendent
3	TTESS and TPESS training	Administration All Staff	August 2018	Superintendent Assistant Superintendent Principals Assistant Principals
4	District of Innovation Plan	DOI Committee, DEIC	ongoing	Superintendent Assistant Superintendent Principals

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	Date of Expected Completion
1	Number of professional development sessions attended	June 2019
2	Completed procedures for hiring	March 2019
3	Completed professional development plan	August 2019
4	Information gained in research of retention plan	April 2019
5	TTESS and TPESS sign-in sheets and personal documentation	June 2019

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	Teacher pay raise	Predictive	August 2019
2	Number of certified teachers on staff	Predictive	October 2018
3	Number of professional development opportunities provided by district	In-Process	Each semester
4	Increased student success in all areas	Predictive	July 2019
5	Number of teachers retained	Predictive	July 2019

Lagging Indicators **Key Strategic Measure (KSM) or District 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	Teacher turnover rate	Key Strategic Measure	Annually
2	Salary Market Comparisons (Teachers)	Key Strategic Measure	Annually
3	Employee satisfaction survey results	Key Strategic Measure	Annually
4	Student success on state accountability system	Key Strategic Measure	Annually

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 2	Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
District Strategy 2:	Provide a high quality teacher mentorship program for new MISD teachers and teachers new to a content or grade level.
Population/Students Served:	All Students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	New staff orientation held at the beginning of school year	SW4	Superintendent Assistant Superintendent Principals	August 2018	Title II Local Funds
2	Evaluate and revise MISD Mentor Program Guidelines	SW3	Superintendent Assistant Superintendent Principals	August 2018	Local Funds
3	Identify and assign campus mentors for new teachers	NCLB 3	Superintendent Assistant Superintendent Principals	July 2018	Title II Local Funds
4	Meet with new teachers throughout year to discuss needs and problem solve		Assistant Superintendent Principals Mentors	Ongoing	Local Funds Title II
5	Feedback, through a classroom walkthrough process, will be provided to all teachers regarding areas of success and need.		Principals	Ongoing	Local Funds
6	New teachers will be provided Fundamental Five and Harry Wong training.		Assistant Superintendent Principals	August 2018 and Ongoing	Local Funds Title II, Part A

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	Fundamental Five and Harry Wong Training	Teachers	August 2018 Ongoing	Assistant Superintendent Principal Teachers
2	Coaching and Mentoring Training	Administrators	Ongoing	Assistant Superintendent Principal

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	Date of Expected Completion
1	List of mentees and mentor teachers from each campus	August 2018
2	Documentation of mentor/mentee meetings turned in to Assistant Superintendent.	End of each semester
3	Number of collaborative meetings held	End of each Six Weeks

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1	Number of students passing course subjects in new teachers' classes	In-Process	Each 6 weeks
2	Number of meetings mentor held with mentee teachers	In-Process	Semester
3	Principal Walkthrough data	Predictive	Periodically

Lagging Indicators Key Strategic Measure (KSM) or District 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	Employee satisfaction survey results	Key Strategic Measure	Annually
2	Student success on STAAR/EOC for new teachers	Key Strategic Measure	Annually
3	Number of new teachers retained in district	Key Strategic Measure	June 2019

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 2	Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
District Strategy 3:	Provide high quality professional development and training in best practices for instructional strategies to teachers and staff.
Population/Students Served:	All Students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Utilize the Assistant Superintendent for Curriclulm and Instruction to provide support to teachers, principals, coaches, and intervention teachers.	SW 3, 4, 5	Assistant Superintendent Principals	Ongoing	Local Funds Title II Title I SCE Funds Bilingual/ESL GT Funds TIP Grant
2	Research needs and best practices for instructional strategies based on student data.	SW 3, 4, 5	Principals	Annually	Local Funds Title II Title I SCE Funds Bilingual/ESL GT Funds TIP Grant
3	Provide CTE staff training		Superintendent Assistant Superintendent Principals	Annually	SSA Carl Perkins CTE Funds Local Funds Title II
4	Provide AP and Pre-AP training for secondary teachers		Principals	August 2018	Local Funds Title II SCE Funds GT Funds

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5	Provide training on "The Fundamental Five" for all new instructional staff.	SW 6	Assistant Superintendent Principals	August 2018	Title II Local Funds
6	The District Leadership Team will conduct a book study to further develop leadership capacity.		Superintendent Assistant Superintendent Principals Department Directors	Ongoing	Title II Local Funds

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	ESSA training at Region 11	Assistant Superintendent	Ongoing	Assistant Superintendent
2	PreAP/AP training	Teachers	August 2018	Principals Teachers
3	CTE training	Assistant Superintendent Principal Teachers	Ongoing	Assistant Superintendent Principal Teachers
4	Training as available	Assistant Superintendent Principals Teachers	Ongoing	Assistant Superintendent Principals Teachers Paraprofessionals

