



Millsap ISD District Improvement Plan 2016-2017



District Mission Statement

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

District Motto

Your Child. Their Dreams. Our Mission

District Vision Statement

Millsap ISD 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
- 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
Improvement in areas of Writing, Social Studies, and Science scores	STAAR Reports
Balanced budget	Budget records
Clean District Audit	FIRST Rating
High Quality Staff	HQ Reports, TAPR Report, Assessment Results
Afterschool program shows significant impact on all program objectives.(Year 5)	MAP Program Independent Evaluation
Continued enrollment growth	PEIMS data
High parent involvement and satisfaction rate	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
Grade 8 social studies and science performance on state assessment	STAAR Reports DMAC	Local Budget Title I Title II SCE
Reading performance on state assessment grades 3, 5, 6, 7	STAAR Reports District Assessments	Local Budget Title I Title II SCE SCE Instruction Professional Staff: \$53,100 1.23 FTEs ?
Writing performance on state assessment for grade 7.	STAAR Reports District Assessments	Local Budget Title I Title II SCE
Gap between Economically Disadvantaged and All student groups in performance on state assessments particularly in reading and writing	STAAR Reports District Assessments DMAC Reports	Local Budget Title I Title II SCE SCE Counseling Staff: \$53,000.00 1.000 FTE ?
White performance on state assessment	STAAR Reports District Assessments DMAC Reports	Local Budget Title I Title II SCE
Special Education performance on state assessment	STAAR Reports District Assessments	Local Budget Title I Title II SCE Special Education funds
Math performance on state assessment in grades 3 and 4	STAAR Reports District Assessments DMAC Reports	Local Budget Title I Title II SCE

Attendance districtwide	PEIMS TxEIS	Local Budget Title I Title II SCE
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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	<ol style="list-style-type: none"> 1.1 Implement research based instructional strategies to increase district STAAR/EOC performance rates and Level III performance rates 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 21st Century learning experiences for all students.
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District Goal #2

Strategy	<ol style="list-style-type: none"> 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.
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District Goal #3

Strategy	<ol style="list-style-type: none"> 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.
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District Goal #4

Strategy	<ol style="list-style-type: none"> 4.1 Provide a balanced budget. 4.2 Increase enrollment in district schools. 4.3 Implement an effective process for campus and departmental budgeting to ensure resource allocation to areas of need.
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District Goal #5

Strategy	<ol style="list-style-type: none"> 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 Millsap Afterschool Program (MAP).
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District Action Plan 2016-2017

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 and Level III performance rates 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 (DMAC) for implementation of district wide benchmark assessments and data driven instructional practices.	SW 8,9 NCLB 1,2	Superintendent Assistant Superintendent Principals, Assistant Principals, Teachers	July- August	Local Funds SCE \$5,000
2 Monitor implementation of TEKS Resource System on each campus to ensure a viable, aligned curriculum.	SW 5	Principals Assistant Superintendent Superintendent	August - May	Local Funds
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
4 Provide in depth, challenging curriculum to prepare students for college or the workplace through implementation of Pre-AP and AP programming.	SW 1	Superintendent Assistant Superintendent Principals Teachers	August- May	Local Funds Instructional Materials Allotment GT funds
5 Evaluate and revise annually MISD implementation plan for Pre-AP and AP programming at middle and high schools.	SW 10 NCLB 1,2	Superintendent Assistant Superintendent Principals Teachers	July 2016 July 2017	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.	SW 1,2	Superintendent Assistant Superintendent Business Manager	August 2016-August 2017	Local Funds Title I SCE \$159,980 3.7689 FTEs Professional Staff
7 Continue professional development with an ELA consultant to provide training in research based instructional strategies for teachers in grades K-12 with particular focus on narrative, expository, and other writing expected on STAAR and Advanced Placement exams.	SW 1,2,8,9,	Superintendent Assistant Superintendent Principals Teachers	June -August	Local Funds
8 Hire a Reading consultant to work with K-5 teachers to ensure best practices on researched based instructional strategies including guided reading, word walls, literacy circles, and phonics instruction.	SW 1,2,8,9,10	Superintendent Assistant Superintendent Principals	June -August	Local Funds Title I Title II
9 Provide training and observation opportunities for middle school science teachers	SW 1,2,8,9	Assistant Superintendent Principal	August 2016-August 2017	Local Funds, Title I Title II SCE
10 Provide training and materials to ensure successful continued transition of new math TEKS.	SW 1,2,8,9	Assistant Superintendent Principals	ongoing	Local Funds, Title I Title II SCE
11 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
12 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

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
13 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, particularly in middle school.	SW 1,2,8,9	Assistant Superintendent Principals	ongoing	Local Funds, Title I Title II SCE

