



Millsap High School



Campus Improvement Plan 2019-2020

District Mission Statement		Campus Mission Statement	
This mission of Millsap ISD is to inspire, develop, and educate every student in a safe environment to be productive citizens prepared for lifelong learning.		The mission of Millsap High School is to inspire, develop, and educate every student in a safe environment to be productive citizens prepared for lifelong learning.	
District Motto		Campus Motto	
Your child. Their dreams. Our mission.		Every child. Every day. Whatever it takes.	
District Vision Statement		Campus Vision Statement	
Millsap ISD will partner with parents to be the premier educational organization.		Millsap High School will partner with parents to be the premier educational organization.	
Value Statements			
<ul style="list-style-type: none"> *We value the development of the whole child. *We value community/parental partnerships and mutual respect. *We value positive relationships with students, staff, and parents. *We believe that student success is our ultimate measure. *We practice ethical behavior and personal integrity. 			

Comprehensive Needs Assessment

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

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

Informal measures include such as the following:

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

Prioritized Strengths

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

Strengths	Data Source
96% of the staff would recommend MHS to a friend as a good place to work	Spring 2019 Staff Survey
82% Students feel they have the ability to go to college.	Fall 2019 Student Survey
<p>Measures of Academic Progress (MAPS) Data Algebra 1, English 1 and English 2 achieved 100% of the classes improved in performance at a faster rate than the nation which is closing the performance gap.</p> <p>Algebra 1, English 1 and English 2 achieved 100% of the classes performing at the national level.</p> <p>Hispanic students that are at or above the norm grade level mean RIT Algebra 1 2018 5/7 71%, 2019 11/13 85% 9th Reading 2018 5/7 71%, 2019 8/15 53% 10th Reading 2018 4/8 50%, 2019 6/8 75%</p>	SPRING MAPS
<p>English 1, English 2 and Algebra 1 is above state average in "Approaches"</p> <p>English 1 EOC is above state average in "Meets"</p> <p>History and English Distinctions</p>	Spring 2019 Accountability

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Prioritized Concerns

Areas of Concern	Data Source	Funding Source
<p>State Accountability Data Below state average in Eng 1 masters. Below state average in Alg 1, Eng 2 Bio and history in meet and masters. Below state average in History in all three areas.</p>	Spring 2019 EOC/TAPR	
<p>Parent surveys are trending down each year! 51 parents responded spring of 2019</p> <p>51% Teachers are accessible. 55% Staff are reliable. 55% Teacher responds to concerns. 52% Atmosphere of open communication. 63% Gets important info to parents. 62% Informed of student progress. 53% Preparing students for the future.</p>	Spring 2019 Parent Survey	
<p>Student surveys are trending down each year! 156 students responded spring 2019</p> <p>44% I like going to school. 52% Teachers give me feedback. 56% Admin observes my class. 39% Consequences for bullies. 57% Consequences for breaking the rules. 40% Discipline is fair. 58% I am not harassed or disrespected.</p>	Spring 2019 Student Survey	
<p>71% of the 268 students gave MHS an A or B 67% like going to school. 51% are satisfied with the food in the cafeteria. 76% feel that MHS has a school culture that respects people of all backgrounds, cultures and beliefs. 79% feel that the principal or assistant principal observe classes. 70% feel that there are consequences for bullies. 74% feel that discipline is consistent and fair.</p>	Fall 2019 Student Survey	
<p>Campus needs: *Time for EOC teachers to use MAPS data for instruction. *Continued staff instructional support (PD/Coaching/Planning/ Resources) for EOC teachers *Full time science teacher *Ag Barn *Second Gym *Auditorium for plays and concerts *Media Specialist/librarian *Camera to see the southwest and west side of the student parking lot.</p>	Principal/Teacher survey	

Millsap High School Campus Improvement Plan Goals

District Goals:

1. Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.(Teaching/Learning Goal)
2. Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
3. Millsap ISD will provide a safe and nurturing learning experience for all students.
4. Millsap ISD will ensure financial integrity to support educational academic and co-curricular programs.
5. Millsap ISD will partner with parents and community to ensure student success.

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

1. Goal 1: Millsap High School will recruit, develop and retain high quality and motivated staff to ensure student success.
2. Goal 2: Millsap High School will exceed state standards through the Texas Academic Performance Report
3. Goal 3: Millsap High School will ensure each student is College, Career and/or Military Ready (CCMR).

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

1. Goal 4: Millsap High School will provide a safe and nurturing learning experience for all students.
2. Goal 5: Millsap High School will partner with parents and community to ensure student success.