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	**Date of Expected Completion**
1	Number of professional development opportunities completed	July 2019
2	Number of teachers attending AP training.	July 2019
3	Number of CTE certifications available and successfully passed	July 2019
4	Documentation completed by mentor and mentee teachers.	June 2019

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	Students enrolled in AP/ Pre-AP Courses	In-Process	Semester
2	Number of students earning certification/licenses in CTE	In-Process	End of year
3	Number of TTESS appraisals with targeted professional development	In-Process	End of year

Lagging Indicators Key Strategic Measure (KSM) or District 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	Increase in student achievement on STAAR/EOC for all student groups	Key Strategic Measure	July 2019
2	Increase student achievement on STAAR/EOC on Masters Performance	Key Strategic Measure	July 2019

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 2	Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
District Strategy 4:	
Population/Students Served:	All Students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1				

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**

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**

Lagging Indicators **Key Strategic Measure (KSM) or District 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**

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 3	Millsap ISD will provide a safe and nurturing learning experience for all students.
District Strategy 1:	Provide drug, alcohol, violence prevention, and digital safety programs to ensure a safe environment for all students.
Population/Students Served:	All Students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Ensure safe, comfortable and secure facilities by evaluating, modifying and upgrading current practices in student safety, custodial services, transportation services, food service and student management.	SW 2 NCLB 4	Maintenance Director Transportation Director Custodial Director Food Service Director Principals	Annually	Local Budget
2	Provide student, staff and community awareness of policies, interventions for danger of drug, alcohol, & tobacco use(K-12), teen dating violence (6-12), and digital safety (K-12)	SW 7	Superintendent Assistant Superintendent Principals	Ongoing	Local Budget Title I Title II
3	Provide staff training on Teen Suicide prevention, discipline management at each campus.		Assistant Superintendent Principals	Ongoing	Local Budget Title I Title II
4	Train students and staff on Bullying Awareness and reporting of incidents as stated in FFI Legal and Local.		Assistant Superintendent Principals	Ongoing	Local Budget Title I Title II
5	Provide an anonymous reporting method online for issues related to bullying and other safety issues at each school. (StayAlert System)	SW 7	Superintendent	Ongoing	Local Budget
6	Provide training on child abuse.		Assistant Superintendent Principals	Ongoing	Local Budget Title I Title II

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	**Audience**	**Date of Completion**	**Person(s) Responsible**
1 Teen Suicide prevention	Counselors/ Administrators	May 2019	Principals Superintendent Asst Superintendent
2 Departmental safety training	Custodial Department Maintenance Department Food Service	August 2019	Dept Directors
3 Bullying prevention and reporting information.	Teachers Students	May 2019	Principals
4 Child abuse training	All staff	May 2019	Superintendent Principals Department Heads

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)	
Evidence	**Date of Expected Completion**
1 Training agendas and sign in sheets	May 2019
2 Completed and updated policy and procedures for teen dating violence, drug & alcohol awareness.	Annually
3 Completed departmental trainings.	December 2018
4 Safety training completed regarding reporting requirements and options with bullying.	May 2018

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	Number of staff members trained in each department	In-Process	End of Year
2	Reduced number of bullying incidents reported	Predictive	Semester
3	Plans for sufficient facilities for students and staff	In-Process	End of Year

Lagging Indicators Key Strategic Measure (KSM) or District 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	Decrease in number of discipline incidents requiring DAEP placement	Key Strategic Measure	End of Year
2	Decrease in number of work safety incidents for departments	Key Strategic Measure	End of Year
3	Increase in student academic achievement on STAAR/EOC.	Key Strategic Measure	End of Year

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 3	Millsap ISD will provide a safe and nurturing learning experience for all students.
District Strategy 2:	Provide notification systems and interventions regarding bullying and disruptive behavior.
Population/Students Served:	All Students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Review annually and revise (if needed) the district bullying policy and procedures for prevention and intervention. (FFI Legal & Local)	NCLB 4	DEIC Superintendent Assistant Superintendent Principals	August 2018	Local
2	Maintain a DAEP for placement of students exhibiting disruptive behavior and/or mandatory placement as outlined in the student code of conduct.	TAC19.10 3.1201	Superintendent Principal Business Manager	August 2018 Ongoing	SCE- FTE: 1, $42,084
3	Review annually and revise (if needed) the district Teen Dating and Violence Policy and procedures handbook and make the handbook available to all students, parents and community on MISD website.	TEC 37	DEIC Superintendent Assistant Superintendent Principals	August 2018	Local

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	State Compensatory Education ACET	Administration	Annually	Superintendent
2	Safe and Drug Free Schools ESC Region XI	Administration	Annually	Superintendent
3	Policy Updates TASB	Admininstration	Annually	Superintendent

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	Date of Expected Completion
1	Documentation from meetings to review and revise policy and plans	Annually
2	Plans posted on MISD Website	Annually