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 2017	Assistant Superintendent
2 Advanced Placement and Pre AP Summer Institutes for New Teachers	Secondary Teachers	September 2016	Principals Assistant Superintendent
3 DBQ training	Social Studies	May 2016	Principals
4 Scheduled time with ELA Consultant	ELA teachers	June 2017	Principals
5 Schedule time with Reading Consultant	K-5 reading teachers	June 2017	Elementary Principal
6 Math TEKS training	Math teachers	May 2017	Principals Assistant Superintendent
7 Training and observation in the use of STEMScopes, TEKS Resource, and DMAC	Science teachers	May 2017	Principal 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	April 2017
2	Walkthrough data collected by campus principals	End of each 6 weeks
3	Sign in sheets and lesson plans based on identified students' need	Oct 2016, Jan 2017, March 2017
4	Number of teachers attending AP Summer Institutes and GT training (Sign in Sheets, Certificates)	May 2017
5	Sign in Sheets and agendas for data review days	April 2017
6	Rtl reports on student interventions and growth	Aug 2016-May 2017
7	Thinking Maps in lesson plans and displayed in classrooms/buildings	May 2017

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Student academic performance on district assessments in core subjects	Predictive	October 2016, Januar 2017, March 2017
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

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 passing Reading	Key Strategic Measure	June 2017
2 STAAR/EOC percent of students passing Math	Key Strategic Measure	June 2017
3 STAAR/EOC percent of students passing Social Studies	Key Strategic Measure	June 2017
4 STAAR/EOC percent of students passing Science	Key Strategic Measure	June 2017
5 Number of students passing AP exams	Campus Measure	January 2017 June 2017
6 Number of students passing Dual Credit Courses	Campus Measure	January 2017 June 2017
7 Subgroup students passing STAAR/EOC in core subjects	Key Strategic Measure	June 2017

District Action Plan 2016-2017

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 activities that enrich and enhance academic learning for students K-12 through the Millsap Afterschool Program	SW 2B,10	Assistant Superintendent MAP Site Coordinator 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 2016 August 2017	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 MAP Dir	August 2016 August 2017	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 2016	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 2016-May 2017	Local Funds
7 Implement athletic restructuring to develop students athletically and academically.		Superintendent Athletic Director Principals Coaches	August 2016-May 2017	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 2016-May 2017	CTE Funds
11 Utilize the Coordinated School Health Program to increase student success and balance		Assistant Superintendent Principals Teachers	August 2016-May 2017	Local Funds
12 Seek advice of the School Health Advisory Council (SHAC) to enhance the Coordinated School Health Program		Assistant Superintendent SHAC	August 20116-May 2017	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 2017	CTE Teachers Principal Assistant Superintendent
2 ACE/21st CCLC Intentional Planning Training	ACE Director and Site Coordinator	August 2016 August 2017	Director
3 MAP Front Line Staff Training	Director & Coordinator	January 2017 Ongoing	Director
4 Coordinated School Health Program and SHAC awareness for staff	Staff	Ongoing	Assistant Superintendent Principals SHAC Chaiman

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

Evidence	Date of Expected Completion
1 MAP activities/attendance semester reports for each campus	January 2017 June 2017
2 Students enrolled in extra-curricular activities	January 2016- May 2017
3 Students enrolled in MAP activities, CTE courses, Clubs	January 2017 June 2017
4 Program evaluation summary	July 2017
5 Student attendance and health records	June 2017

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 MAP activities & clubs	In-Process	End of semester
2 Percent of students enrolled in extracurricular activities 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

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 Millsap Afterschool Program >30 days	Key Strategic Measure	June 2017
2 Number of students enrolled in Football, Basketball, Volleyball, Softball, Cross Country, Tennis, Track, Power-lifting, Band, Choir, Theatre, FFA, AG	Key Strategic Measure	June 2017
3 Percent of Secondary student body enrolled in an activity	Key Strategic Measure	June 2017
4 Program Evaluation Results	Key Strategic Measure	June 2017
5 Percent of attendance increase	Key Strategic Measure	June 2017

District Action Plan 2016-2017

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 \$287,172; MES- \$92,186; MMS- \$77,753; MHS- \$117,233]