Campus Action Plan 2019-2020

Campus:	Millsap High School
District Strategic Goal:	Goal 1: Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
Campus Goal:	Goal 1: Millsap High School will recruit, develop and retain high quality and motivated staff to ensure student success.
Campus Strategy:	MHS will support teachers with professional development and resources to provide quality instruction to students.
Teaching/Learning Operational X	Population/Students Served: All MHS students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Provide professional development to attract and retain highly qualified teachers and staff.		All Staff	August-July	Local, CTE, Perkins, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd, HSA
2 Provide guidance and an individual plan for any teacher or paraprofessional not Highly Qualified to become so within one year of hire.		Superintendent, Assistant Superintendent, Principal	August-July	Local, CTE, Perkins, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd, HSA
3 All teachers will participate in Professional Learning Communities (PLC).		Campus Administration, Teachers	August -May	Local, CTE, Perkins, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd, HSA
4 Teachers will have the opportunity to utilize auxiliary space for multiple learning purposes. (Strategic Plan)		Teachers, Campus Administration	August-May	Local, CTE, Perkins, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd
5 All new teachers to MHS will work with a mentor teacher.		Campus Administration, Mentors, Mentees, Assistant Superintendent	August -May	Local, Title II
6 All teachers will utilize on-line resources for instruction.		All Teachers, Region 11, Campus Administrators, Technology Instructional specialist	August -May	Local, CTE, Perkins, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd, HSA
7 MHS will continue to implement and provide teachers with training and feedback on Fundamental Five practices in the classroom.		Teachers, Campus and District Administrators	August -May	Local, Title II

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
8 Teachers will research and acquire curriculum, programs, materials, equipment, supplies and tests for the implementation and success of industry certifications, state and national assessments and/or course completion.		Teachers, Campus Administration, Assistant Superintendent, Technology	August -May	Local, CTE, Perkins, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd, HSA
9 Teachers will be provided collaborative areas with updated instructional and technology resources. (electronic devices, working stations, soft seating, tables, chairs, webcam/board, etc) (Strategic Plan)		Teachers, Technology Specialist, Campus Administration, District Technology	August-May	Local, CTE, Perkins, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd, HSA
10 The technology instructional specialist will provide teachers technology best practice strategies for classroom teachers to use to deliver instruction as well as for students to show mastery of instruction.		Technology Instructional Specialist, All Teachers, Campus Administrators	August -May	Local, CTE, Perkins, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd, HSA
11 All core teachers will be trained and certified in ESL.		Core teachers	August-May	Local, Bilingual/ESL, Title III, Title II
12 All Pre-AP, AP and Dual Credit teachers will obtain 30 GT hours and the 6 hour a year update supported by MISD.		Pre-AP, AP, Dual Credit Teachers, Admin	August-May	HSA, Local, Title II, GT
13 MHS will access a special education specialist from the Parker County Co-Op to consult and train teachers concerning special education requirements and best practices.		SPED Teachers, Campus Administrators, Counselor, Parker County Co-Op	August -May	Local, IDEA, Parker Co-Op, SpEd funds
14 Teachers will be provided materials and resources to update equipment and materials to ensure that students are learning in an efficient environment.		Teachers, Campus Administration, Assistant Superintendent	August-May	Local, CTE, Perkins, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd, HSA
15 Online textbooks will be purchased, uploaded and distributed to students.		Textbook coordinator, Administration	May	Local, CTE, Perkins, Title II, Title III, Bilingual/ESL, SCE, GT, SpEd, HSA, IMA

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Provide mentor/mentee teacher training/expectations.	Mentors, Mentees	August	Assistant Superintendent
2 Provide training on Fundamental Five classroom best practice strategies, lesson planning and walkthroughs.	All Staff	August	Campus Administration
3 Training on TRS and TxGuide	Staff	August-July	Administration, Region 11

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
4 Provide PLC time and training.	All teachers	August-May	Campus Administration, Course specialists
5 Training on the academic communication platform (Canvas)	Teachers	August-July	Campus Administration, Instructional Technology Specialist, Canvas/Region 11
6 Training on MAPS	E1, E2 and A1 teachers	August-May	Administration, MAPS
7 Training on instructional technology best practices.	All Staf	August-July	Technology, Administration, Region 11
8 Training on Student Learning Objectives and progress monitoring.	Teacheres	August-July	Administration, MAPS, Region 11

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

Evidence	Date of Expected Completion
1 Learning Walks.	May
2 Sign-in sheets and Agendas from trainings.	May
3 Course specialist Invoice of time.	May
4 List of mentor/mentee teachers and their completion form.	May
5 Lesson plans	May