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1	Completed plans	In-Process	June each year
2	Lower incidence of violence	In-Process	June 2019

Lagging Indicators Key Strategic Measure (KSM) or District 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	MISD continues in the Safe School Category on Safe Schools Report	Campus Measure	Annually
2	PEIMS Reports	Campus Measure	Annually

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 3	Millsap ISD will provide a safe and nurturing learning experience for all students.
District Strategy 3:	Ensure all safety plans are current, communicated, and rehearsed.
Population/Students Served:	All Students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Provide SRO officer for campuses		Superintendent Principals	Ongoing	Local Budget
2	Maintain/update security and safety measures including cybersecurity	SW 7	Superintendent Principals Directors	Ongoing	Local Budget
3	Update Safey and Security Plans		Superintendent Principals Assistant Principals	August 2018	Staff
4	Review and train all staff on district and campus safety plans and procedures.		Superintendent Principals Directors	August 2018	Local Funds
5	Each campus will conduct safety drills: fire drills, intruder drills, tornado drills, etc.		Principals	Ongoing	Local Funds
6	Fire Marshall will work with principals to ensure "duck and cover" areas are appropriate and reviewed each year.		Principals	August 2018	Local Funds

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
7	Implementation of Guardian Program		Superintendent Principals Guardians	Ongoing	Local Funds

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	Emergency Operations Plan for all buildings and stadium	All Staff	August 2018	Principals
2	Emergency Operations Plan in each department	All staff	October 2018	Department Directors
3	Cyber security plan	All Staff	October 2018	Technology Director
4	Guardian Training	Guardians	May 2019	Superintendent

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	Date of Expected Completion
1	Number of completed trainings	May 2019
2	Drills completed	May 2019
3	Fire Marshal review completed	August 2018
4	Emergency Operations Plan	August 2018
5	Cyber Security plan	October 2018
6	Guardian Program in place	August 2018

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	Plans in place and practiced	In-Process	June 2019
2	Guardian Program in place	In-Process	June 2019

Lagging Indicators **Key Strategic Measure (KSM) or District 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	Number of drills completed	Campus Measure	August 2018- May 2019
2	Guardian Training hours completed	Key Strategic Measure	July 2018-May 2019

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 3	Millsap ISD will provide a safe and nurturing learning experience for all students.
District Strategy 4:	
Population/Students Served:	All Students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1				

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**

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**

Lagging Indicators **Key Strategic Measure (KSM) or District 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**

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 4	Millsap ISD will ensure financial integrity to support educational, academic, and co-curricular programs.
District Strategy 1:	Provide a balanced budget.
Population/Students Served:	All students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Provide clearly defined processes and timeline in order to monitor and anticipate changes in state, federal and local funding to develop a plan for effective fiscal management of annual budget.		Superintendent Assistant Superintendent Chief Finance Officer	Annually	Staff
2	Communicate with/to all stakeholders regarding fiscal audits, requirements and stability of the District.	SW 7	Superintendent Chief Finance Officer	Periodically	Staff
3	Maintain a healthy fund balance to ensure fiscal stability		Superintendent Chief Finance Officer	Annually	Staff
4	Seek and write grants to augment funding for the District and provide additional services for students, faculty and community.		Assistant Superintendent	As available	Staff

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	ESC updates	Chief Finance Officer Superintendent Assistant Superintendent	Ongoing	Superintendent

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	**Date of Expected Completion**
1	Periodic budget reports entailing expenditures/revenue and any variances	Annually
2	Fund Balance is maintained or increased	Annually
3	Grants written	As available
4	Enrollment reports	Each 6 weeks

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	Budget reports balanced	Predictive	Monthy
2	Grants awarded	Predictive	As available

Lagging Indicators Key Strategic Measure (KSM) or District 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	Fund Balance report	Key Strategic Measure	Annually
2	Audit Report	Key Strategic Measure	Annually
3	Grant funding meets or exceeds 1%	Key Strategic Measure	Annually

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 4	Millsap ISD will ensure financial integrity to support educational, academic, and co-curricular programs.
District Strategy 2:	Increase Average Daily Attendance in district schools.
Population/Students Served:	All students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Research and pursue ways to enhance and accommodate student enrollment and decrease truancy		Superintendent Principals All Staff	Ongoing	Local
2	Highlight students' positive achievements across the community in order to market the District and attract new families/students.	SW 7	Superintendent Principals All Staff	Ongoing	Staff
3	Review student leaver data to develop a drop out reduction/prevention plan.		Superintendent Asst Superintendent Principals All Staff	Ongoing	Staff
4	Maintain a balanced transfer policy for the District.		Superintendent Asst Superintendent Principals All Staff	Ongoing	Staff
5	Develop a strategic financial plan to prioritize expenditures as funds become available.		Superintendent Chief Finance Officer	Ongoing	Staff