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	Superintendent Assistant Superintendent Principals Business Manager	Each Semester and Summer	SCE \$19,490 1-FTE Local Funds
2 Implement campus procedures for monitoring attendance and reducing truancy	SW 1,9	Principals Counselors	August 2016	Local Funds
3 Provide counseling support services for students at-risk of dropping out of school.	NCLB1	Principals AT-Risk Counselor	Daily	SCE\$55,415.00 1-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 Millsap Afterschool Program	SW 2,9	MAP Director Principals	August 2016-May 2017	Local Funds
6 Provide STAAR & EOC intensive intervention instruction	SSI NCLB	Principals Teachers	August 2016-August 2017	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 2016-August 2017	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 2016-July 2017	SCE Funds Local Funds
9 Implement Rtl systems at all campuses to ensure students receive targeted academic interventions.		Principals	August 2016-May 2017	Local Funds
10 Provide Title I, Part A services to homeless children and youth on all campuses.	SW 2, 9, 10	Assistant Superintendent Principals	August 2016-May 2017	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 2016-May 2017	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 2016-August 2017	Local Funds Title I, Part A Title II SCE Special Education Funds Parker County Co-op
13 Provide differentiated curriculum for GT students as well as training for staff.		Assistant Superintendent Principals Teachers	June 2016-August 2017	Local Funds GT Funds Title II
14 Continue to provide campus-based ESL services to identified ELL students and the necessary support and resources to ensure student success including staff training.	SW 2, 9, 10	Assistant Superintendent Principals Teachers	June 6-August 2017	Local Funds Bilingual/ESL Funds Title I, Part A Title II SCE Title III SSA

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
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 2016-May 2017	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 2016-May 2017	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 2017	Assistant Superintendent Trainers Principals
2 DMAC training	Assistant Superintendent Principals Teachers	May 2017	Assistant Superintendent Principals
3 Intentional Recruitment and Planning for Afterschool Programs	MAP staff	August 2017	Director /Site Coordinator
4 TEKS Resource System Training	Assistant Superintendent Principals Teachers	May 2017	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 2017
2	Documentation of number of students enrolled in the Credit Recovery Program	June 7
3	Number of students failing at each 6 weeks.	Each Six weeks
4	MAP tutorial activities on calander	January& June 2017
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 PRS	In-Process	May 2017
2	Number of students enrolled in Credit Recovery Program	In-Process	June 2017
3	Number of students failing courses at semester	In-Process	January/June 2017
4	Number of students enrolled in MAP tutorials	In-Process	June 2017
5	Number of students attending STAAR/EOC Tutorials	In-Process	June 7

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 2017
2 Decrease in number of students failing at the end of each semester	Campus Measure	January/June 2017
3 Percent of students enrolled in MAP tutorials passing at Semester	Campus Measure	January/June 2017
4 Percent of students enrolled in interventions, passing STAAR/EOC tests	Key Strategic Measure	June 2017
5 Percent of students retained	Key Strategic Measure	June 2017
6 High School Completion Rate	Key Strategic Measure	June 2017
7 Percent of at-risk students passing STAAR/EOC	Key Strategic Measure	June 2017

District Action Plan 2016-2017

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 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 \$287,172; MES- \$92,186; MMS- \$77,753; MHS- \$117,233]

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		Superintendent 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 2016	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 School Allotment
4 Register teachers for College Board Training		Assistant Superintendent Principals	March 2017	Local Funds Title II
5 Create AP course syllabi and submit to College Board		Superintendent Principals Teachers	Summer 2016	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 2016	Assistant Superintendent Principals
2 Implementation meetings	Principal Teachers Counselor	May 2017	Prinicpal

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 2017
2	Training completed by all teachers who will have AP./ Pre-AP classes	August 2016
3	AP teachers submit course syllabus to College Board	October 2016
4	Students registered for AP/Pre-AP courses for the year	June 2016
5	Documented course sequence plan, including math path to Algebra I in 8th grade	June 2016

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 2017
2 Number of parents attending orientation meetings	In-Process	April 2017

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 2016
2 Number of students who finish AP/Pre-AP courses	Campus Measure	May 2017
3 Number of teachers who attend College Board Summer Institutes	Campus Measure	August 2016
4 Percentage of students making a qualifying score on AP exam by content area	Campus Measure	July 2017
5 Enrollment in Post Secondary training, education, military	Key Strategic Measure	May 2017
6 College Ready Graduates	Key Strategic Measure	May 2017

District Action Plan 2016-2017

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 5:	Implement 21st Century learning experiences for all students.
Population/Students Served:	All, Eco. Dis., At Risk, SpEd, ELL, GT, Migrant, Homeless, 504, Dyslexia [Total SCE \$287,172; MES- \$92,186; MMS- \$77,753; MHS- \$117,233]