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 See Fundamental Five strategies implemented in the classroom Learning Walks.	In-Process	Ongoing
2 Canvas course modules.	In-Process	Ongoing

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

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

Campus Action Plan 2019-2020

Campus:	Millsap High School
District Strategic Goal:	Goal 2: Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.
Campus Goal:	Goal 2: Millsap High School will exceed state standards through the Texas Academic Performance Report
Campus Strategy:	MHS will ensure that each student achieves one year of growth in each course.
Teaching/Learning Operational X	Population/Students Served: All MHS students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Teachers will look at the individual growth of students by gathering evidence and data to identify each student's opportunity of growth.		Principal All Teachers	Fall 2015-August 2016	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA
2 History teachers will do a minimum of 1 DBQ a semester.		History Teachers	Aug-May	Local funds
3 Teachers will provide rigor, critical thinking, questioning and high expectations for every student in all classrooms.		All Teachers	Aug-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA
4 Communicate academic supports through teacher syllabus and website.		Teachers	August-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
5 Provide before or after school tutorial/study time.		Teachers, Paras, Coaches	Fall	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
6 Teachers will consistently check for understanding using three progress monitoring checks.		All Teachers	August-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA
7 Each teacher will grow professionally to ensure every student receives challenging learning opportunities.		All Teachers	Ongoing	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA
8 Students are provided tutorials during the school day and those struggling are required and mandated to attend.		All teachers, paras	Aug-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
9 Facilitate the identification and differentiation of curriculum of GT students by sending the special population student list to staff at the beginning of each semester.		Teachers, Counselor, Campus Administrator	August -May	Local, GT
10 Utilize flexible scheduling and multi age grouping to access individualized learning.		All Staff	Aug-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA
11 Teachers will provide technology best practice strategies in the classroom to deliver instruction as well as for students to show mastery of instruction.		All Teachers	Aug-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA
12 Every student at MHS will have daily access to a digital device to support their learning to include one-to-one student devices on campus.		Technology, Administrators, Teachers	Aug-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA
13 The programs coordinator will facilitate the identification and monitoring of Rtl, Dyslexia and 504 students and will work with the teachers of Rtl, Dyslexia and 504 students to ensure student success of learning.		SPED Teachers, Assistants, Campus Administrator	August -May	Local, SCE, SpEd funds
14 The counselor will facilitate the identification and monitoring of ELL students and an ESL teacher will work with teachers of ELL students to ensure student success of learning.		ESL Teachers, Teachers, Campus Administrators, Counselor	August -May	Local, Bilingual/ESL, Title III
15 An ESL language acquisition program will be utilized for beginning language learners.		ESL Teacher, Campus Administrator	August -May	Local, Bilingual/ESL, Title III
16 Facilitate the identification and services for eligible migrant students and homeless youth.		Counselor, Teachers, Campus Administrators	August -May	Title 1 part A, Title 1 part C, ESC 11 shared services
17 Facilitate the identification and monitoring of At-Risk, Truancy and Rtl students working with the teachers to ensure student success of learning		Teachers, Counselor, Campus Administrator	August -May	Local, SCE, Title III
18 Core teachers will follow the TRS scope and sequence and utilize TxGuide resources and the TRS unit tests uploading at least 1 unit test twice each semester into DMAC		Core Teachers	August-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 TRS Training	Parents	Spring	Administration, Region 11

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
2 MAPS Training	EOC teachers	Fall	Administration, MAPS
3 DBQ Training for new staff	History teachers	Fall	Region 11
4 Job embedded coaching for EOC teachers.	EOC teachers	Fall	Region 11
5 Provide training for SAT for PAP, AP and DC for core teachers	Core teachers	August-July	Administration, College Board, Region 11
6 Training staff on the identification of GT, 504, SPED, Migrant, Homeless, Dyslexia and ELL students.	Staff	August-May	Counselor, Department Specialists and Administration
7 Training on best practices of instructional technology.	Staff	August-July	Technology, Teachers, Administrators

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

Evidence	Date of Expected Completion
1 Walk Throughs.	Sept-May
2 MAPS Tests	Sept-May
3 CCMR, TSI, ACT, AP and SAT scores	Aug-May
4 TRS Unit tests	Sept-May
5 Six week student monitoring for GT, 504, ELL, Dyslexia, Homeless, Migrant, Rtl and special education through DMAC.	Sept-May

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Student Learning Objectives	In-Process	Fall, Winter, Spring
2 MAPS individual goal sheets	In-Process	Fall, Winter, Spring
3 TRS Unit test data	In-Process	Sept-May