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	Leadership Training	Administration Teachers	Ongoing	Superintendent Asst Superintendent Principals
2	Book Studies	Administration Teachers	Ongoing	Superintendent Asst Superintendent Principals

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	Date of Expected Completion
1	Enrollment numbers increasing or maintained.	Semester
2	Articles, news clips, stories published	Weekly
3	District website updated weekly	Weekly
4	Facebook and Twitter posts	Weekly

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1	Number of students enrolled in district	Predictive	Semester
2	Number of communications out regarding positive students achievements	In-Process	Semester
3	Number of transfer students enrolled	Predictive	Semester

Lagging Indicators Key Strategic Measure (KSM) or District 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	Enrollment meets or exceeds goal for plan	Key Strategic Measure	Semester
2	Parent Satisfaction rating for district	Key Strategic Measure	Annual

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 4	Millsap ISD will ensure financial integrity to support educational, academic, and co-curricular programs.
District Strategy 3:	Implement an effective process for campus and departmental budgeting to ensure resource allocation to areas of need.
Population/Students Served:	All students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	District and Campus site based teams will conduct a comprehensive needs assessment of all student data to drive allocation of resources to areas of highest needs.	SW 1	Superintendent Assistant Superintendent Principals Business Manager	August 2018 January 2019, June 2019	Staff
2	Develop a survey of needs for campuses and departments prior to initial budget planning	SW 10	Superintendent Assistant Superintendent Principals Business Manager	August 2018 January 2019, June 2019	Staff
3	Provide processes for principals, teachers, and coaches to bring forth new ideas and methods to meet the needs of students.		Principals	Ongoing	Local Funds
4	Ensure that instructional programs are effective and of benefit to students.		Principals	Ongoing	Local Funds
5	Implement strategic plan to ensure resources are utilized for the greatest student success		Superintendent Assistant Superintendent Principals Teachers	July 2018-August 2019	Local Funds

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	**Audience**	**Date of Completion**	**Person(s) Responsible**
1 TASB – Staffing Patterns	Superintendent Principals	Annually	Superintendent
2 Site Based Decision Making Processes	Principals	Annually	Superintendent
3 Strategic Planning Training/Implemented	Staff Parents/Community	Ongoing	Superintendent Assistant Superintendent

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)	
Evidence	**Date of Expected Completion**
1 Resources allocated to areas of highest needs	July 2019
2 Completion of comprehensive needs assessment at district and campus level	July 2019
3 Survey of Needs developed and implemented.	June 2019

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1 Comprehensive needs assessment attached to district/campus plans	In-Process	July 2019
2 Surveys completed	In-Process	June 2019
3 Strategic Plan implemented	In-Process	Ongoing

Lagging Indicators Key Strategic Measure (KSM) or District 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	Customer satisfaction Campus level	Key Strategic Measure	July 2019
2	Student success on state assessment	Key Strategic Measure	June 2019
3	Strategic Plan executed	Key Strategic Measure	Ongoing

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 4	Millsap ISD will ensure financial integrity to support educational, academic, and co-curricular programs.
District Strategy 4:	
Population/Students Served:	All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1				

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**

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**

Lagging Indicators **Key Strategic Measure (KSM) or District 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**

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 5	Millsap ISD will partner with parents and community to ensure student success.
District Strategy 1:	Implement strategies to increase student attendance.
Population/Students Served:	All students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Create a climate that encourages student participation/connection for all students	SW 2	Superintendent Assistant Superintendent Principals Teachers Technology Director	Ongoing	Local Budget
2	Include parents in planning and development of a system to notify parents when students are truant	SW 6	Superintendent Principals Teachers	Ongoing	Local Budget
3	Provide computer enhanced instruction program for special populations in need of home-bound services	TEC NCLB 5	Superintendent Principals Teachers Technology Director	Ongoing	Local Budget
4	Provide incentives for student and staff attendance		Superintendent Asst Superintendent Staff Students Parents/Community	Ongoing	Local Budget

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	Training on Innovative Learners	Administrators Teachers	Ongoing	Superintendent Assistant Superintendent Principals Technology Director

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	Date of Expected Completion
1	Homebound students being served	May 2019
2	Increase in number of students attending school.	May 2019
3	Decrease in number of discipline referrals	May 2019

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1	Increase in the passing rate for homebound students.	In-Process	May 2019
2	Decrease in number of behavioral discipline referrals	In-Process	May 2019
3	Increase in attendance at each campus	Predictive	Ongoing

Lagging Indicators Key Strategic Measure (KSM) or District 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	Student satisfaction rating	Key Strategic Measure	June 2019
2	Percent of students involved in an activity	Key Strategic Measure	Annually
3	Percent of students achieving Meets/Masters on STAAR/EOC	Key Strategic Measure	August 2019
4	Increase in student and staff attendance	Key Strategic Measure	Each 6 Weeks