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	2016-17 Ongoing	Local Funds
2 Expand pilot program implementing flipped classrooms and other innovative strategies	SW 2, 3, 10	Assistant Superintendent Technology Department Principals Teachers	2016-17 Ongoing	Local Funds
3 Create learning opportunities which utilize individual technology.	SW 2, 3, 10	Assistant Superintendent Technology Department Principals Teachers	2016-17 Ongoing	Local Funds Title I, Part A SCE Funds CTE Funds GT Funds
4 Encourage critical thinking and inquiry-based learning. Provide staff with training in problem-based learning.	SW 2, 3, 10	Assistant Superintendent Technology Department Principals Teachers	2016-17 Ongoing	Local Funds Title I, Part A Title II, Part A SCE Funds CTE Funds GT Funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5 Continue Millsap Educators' Technology Competency Assessment (METCA)		Superintendent Assistant Superintendent Technology Department Principals Teachers	2016- 17 Ongoing	Local 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 2016	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 Problem-based learning 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	August 2017
2 Purchase orders from trainings and technological tools	August 2017
3 Online postings	May 2017
4 Use of Thinking Maps	May 2017

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 2016-May 2017
2 Increased student attendance	In-Process	August 2016-May 2017

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 final Level II and Level III on STAAR	Key Strategic Measure	May 2017
2 Decrease in number of students retained	Campus Measure	May 2017

District Action Plan 2016-2017

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	August 2016-2017	Annual Budget
2 Provide high quality professional development for teachers and administrators.	SW3,4	Superintendent Assistant Superintendent Principals Assistant Principals	Annually	Title II Part A Local Funds SCE Funds Title I Part A Bilingual/ESL GT Funds
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.		Superintendent Business Manager	Annually	Annual Budget

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5 District personnel will attend teacher job fairs to recruit high quality instructional staff.		Superintendent	Annually	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 2016-July 2017	Local Funds Title II
7 Positively implement TTESS and TPESS to ensure professional staff growth		Superintendent Assistant Superintendent Principals Assistant Principals	August 2016-May 2017	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 2016	Assistant Superintendent Principals
2 State certification training	Administration	August 2016	Assistant Superintendent
3 TTESS and TPESS training	Administration All Staff	August 2017	Superintendent Assistant Superintendent Principals Assistant 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 2017
2 Completed procedures for hiring	April 2017
3 Completed professional development plan	August 2017
4 Information gained in research of retention plan	June 2017
5 TTESS and TPESS sign-in sheets and personal documentation	June 2017

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 2017
2 Number of certified teachers on staff	Predictive	September 2016
3 Number of professional development opportunities provided by district	In-Process	Each semester
4 Increased student success in all areas	Predictive	July 2017

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 2016-2017

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 teacher orientation held at the beginning of school year	SW4	Superintendent Assistant Superintendent Principals	Early August 2016	Title II Local Funds
2 Evaluate and revise MISD Mentor Program Guidelines	SW3	Superintendent Assistant Superintendent Principals	August 2016	Local Funds
3 Identify and assign campus mentors for new teachers	NCLB 3	Superintendent Assistant Superintendent Principals	July 2016	Title II Local Funds
4 Meet with new teachers throughout year to discuss needs and problem solve		Assistant Superintendent Principals Mentors	August 2016- May 2017	Local Funds Title II
5 Feedback, through a classroom walkthrough process, will be provided to all teachers regarding areas of success and need.		Principals	August 2016-May 2017	Local Funds
6 New teachers will be provided Fundamental Five and Harry Wong training.		Assistant Superintendent Principals	August 2016	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 2016 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 2016
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 2017

District Action Plan 2016-2017

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 Curriculum and Instruction to provide support to teachers, principals, coaches, and intervention teachers.	SW 3, 4, 5	Assistant Superintendent Principals	July 2016-June 2017	Local Funds Title II Title I SCE Funds Bilingual/ESL GT Funds
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
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 2016	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 2016	Title II Local Funds
6 The District Leadership Team will conduct a book study to further develop leadership capacity.		Superintendent Assistant Superintendent Principals Department Heads	August 2016	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 2016	Principals Teachers
3 CTE training	Assistant Superintendent Principal Teachers	Ongoing	Assistant Superintendent Principal Teachers
4 Training as available	Assistant Superintendent Principal Teachers	Ongoing	Assistant Superintendent Principal 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 2017
2 Number of teachers attending AP training.	July 2017
3 Number of CTE certifications available and successfully passed	July 2017
4 Documentation completed by mentor and mentee teachers.	June 2017

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 PDAS 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 2017
2 Increase student achievement on STAAR/EOC on Level III Performance	Key Strategic Measure	July 2017

District Action Plan 2016-2017

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 and student management.	SW 2 NCLB 4	Maintenance Director Transportation Director Custodial 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	June 2016-August 2017	Local Budget Title I Title II
3 Provide staff training on Teen Suicide prevention, discipline management at each campus.		Assistant Superintendent Principals	June 2016-August 2017	Local Budget Title I Title II
4 Train students and staff on Bullying Awareness and reporting of incidents.		Assistant Superintendent Principals	June 2016-August 2017	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	August 2016- May 2017	Local Budget
6 Provide training on child abuse.		Assistant Superintendent Principals	June 2016-August 2017	Local Budget Title I Title II