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

Measure	Measure Type (KSM or CM))	Reporting Period or Dates
1 EOC Assessments.	Key Strategic Measure	July
2 MAPS	Key Strategic Measure	July
3 State Accountability.	Key Strategic Measure	July
4 AP Assessments	Key Strategic Measure	July
5 ACT Assessments	Key Strategic Measure	July
6 SAT Assessments	Key Strategic Measure	July
7 TSI Assessments	Key Strategic Measure	July

Campus Action Plan 2019-2020

Campus:	Millsap High School
District Strategic Goal:	Goal 3: Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.
Campus Goal:	Goal 3: Millsap High School will ensure each student is College, Career and/or Military Ready (CCMR).
Campus Strategy:	Increase enrollment and success in Dual Credit, Pre-AP, AP, TSI, ACT, SAT and Advanced CTE courses in order for students to be CCMR and transition to post-secondary options.
Teaching/Learning Operational X	Population/Students Served: All MHS students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Teachers will utilize more student designed labs to create real world and job embedded experiences.		All Teachers, CTE & Science	Ongoing	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA, Title II
2 Teachers will obtain resources to align their classroom instruction and assessments with summative assessments: PSAT, SAT, ACT, TSI, EOC, Advanced Placement and Industry Certifications		Pre-AP/AP/EOC/CTE Teachers	Ongoing	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA, Title II
3 Students that are above the national average in PSAT, SAT, ACT and are Masters level in EOC will be recognized. Students scoring a 3 or better on an AP exam will be recognized.		Testing Coordinator	Aug-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA, Title II
4 CTE teachers will push students to obtain industry certifications.		CTE Teachers	Aug-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA, Title II
5 15% of the Pre-AP and AP classroom assessments will reflect a writing response.		Pre-AP and AP Teachers	Ongoing	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA, Title II
6 Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins		EOC, AP, CTE Teachers	Fall/Spring	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA, Title II
7 Provide students the opportunity to take the 42 hour transferable college credit and/or associated degree.		Teachers, Counselor	Aug-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins, HSA, Title II

Actions		T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
8	All Algebra 2 and English 3 students will take the TSI for CCMR readiness free of charge.		Alg 2, Eng 3 and Counselor	Aug-May	HSA, Local Funds, GT
9	Juniors have the option of taking the SAT or ACT test in the spring semester free of charge.		Testing Coordinator	Spring semester	Local funds, GT, HSA
10	Each student will identify secondary goals, career field and/or post secondary education path by the end of their junior year.		Counselor, ASVAB	Fall	Local funds
11	Each student 8th-12th will develop a graduation plan and identify post secondary goal.		Counselor	Spring	Local funds
12	All students will have the opportunity to take a field trip to a college.		Counselor	Ongoing	Local funds, CTE, Perkins
13	All students will attend a Career Exploration event.		CTE Teachers,	Ongoing	HSA, Local funds, CTE, Perkins
14	A college test prep class will be offered to students.		Administration and Counselor	Fall	HSA, GT
15	10th grade take the ASVAB and juniors and seniors are provided an opportunity to take the ASVAB test and consult with a military recruiter.		Counselor	Fall	Local funds
16	The freshman, sophomores and juniors taking Pre-AP, AP and Dual credit English and math courses and all other students it is optional to take the TSI, and PSAT free of charge.		Testing Coordinator	August-May	Local funds, GT, HSA

Professional Development Needed for Implementation of Action Plan

Description of Content/Training		Audience	Date of Completion	Person(s) Responsible
1	Pre-AP and AP teachers will attend the AP training	Pre-AP and AP Teachers	Summer	Pre-AP and AP Teachers
2	All teachers will be an active member of a Professional Learning Community.	All teachers	Ongoing	Administraton, Teachers, Region 11
3	Training on TSI, SAT and ACT strategies.	Math, Sci, Eng Teachers	Ongoing	Administration, Counselor
4	CTE teachers acquire training on certifications.	CTE Teachers	Ongoing	Administation

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

Evidence		Date of Expected Completion
1	Number of students CCMR ready.	May
2	Completed graduation plans that are foundation with an endorsement.	May