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 5	Millsap ISD will partner with parents and community to ensure student success.
District Strategy 2:	Provide effective communication to parents, community, staff, and students.
Population/Students Served:	All students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Parental Involvement Policy and Campus Compacts reviewed and revised annually	TEC NCLB 4 SW 6	Superintendent Assistant Superintendent DEIC	May 2019	Local Title I Part A
2	Survey parents for level of satisfaction on campuses, district and programs.	NCLB 6	Superintendent Principals	Annually	Local
3	Provide communication to parents in an understandable format for all events and school reports.	SW 3	Principals	Ongoing	Title I Part A Local SCE
4	Hold Parent Open House events on all campuses.	SW 6	Principals Teachers	August 2018-May 2019	Title I Part A Local
5	Communicate district information on different Social Media outlets and digital sign		Superintendent Assistant Superintendent Technology Department Principals	Ongoing	Local Funds

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
6	Utilize SchoolMessenger system to directly communicate information to parents.		Superintendent Principals	Ongoing	Local Funds

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	ESSA Parent Involvement Policy and Parent Compact training	Principals	July 2018	Assistant Superintendent
2	Social Media and Digital Sign training	Principals Staff	August 2018	Superintendent Assistant Superintendent Technology Department

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	Date of Expected Completion
1	Conduct Open House events	May 2019
2	Maintain presence on Facebook, Twitter, and digital sign	Ongoing

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1	Sign- in sheets	In-Process	Ongoing
2	Number of Posts/Tweets/Sign Postings	In-Process	Ongoing

Lagging Indicators Key Strategic Measure (KSM) or District 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 Satisfaction Rating District	Key Strategic Measure	Annually
2	Parent Satisfaction Rating for The Zone	Key Strategic Measure	Annually
3	Number of Community Events	Key Strategic Measure	Annually

District Action Plan 2018-2019

District:	Millsap ISD
District Goal 5	Millsap ISD will partner with parents and community to ensure student success.
District Strategy 3:	Provide programming for students, parents, and community through The Zone (MISD Afterschool Program).
Population/Students Served:	All students

	Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1	Maintain students enrolled in the after-school program		Assistant Superintendent The Zone Director	Ongoing	Local Funds
2	Survey teachers, students and parents to ensure satisfaction on programming provided by the The Zone		Assistant Superintendent The Zone Director	May 2019	Local Funds
3	Partner with parents and provide a monthly family activity to encourage parent engagement in their child's educational process.		Assistant Superintendent The Zone Director Principals	Ongoing	Local Funds Title I, Part A

Professional Development Needed for Implementation of Action Plan				
	Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1	The Zone staff training	The Zone staff	Each semester	The Zone Director

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		
	Evidence	**Date of Expected Completion**
1	Increase in number of parents actively involved in their child's educational process	Semester
2	Increase in student academic achievement for enrolled students	May 2019
3	Decrease in student behavior referrals	Semester

Lead Indicators (In-Process or Predictive Formative Measures)			
	Measure	**Measure Type (Predictive or In-Process)**	**Reporting Period or Dates**
1	Increase in students passing all classes for each semester	Predictive	Semester
2	Decrease in student behavioral interventions needed	Predictive	Semester
3	Increase in parent participation in child's educational progress	Predictive	Semester

Lagging Indicators Key Strategic Measure (KSM) or District 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	The Zone Program evaluation	Key Strategic Measure	May 2019
2	The Zone Participation Reports	Key Strategic Measure	Semester
3	Survey of The Zone Parent Satisfaction	Key Strategic Measure	May 2019

STAAR Data
Area of Focus: Mathematics

2016-17 Mathematics STAAR Results												2017-18 Mathematics STAAR Results									
Student Group	Grade Level	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
				#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	3	86	1507	16	19	70	81	46	53	28	33	68	1439	20	29	48	71	24	35	9	13
	4	83	1545	23	28	60	72	32	39	13	16	86	1526	21	24	65	76	29	34	8	9
	5	62	1574	18	29	44	71	19	31	7	11	84	1567	23	27	61	73	29	35	8	10
	6	69	1647	12	17	57	83	31	45	11	16	67	1654	15	22	52	78	34	51	13	19
	7	68	1728	11	16	57	84	48	71	19	28	61	1749	4	7	57	93	41	67	25	41
	8	64										62	1774	1	2	61	98	48	77	15	24
Hispanic/ Latino	3	16	1474	6	38	10	63	7	44	5	31	12	1389	5	42	7	58	3	25	1	8
	4	11	1537	5	45	6	55	6	55	2	18	17	1513	6	35	11	65	7	41	2	12
	5	10	1480	6	60	4	40	1	10	0	0	11	1566	4	36	7	64	4	36	2	18
	6	7	1560	3	43	4	57	1	14	0	0	7	1528	5	71	2	29	0	0	0	0
	7	10	1732	1	10	9	90	8	80	2	20	9	1697	1	11	8	89	5	56	3	33
	8	7										9	1787	0	0	9	100	8	89	3	33
American Indian or Alaska Native	3	1										0									
	4	0										1									
	5	0										0									
	6	0										0									
	7	0										0									
	8	0										0									
	5	0																			
	6	0																			
	7	0																			
Black or African American	3	0										1									
	4	0										0									