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
7 Evaluate facilities' for MISD's expected future growth.		Superintendent Maintenance Director Principals	Summer 2016	Local Budget

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 2017	Principals Superintendent
2 Departmental safety training	Custodians Maintenance	August 2017	Dept Directors
3 Bullying prevention and reporting information.	Teachers Students	August 2016-May 2017	Principals
4 Child abuse training	All staff	August 2016- May 2017	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 2017
2	Completed and updated policy and procedures for teen dating violence, drug & alcohol awareness.	Annually
3	Completed departmental trainings.	August 2016
4	Safety training completed regarding reporting requirements and options with bullying.	August 2016
5	Facilities' evaluation	Summer 2016

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
4 Plans for sufficient facilities for students and staff	Key Strategic Measure	December 2016

District Action Plan 2016-2017

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 and revise annually the district bullying policy and procedures for prevention and intervention.	NCLB 4	DEIC Superintendent	August 2017	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 2017	SCE \$19,490
3 Review and revise annually 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	August 2017	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	Administration	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 2017

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 2016-2017

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	August 2016-August 2017	Local Budget
2 Maintain security and safety measures	SW 7	Superintendent Maintenance Dir	August 2016-August 2017	Local Budget
3 Update Safety and Security Plans		Superintendent Principals	August 2016	Staff
4 Review and train all staff on district and campus safety plans and procedures.		Superintendent Principals	August 2016-August 2017	Local Funds
5 Each campus will conduct safety drills: fire drills, intruder drills, tornado drills, etc.		Principals	August 2016- May 2017	Local Funds
6 Fire Marshall will work with principals to ensure "duck and cover" areas are appropriate and reviewed each year.		Principals	August 2016	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 Campuses	All Staff	August 2016	Principals
2 Emergency Operations Plan in each department	All staff	August 2016	Department Directors

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

Evidence	Date of Expected Completion
1 Number of completed trainings	May 2017
2 Drills completed	May 2017
3 Fire Marshal review completed	August 2016

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Plans in place	In-Process	June 2017

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 2016- May 2017

District Action Plan 2016-2017

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 Business Manager	Annually	Staff
2 Communicate with/to all stakeholders regarding fiscal audits, requirements and stability of the District.	SW 7	Superintendent Business Manager	Periodically	Staff
3 Maintain a healthy fund balance to ensure fiscal stability		Superintendent Business Manager	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	Business Manager 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	Monthly
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 2016-2017

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

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Research and aggressively pursue ways to enhance and accommodate student enrollment and decrease truancy		Superintendent Principals All Staff	August 2016-August 2017	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	August 2016-August 2017	Staff
3 Review student leaver data to develop a drop out reduction/prevention plan.		Superintendent Principals All Staff	August 2016-August 2017	Staff
4 Maintain a balanced transfer policy for the District.		Superintendent Principals All Staff	August 2016-August 2017	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 Principals
2 Book Studies	Administration Teachers	Ongoing	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 2016-2017

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 2016 January 2017, June 2017	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 2016 January 2017, June 2017	Staff
3 Provide processes for principals, teachers, and coaches to bring forth new ideas and methods to meet the needs of students.		Principals	August 2016- May 2017	Local Funds
4 Ensure that instructional programs are effective and of benefit to students.		Principals	August 2016-May 2017	Local Funds
5 Conduct strategic planning to ensure resources are utilized for the greatest student success		Superintendent Assistant Superintendent Principals Teachers	July 2016-August 2017	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	Staff Parents/Community	September 2016	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 2017
2 Completion of comprehensive needs assessment at district and campus level	August 2017
3 Survey of Needs developed and implemented.	June 2017

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 2017
2 Surveys completed	In-Process	June 2017
3 Strategic Plan developed	In-Process	November 2016

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 2017
2 Student success on state assessment	Key Strategic Measure	June 2017
3 Strategic Plan executed	Key Strategic Measure	August 2017

District Action Plan 2016-2017

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	August 2016-August 2017	Local Budget
2 Include parents in planning and development of a system to notify parents when students are truant	SW 6	Superintendent Principals Teachers	August 2016-May 2017	Local Budget
3 Provide computer enhanced instruction program for special populations in need of home-bound services	TEC NCLB 5	Superintendent Principals Teachers	August 2016-May 2017	Local Budget

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Training on 21st Century Learners	Administrators Teachers	Ongoing	Superintendent Principals