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

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

Campus Action Plan 2019-2020

Campus:	Millsap High School
District Strategic Goal:	Goal 4: Millsap ISD will provide a safe and nurturing learning experience for all students.
Campus Goal:	Goal 4: Millsap High School will provide a safe and nurturing learning experience for all students.
Campus Strategy:	Provide physical, emotional, facility and cyber security student and staff safety.
Teaching/Learning Operational X	Population/Students Served: Staff and students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Implement a culture of respect for human differences.		All Staff and students	August -May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
2 Implement school-wide classroom behavioral expectations.		All Staff	August-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
3 Implement a Student Leadership program		Staff	Aug-May	Local funds
4 Provide Pregnancy Related Services		Counselor, Nurse, Assistant Principal, Principal	August -May	Local funds, SCE Funds
5 Provide a student awareness on bullying, drug and alcohol, suicide, teen dating violence and child abuse awareness and reporting.		Administration, Counselor, Guest Speaker	August-May	Local funds
6 Provide DAEP placement.		Administration	August-May	Local funds, SCE
7 Provide Drug Dog visits.		Administration	October-April	Local funds
8 Every classroom is to have a safe with mace along with the safety chart.				
9 Teachers will actively monitor before school, during lunch, after school and during the passing periods.		All Staff	August-May	Local funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
10 Ensure that all campuses can be adequately monitored for safety and all visitors, students and staff interaction are benign.		Administration	August-May	Local funds
11 MHS will update emergency plans		Administration	August 2106	Local funds
12 Implement comprehensive and robust digital safety protocols that promote education and assure safety for all students, teaches proper digital citizenship, and balances freedom with restrictions.		Technology Instructional Specialist, Administration, Teachers	August 2016	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
13 Seek advice of the School Health Advisory Council (SHAC) to enhance the Coordinated School Health Program.		SHAC Committee	Oct-May	local funds
14 Train students/staff on fire, tornado, intruder and evacuation drills the first six weeks of school.		All Staff	August-May	Local funds, SCE, SpEd, Bilingual/ESL, GT, CTE, Perkins
15 Provide students and staff with safety materials and supplies.		Nurse, Administration	August -May	Local funds

Professional Development Needed for Implementation of Action Plan

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

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

Evidence	Date of Expected Completion
1 Documentation from events (flyers, web post, school messenger, announcements, etc).	October
2 Duty Roster.	September
3 DAEP is in place and staffed	August
4 Poster of "Safe Alert" reporting for bullying	September

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

Evidence	Date of Expected Completion
5 Safety poster in each classroom	

Lead Indicators
(In-Process or Predictive Formative Measures)

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

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

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Parent Surveys	Campus Measure	June
2 Teacher Surveys	Campus Measure	June
3 Student Surveys	Campus Measure	June
4 DAEP placements	Campus Measure	June
5 Graduation rate	Key Strategic Measure	June
6 Attendance rate	Key Strategic Measure	June

Campus Action Plan 2019-2020

Campus:	Millsap High School
District Strategic Goal:	Goal 5: Millsap ISD will partner with parents and community to ensure student success.
Campus Goal:	Goal 5: Millsap High School will partner with parents and community to ensure student success.
Campus Strategy:	Communicate, promote, recognize and be transparent in educating students and serving others.
Teaching/Learning Operational x	Population/Students Served: Parents, Community, Staff and Students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Parents will be communicated thru Blackboard, MHS Outlook calendar and the MHS Facebook page concerning MHS information.		Administration	August-May	Local funds
2 The website will be updated.		Technology dept	August-May	Local funds
3 Attendance letters will be sent home to inform parents of excessive absences from the instructional classroom.		Attendance, Administration	August-May	Local funds
4 A personal phone call will be made to students with multiple all day absences.		Attendance, Administration	August-May	Local funds
5 Parent email addresses will be updated on TxEIS for communication.		Attendance, Students, Administration	August-May	Local funds
6 Students that failed a course for the six weeks will have their report card mailed home		Registrar	Sept-May	Local funds
7 Each six week students will be recognized for "A" honor and perfect attendance.		Registrar	Sept-May	Local funds
8 Recognition of students and staff will be communicated through board recognition, assemblies, Facebook and broadcast over the daily announcements.		Admin, Secretary	August-May	Local funds, CTE, Perkins
9 Students and staff will be recognized.		All Staff	August-May	Local funds, CTE, Perkins
10 Staff will communicate with students using student gmail accounts.		All Staff	August-May	Local funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
11 Grade levels will identify a student initiated service project. (Strategic Plan)		Class Sponsors, Administration	August-May	Local funds, Perkins funds, CTE

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Train all staff on effective communication skills.	All staff	Ongoing	Administration
2 Train staff on how to use digital devices to communicate such as Blackboard or Remind.	Teachers	Ongoing	Technology, Administration.
3 Train students, staff and parents how to set up Parent Portal alerts	Teachers, Parents, Students	Sept	Technology, Administration.
4 Train students on how to access their gmail account.	Teachers, Students.	Sept	Technology, Administration.

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

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

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

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Parent survey.	Campus Measure	June
2 Student Survey.	Campus Measure	June
3 Teacher Survey.	Campus Measure	June
4 Attendance Rate.	Key Strategic Measure	June