	5	0										0									
	6	0										0									
	7	0										0									
	8	0										0									
	5	0																			
	6	0																			
	7	0																			
White	3	67	1508	10	15	57	85	36	54	20	30	51	1450	14	27	37	73	20	39	7	14
	4	72	1547	18	25	54	75	26	36	11	15	66	1522	15	23	51	77	20	30	4	6
	5	51	1592	12	24	39	76	18	35	7	14	73	1568	19	26	54	74	25	34	6	8
	6	62	1657	9	15	53	85	30	48	11	18	59	1666	10	17	49	83	33	56	12	20
	7	57	1726	10	18	47	82	39	68	16	28	52	1758	3	6	49	94	36	69	22	42
	8	57										53	1771	1	2	52	98	40	75	12	23
Two or More Races	3	1										3									
	4	0										1									
	5	1										0									
	6	0										1									
	7	1										0									
	8	0										0									
Economically Disadvantaged	3	30	1459	8	27	22	73	13	43	6	20	20	1391	7	35	13	65	5	25	2	10
	4	38	1537	11	29	27	71	15	39	6	16	27	1498	7	26	20	74	7	26	1	4
	5	27	1534	11	41	16	59	5	19	1	4	34	1549	12	35	22	65	10	29	3	9
	6	38	1632	9	24	29	76	16	42	5	13	19	1586	8	42	11	58	5	26	1	5
	7	36	1732	6	17	30	83	25	69	11	31	21	1707	3	14	18	86	12	57	6	29
	8	27										23	1767	0	0	23	100	16	70	7	30
Limited English Proficient	3	2										3									
	4	1										3									
	5	2										1									
	6	3										2									
	7	0										3									

	8	1										0									
Special Education	3	2										5	1250	5	100	0	0	0	0	0	0
	4	5	1365	5	100	0	0	0	0	0	0	6	1451	4	67	2	33	2	33	0	0
	5	3										6	1439	5	83	1	17	0	0	0	0
	6	5	1511	3	60	2	40	0	0	0	0	7	1507	5	71	2	29	0	0	0	0
	7	8	1563	4	50	4	50	1	13	0	0	4									
	8	10										9	1678	0	0	9	100	2	22	1	11
	5	23	1486	13	57	10	43	1	4	0	0										
	6	5	1506	4	80	1	20	0	0	0	0										
	7	6	1601	3	50	3	50	2	33	0	0										

2016-17 Algebra I STAAR Results											2017-18 Algebra I STAAR Results										
Student Group	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
			#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	81	3898	14	17	67	83	30	37	12	15	79	3972	12	15	67	85	42	53	15	19
Hispanic/ Latino	9	3838	1	11	8	89	2	22	0	0	10	3706	4	40	6	60	3	30	1	10
White	70	3905	13	19	57	81	27	39	12	17	68	4013	8	12	60	88	39	57	14	21
Economically Disadvantaged	32	3862	6	19	26	81	9	28	3	9	32	3923	5	16	27	84	15	47	5	16
Special Education	8	3367	7	88	1	13	0	0	0	0	12	3525	6	50	6	50	0	0	0	0
At-Risk	59	3785	13	22	46	78	14	24	3	5										

STAAR Data
Area of Focus: Science

2016-17 Science STAAR Results												2017-18 Science STAAR Results									
Student Group	Grade Level	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
				#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	5	62	3885	14	23	48	77	29	47	7	11	85	3817	24	28	61	72	36	42	8	9
	8	68										67	3784	22	33	45	67	20	30	8	12
Hispanic/ Latino	5	10	3672	5	50	5	50	4	40	0	0	11	3783	3	27	8	73	7	64	0	0
	8	7										9	3755	4	44	5	56	2	22	2	22
American Indian or Alaska	5	0										0									
	8	0										0									
Asian	5	0																			
Black or African American	5	0										0									
	8	0										0									
Native Hawaiian or Other Pacific Islander	5	0																			
White	5	51	3914	9	18	42	82	24	47	6	12	74	3822	21	28	53	72	29	39	8	11
	8	61										58	3789	18	31	40	69	18	31	6	10
Two or More Races	5	1										0									
	8	0										0									
Economically Disadvanta	5	27	3783	8	30	19	70	10	37	3	11	33	3806	9	27	24	73	14	42	4	12
	8	30										24	3862	9	38	15	63	9	38	6	25
Limited English Proficient	5	2										1									
	8	1										0									
Special Education	5	4										7	3482	4	57	3	43	2	29	0	0