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

Evidence		Date of Expected Completion
1	Homebound students being served	May 2017
2	Increase in number of students attending school.	May 2017
3	Decrease in number of discipline referrals	May 2017

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	July 2017
2 Decrease in number of behavioral discipline referrals	In-Process	May 2017
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 2017
2 Percent of students involved in an activity	Key Strategic Measure	Annually
3 Percent of students passing STAAR/EOC	Key Strategic Measure	August 2017
4 Increase in student enrollment	Key Strategic Measure	Each 6 Weeks

District Action Plan 2016-2017

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	August 2016- May 2017	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	August 2016-May 2017	Title I Part A Local SCE
4 Hold Parent Open House events on all campuses.	SW 6	Principals Teachers	September 2016	Title I Part A Local
5 Communicate district information on different Social Media outlets.		Superintendent Assistant Superintendent Technology Department Principals	August 2016-May 2017	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	August 2016-May 2017	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	November 2016	Assistant Superintendent
2 Social Media training	Principals Staff	August 2016	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	March 2017
2 Maintain presence on Facebook and Twitter	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	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 MAP	Key Strategic Measure	Annually
3 Number of Community Events	Key Strategic Measure	Annually

District Action Plan 2016-2017

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 Millsap Afterschool Program (MAP).
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 MAP Director MAP Coordinator MAP Family Engagement Specialist	August 2016-August 2017	Local Funds
2 Survey teachers, students and parents to ensure satisfaction on programming provided by the Millsap Afterschool Program		Assistant Superintendent MAP Director MAP Coordinator MAP Family Engagement Specialist	August 2016-August 2017	Local Funds
3 Partner with parents and provide a monthly family activity to encourage parent engagement in their child's educational process.		Assistant Superintendent MAP Director MAP Coordinator MAP Family Engagement Specialist	August 2016-August 2017	Local Funds Title I, Part A
4 Programming for students will be provided for academic enrichment & tutorials during the summer.		Superintendent Assistant Superintendent MAP Director MAP Coordinator MAP Family Engagement Specialist	August 2016-August 2017	Local Funds SCE 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 MAP Front line staff training	Director/Site Coordinator	Each semester	MAP 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	Spring 2016
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 parents 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 MAP Program evaluation	Key Strategic Measure	July 2017
2 MAP Center Participation Reports	Key Strategic Measure	Semester
3 Survey of Parent Satisfaction	Key Strategic Measure	End of Summer

**STAAR Data
Area of Focus: Mathematics**

2015-16 Mathematics STAAR Results													
Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
All Students	3	69	1442	18	26	49	71	51	74	20	29	10	14
	4	58	1529	22	38	39	67	36	62	19	33	11	19
	5	56	1609	9	16	33	59	47	84	23	41	9	16
	6	56	1648	10	18	28	50	46	82	28	50	9	16
	7	59	1780	4	7	10	17	55	93	49	83	27	46
	8	58	1721	7	12	21	36	51	88	37	64	6	10
Hispanic/Latino	3	6	1384	2	33	4	67	4	67	2	33	0	0
	4	7	1442	3	43	6	86	4	57	1	14	0	0
	5	5	1499	4	80	4	80	1	20	1	20	1	20
	6	10	1613	2	20	7	70	8	80	3	30	1	10
	7	6	1698	1	17	2	33	5	83	4	67	0	0
	8	8	1680	1	13	4	50	7	88	4	50	0	0
White	3	63	1448	16	25	45	71	47	75	18	29	10	16
	4	49	1540	19	39	32	65	30	61	17	35	11	22
	5	51	1619	5	10	29	57	46	90	22	43	8	16
	6	45	1651	8	18	21	47	37	82	24	53	7	16
	7	53	1789	3	6	8	15	50	94	45	85	27	51
	8	49	1728	6	12	16	33	43	88	33	67	6	12
At-Risk	3	23	1345	11	48	22	96	12	52	1	4	0	0
	4	21	1420	14	67	21	100	7	33	0	0	0	0
	5	24	1526	8	33	21	88	16	67	3	13	1	4
	6	8	1556	1	13	8	100	7	88	0	0	0	0
	7	5	1652	1	20	2	40	4	80	3	60	0	0

2015-16 Mathematics STAAR Results

Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
Economically Disadvantaged	3	27	1433	6	22	19	70	21	78	8	30	2	7
	4	28	1486	13	46	23	82	15	54	5	18	2	7
	5	28	1587	5	18	18	64	23	82	10	36	4	14
	6	25	1650	6	24	14	56	19	76	11	44	6	24
	7	23	1755	2	9	4	17	21	91	19	83	8	35
	8	24	1733	2	8	10	42	22	92	14	58	5	21

2015-16 Algebra I STAAR Results												
Student Group	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
			2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
			#	%	#	%	#	%	#	%	#	%
All Students	71	3951	7	10	43	61	64	90	28	39	8	11
Hispanic/Latino	10	3831	0	0	7	70	10	100	3	30	0	0
White	58	3936	7	12	35	60	51	88	23	40	7	12
At-Risk	12	3762	3	25	8	67	9	75	4	33	0	0
Economically Disadvantaged	31	3888	4	13	22	71	27	87	9	29	2	6

**STAAR Data
Area of Focus: Science**

2015-16 Science STAAR Results													
Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
All Students	5	57	3802	12	21	38	67	45	79	19	33	2	4
	8	64	3689	19	30	49	77	45	70	15	23	2	3
Hispanic/Latino	5	5	3294	4	80	5	100	1	20	0	0	0	0
	8	9	3628	3	33	8	89	6	67	1	11	0	0
White	5	52	3851	8	15	33	63	44	85	19	37	2	4
	8	53	3686	16	30	40	75	37	70	13	25	1	2
At-Risk	5	24	3618	9	38	21	88	15	63	3	13	0	0
	8	6	3255	5	83	6	100	1	17	0	0	0	0

2015-16 Biology STAAR Results												
Student Group	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
			2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
			#	%	#	%	#	%	#	%	#	%
All Students	38	4226	2	5	9	24	36	95	29	76	7	18
White	34	4251	1	3	8	24	33	97	26	76	7	21
Economically Disadvantaged	8	4113	2	25	4	50	6	75	4	50	1	13

STAAR Data
Area of Focus: Reading/English Language Arts

2015-16 Reading STAAR Results													
Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
All Students	3	69	1434	21	30	42	61	48	70	27	39	15	22
	4	58	1526	17	29	30	52	41	71	28	48	18	31
	5	58	1549	14	24	37	64	44	76	21	36	7	12
	6	58	1560	17	29	39	67	41	71	19	33	5	9
	7	59	1635	15	25	35	59	44	75	24	41	9	15
	8	60	1676	8	13	36	60	52	87	24	40	10	17
Hispanic/Latino	3	6	1390	2	33	4	67	4	67	2	33	0	0
	4	7	1520	2	29	4	57	5	71	3	43	2	29
	5	5	1462	3	60	4	80	2	40	1	20	0	0
	6	10	1568	2	20	7	70	8	80	3	30	1	10
	7	7	1606	2	29	6	86	5	71	1	14	0	0
	8	9	1664	1	11	6	67	8	89	3	33	2	22
White	3	63	1438	19	30	38	60	44	70	25	40	15	24
	4	49	1523	15	31	26	53	34	69	23	47	15	31
	5	53	1557	11	21	33	62	42	79	20	38	7	13
	6	47	1557	15	32	32	68	32	68	15	32	4	9
	7	52	1639	13	25	29	56	39	75	23	44	9	17
	8	49	1676	7	14	29	59	42	86	20	41	7	14

2015-16 Reading STAAR Results													
Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
At-Risk	3	23	1346	13	57	21	91	10	43	2	9	2	9
	4	21	1399	15	71	20	95	6	29	1	5	1	5
	5	24	1477	12	50	23	96	12	50	1	4	1	4
	6	8	1502	4	50	7	88	4	50	1	13	0	0
	7	5	1572	3	60	5	100	2	40	0	0	0	0
Economically Disadvantaged	3	27	1411	8	30	17	63	19	70	10	37	2	7
	4	28	1476	11	39	17	61	17	61	11	39	4	14
	5	29	1529	10	34	21	72	19	66	8	28	3	10
	6	27	1543	8	30	19	70	19	70	8	30	2	7
	7	23	1628	6	26	15	65	17	74	8	35	1	4
	8	26	1668	5	19	17	65	21	81	9	35	5	19

2015-16 English I STAAR Results													
Student Group	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced		
			2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended		
			#	%	#	%	#	%	#	%	#	%	
All Students	81	4041	20	25	37	46	61	75	44	54	6	7	
Hispanic/Latino	10	3925	4	40	4	40	6	60	6	60	0	0	
White	70	4061	16	23	32	46	54	77	38	54	6	9	
At-Risk	7	3817	4	57	4	57	3	43	3	43	0	0	

2015-16 English I STAAR Results												
Student Group	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
			2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
			#	%	#	%	#	%	#	%	#	%
Economically Disadvantaged	31	3903	10	32	19	61	21	68	12	39	0	0

2015-16 English II STAAR Results												
Student Group	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
			2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
			#	%	#	%	#	%	#	%	#	%
All Students	70	4035	16	23	39	56	54	77	31	44	4	6
Hispanic/Latino	15	4038	4	27	10	67	11	73	5	33	2	13
White	53	4035	12	23	28	53	41	77	25	47	2	4
At-Risk	8	3836	4	50	6	75	4	50	2	25	0	0
Economically Disadvantaged	29	3932	9	31	20	69	20	69	9	31	1	3