	8											9	3444	7	78	2	22	0	0	0	0
At-Risk	5	23	3535	12	52	11	48	1	4	0	0										

2016-17 Biology STAAR Results											2017-18 Biology STAAR Results									
Student Group	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
			#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	80	4077	11	14	69	86	39	49	14	18	62	3952	6	10	56	90	29	47	3	5
Hispanic/ Latino	8	4144	1	13	7	88	5	63	3	38	9	3786	2	22	7	78	2	22	0	0
White	68	4056	9	13	59	87	32	47	9	13	52	3985	4	8	48	92	27	52	3	6
Economically Disadvantaged	39	4110	5	13	34	87	19	49	8	21	12	3900	2	17	10	83	4	33	0	0
Special Education	2										5	3586	2	40	3	60	0	0	0	0
At-Risk	51	3891	9	18	42	82	16	31	3	6										

STAAR Data
Area of Focus: Reading/English Language Arts

2016-17 Reading STAAR Results												2017-18 Reading STAAR Results									
Student Group	Grade Level	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
				#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	3	86	1456	18	21	68	79	43	50	23	27	68	1404	22	32	46	68	21	31	9	13
	4	83	1484	33	40	50	60	29	35	16	19	86	1492	25	29	61	71	28	33	9	10
	5	62	1562	15	24	47	76	29	47	16	26	84	1550	15	18	69	82	35	42	11	13
	6	69	1558	23	33	46	67	22	32	7	10	67	1571	24	36	43	64	20	30	11	16
	7	68	1626	17	25	51	75	25	37	8	12	61	1663	16	26	45	74	31	51	15	25
	8	68										67	1662	16	24	51	76	27	40	5	7
Hispanic/ Latino	3	16	1417	4	25	12	75	9	56	4	25	12	1353	5	42	7	58	2	17	0	0
	4	11	1499	4	36	7	64	5	45	3	27	17	1481	4	24	13	76	7	41	1	6
	5	10	1492	4	40	6	60	2	20	1	10	11	1536	4	36	7	64	6	55	2	18
	6	7	1488	4	57	3	43	0	0	0	0	7	1518	3	43	4	57	2	29	0	0
	7	10	1643	1	10	9	90	3	30	1	10	9	1603	3	33	6	67	3	33	2	22
	8	7										9	1671	2	22	7	78	3	33	1	11
American Indian or Alaska Native	3	1										0									
	4	0										1									
	5	0										0									
	6	0										0									
	7	0										0									
	8	0										0									
	5	0																			
	6	0																			
	7	0																			
Black or	3	0										1									

	4	0										0									
	5	0										0									
	6	0										0									
	7	0										0									
	8	0										0									
	5	0																			
	6	0																			
	7	0																			
White	3	67	1463	14	21	53	79	32	48	18	27	51	1414	15	29	36	71	17	33	8	16
	4	72	1481	29	40	43	60	24	33	13	18	66	1493	20	30	46	70	20	30	7	11
	5	51	1573	11	22	40	78	26	51	14	27	73	1552	11	15	62	85	29	40	9	12
	6	62	1566	19	31	43	69	22	35	7	11	59	1573	21	36	38	64	17	29	10	17
	7	57	1621	16	28	41	72	21	37	6	11	52	1674	13	25	39	75	28	54	13	25
	8	61										58	1661	14	24	44	76	24	41	4	7
Two or More Races	3	1										3									
	4	0										1									
	5	1										0									
	6	0										1									
	7	1										0									
	8	0										0									
Economically Disadvantaged	3	30	1416	10	33	20	67	12	40	5	17	20	1365	8	40	12	60	3	15	2	10
	4	38	1466	17	45	21	55	11	29	7	18	27	1461	11	41	16	59	6	22	1	4
	5	27	1513	8	30	19	70	9	33	3	11	34	1526	10	29	24	71	10	29	5	15
	6	38	1531	15	39	23	61	10	26	3	8	19	1513	10	53	9	47	5	26	1	5
	7	36	1621	10	28	26	72	12	33	6	17	21	1602	7	33	14	67	8	38	0	0
	8	27										25	1643	6	24	19	76	10	40	2	8
Limited English Proficient	3	2										3									
	4	1										3									
	5	2										1									
	6	3										2									

	7	0										3									
	8	1										0									
Special Education	3	2										5	1275	4	80	1	20	0	0	0	0
	4	5	1326	4	80	1	20	0	0	0	0	6	1457	4	67	2	33	1	17	1	17
	5	3										6	1390	5	83	1	17	0	0	0	0
	6	5	1421	4	80	1	20	0	0	0	0	7	1394	7	100	0	0	0	0	0	0
	7	8	1518	5	63	3	38	0	0	0	0	4									
	8	10										9	1568	5	56	4	44	0	0	0	0
	5	23	1472	12	52	11	48	4	17	1	4										
	6	5	1410	4	80	1	20	0	0	0	0										
	7	6	1535	3	50	3	50	0	0	0	0										

2016-17 English I STAAR Results											2017-18 English I STAAR Results									
Student Group	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
			#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	100	3962	37	37	63	63	41	41	9	9	93	3923	39	42	54	58	37	40	5	5
Hispanic/ Latino	16	3662	8	50	8	50	3	19	0	0	12	3874	4	33	8	67	5	42	0	0
White	79	3992	28	35	51	65	34	43	7	9	80	3936	34	43	46	58	32	40	5	6
Economically Disadvantaged	43	3874	19	44	24	56	14	33	4	9	32	3844	17	53	15	47	10	31	1	3
Special Education	11	3299	11	100	0	0	0	0	0	0	13	3516	12	92	1	8	0	0	0	0
At-Risk	70	3756	32	46	38	54	18	26	0	0										

2016-17 English II STAAR Results											2017-18 English II STAAR Results										
Student Group	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		
			#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	
All Students	94	3909	36	38	58	62	36	38	3	3	82	3988	24	29	58	71	46	56	6	7	
Hispanic/ Latino	10	3696	5	50	5	50	3	30	0	0	12	3842	5	42	7	58	4	33	0	0	
White	80	3960	28	35	52	65	33	41	3	4	68	4004	19	28	49	72	40	59	6	9	
Economically Disadvantaged	44	3856	19	43	25	57	16	36	1	2	26	3921	9	35	17	65	11	42	2	8	
Special Education	9	3321	8	89	1	11	1	11	0	0	7	3239	7	100	0	0	0	0	0	0	
At-Risk	64	3786	28	44	36	56	18	28	1	2											

STAAR Data
Area of Focus: Social Studies

2016-17 Social Studies STAAR Results												2017-18 Social Studies STAAR Results									
Student Group	Grade Level	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
				#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All	8	67										67	3686	25	37	42	63	15	22	7	10
Hispanic/ Latino	8	7										9	3761	3	33	6	67	2	22	2	22
American Indian or Alaska Native	8	0										0									
Black or African American	8	0										0									
White	8	60										58	3674	22	38	36	62	13	22	5	9
Two or More Races	8	0										0									
Economically Disadvantaged	8	30										24	3744	10	42	14	58	7	29	6	25
Limited English Proficient	8	1										0									
Special Education	8	10										9	3370	7	78	2	22	0	0	0	0

2016-17 U.S History STAAR Results											2017-18 U.S History STAAR Results									
Student Group	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
			#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	77	4081	5	6	72	94	42	55	19	25	62	4132	4	6	58	94	36	58	16	26
Hispanic/ Latino	6	4099	0	0	6	100	4	67	1	17	8	4017	1	13	7	88	3	38	2	25
White	66	4093	5	8	61	92	36	55	17	26	51	4156	2	4	49	96	31	61	13	25
Economically Disadvantaged	31	4070	3	10	28	90	17	55	8	26	25	4080	2	8	23	92	14	56	5	20
At-Risk	48	3907	5	10	43	90	17	35	6	13										

STAAR Data
Area of Focus: Writing

2016-17 Writing STAAR Results												2017-18 Writing STAAR Results									
Student Group	Grade Level	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
				#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	4	82	3541	45	55	37	45	21	26	3	4	86	3518	47	55	39	45	25	29	3	3
	7	68	3785	27	40	41	60	27	40	10	15	61	3883	18	30	43	70	26	43	9	15
Hispanic/ Latino	4	9	3732	5	56	4	44	3	33	1	11	18	3440	10	56	8	44	7	39	0	0
	7	10	3760	4	40	6	60	3	30	0	0	9	3584	4	44	5	56	3	33	0	0
American Indian or Alaska	4	0										1									
	7	0										0									
	7	0																			
Black or African American	4	0										0									
	7	0										0									
	7	0																			
White	4	73	3518	40	55	33	45	18	25	2	3	64	3540	35	55	29	45	17	27	3	5
	7	57	3775	23	40	34	60	23	40	9	16	52	3934	14	27	38	73	23	44	9	17
Two or More Races	4	0										1									
	7	1										0									
Economically Disadvanta	4	38	3523	22	58	16	42	11	29	1	3	27	3341	20	74	7	26	5	19	1	4
	7	36	3747	15	42	21	58	14	39	5	14	21	3556	10	48	11	52	5	24	1	5
Limited English Proficient	4	1										3									
	7	0										3									
Special Education	4	5	2804	5	100	0	0	0	0	0	0	6	3061	5	83	1	17	1	17	0	0
	7	8	3227	5	63	3	38	0	0	0	0	4									
	7	6	3158	6	100	0	0	0	0	0	0										