**STAAR Data
Area of Focus: Social Studies**

2015-16 Social Studies STAAR Results													
Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
All Students	8	64	3605	32	50	51	80	32	50	13	20	5	8
Hispanic/Latino	8	9	3535	6	67	7	78	3	33	2	22	1	11
White	8	53	3602	25	47	43	81	28	53	10	19	3	6
At-Risk	8	6	3284	5	83	6	100	1	17	0	0	0	0

2015-16 U.S History STAAR Results												
Student Group	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
			2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
			#	%	#	%	#	%	#	%	#	%
All Students	72	4005	3	4	36	50	69	96	36	50	10	14
Hispanic/Latino	14	3904	2	14	10	71	12	86	4	29	1	7
White	57	4023	1	2	26	46	56	98	31	54	9	16
At-Risk	18	3816	3	17	11	61	15	83	7	39	0	0
Economically Disadvantaged	33	3972	2	6	17	52	31	94	16	48	4	12

**STAAR Data
Area of Focus: Writing**

2015-16 Writing STAAR Results													
Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
All Students	4	58	3841	18	31	32	55	40	69	26	45	6	10
Hispanic/Latino	4	7	3861	2	29	3	43	5	71	4	57	1	14
	7	7	3677	1	14	6	86	6	86	1	14	0	0
White	4	49	3833	16	33	28	57	33	67	21	43	5	10
	7	51	3905	11	22	24	47	40	78	27	53	5	10
At-Risk	4	21	3462	14	67	19	90	7	33	2	10	0	0
	7	5	3581	2	40	4	80	3	60	1	20	0	0

State At Risk Student Eligibility Criteria

A Student at risk of dropping out of school includes each student who is under 21 years of age and who:

1. is in pre-kindergarten, kindergarten, or grade 1, 2, or 3 and did not perform satisfactorily on a readiness test or assessment instrument administered during the current school year;
2. is in grade 7, 8, 9, 10, 11, or 12 and did not maintain an average equivalent to 70 on a scale of 100 in two or more subjects in the foundation curriculum during a semester in the preceding or current school year or is not maintaining such an average in two or more subjects in the foundation curriculum in the current semester;
3. was not advanced from one grade level to the next for one or more school years;
4. did not perform satisfactorily on an assessment instrument administered to the student under Subchapter B, Chapter 39, and who have not in the previous or current school year subsequently performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument;
5. is pregnant or is a parent;
6. has been placed in an alternative education program in accordance with Section 37.006 during the preceding or current school year;
7. has been expelled in accordance with Section 37.007 during the preceding or current school year;
8. is currently on parole, probation, deferred prosecution, or other conditional release;
9. was previously reported through the Public Education Information System (PEIMS) to have dropped out of school;
10. is a student of Limited English Proficiency, as defined by Section 29.052;
11. is in the custody or care of the Department of Protective and Regulatory Services or has, during the current school year, been referred to the department by a school official, officer of the juvenile court, or law enforcement official;
12. is homeless, as defined by 42 U.S.C. Section 11302, and its subsequent amendments; or
13. resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

Title I School wide Program Components

Section 1114 of Public Law 107-110 (No Child Left Behind Act of 2001) requires schools implementing a school wide program using ESEA, Title I, Part A funds to develop or amend a plan that describes how the school will implement the components of a school wide program described in Section 1114(b) of the Act. Those components are:

1. A comprehensive needs assessment of the entire school;
2. School wide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement (STAAR);
3. Instruction by highly qualified teachers;
4. A high quality and ongoing professional development for teachers, principals, and paraprofessionals, and if appropriate, pupil services personnel, parents, and other staff;
5. Strategies to attract high-quality highly qualified teachers to high-need schools;
6. Strategies to increase parental involvement;
7. Plans for assisting preschool children in the transition from early childhood programs to local elementary school programs;
8. Measures to include teachers in the decisions regarding the use of academic assessments;
9. Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standard required by the State shall be provide with effective, timely additional assistance; and
10. Coordination and integration of Federal, State, and local services and programs.

Strategies and activities that support the ten required school wide program components in this plan are identified with the corresponding number 1 through 10 as listed above.

The school administrative staff, teachers, and counselors will provide individual student academic assessments results in a language the parents can understand including an interpretation of those results, to the parents of a child who participate the academic assessments required by the State. Results together with an explanation will be sent to parents. Parents of students who are not meeting expectations will be asked to meet with the student's teacher for a one-on-one parent-teacher conference.