



MILLSAP ISD

District Improvement Plan

2023-2024



District Mission Statement

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

District Motto

Your Child. Their Dreams. Our Mission

District Vision Statement

Millsap ISD will partner with parents and community to be the premier educational organization.

Value Statements

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

Comprehensive Needs Assessment

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

Results of community and parent surveys

- Disaggregating of longitudinal TAPR
- Disaggregating of current year TAPR report
- Student retention rates
- Results of Benchmark assessments
- Prior Year Budgets
- Staff Development needs
- Results of state and Federal planning

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

Prioritized Strengths

Strengths	Data Sources
STAAR Math Performance and Growth	STAAR Reports
Superior FIRST Financial Report & District Audit	FIRST Rating & Audit Report
High Quality Staff	Ascender Reports
High Staff Satisfaction Rate	HQ Reports, TAPR Report, Assessment Results
Afterschool program shows significant, positive impact on all program objectives	MAP Program Evaluation
Continued enrollment growth	PEIMS data
High parent involvement	Parent Survey
Facilities well maintained	Work Orders
Increase in Meets and Masters Performance as compared to the state	STAAR Reports
High school earned 3 Distinction Designations	A-F Accountability Rating
Middle school earned 5 of 7 Distinction Designation	A-F Accountability Rating
District earned "A" rating in the 2021-2022 TEA A-F accountability system	A-F Accountability Rating
	Staff Survey

Prioritized Weaknesses

Areas of Concern	Data Sources	Funding Sources
District STAAR ELAR and Math scores	STAAR Reports DMAC HB1416 [88thTxLeg] plans	Local Budget Title I Title II SCE ESSER
District STAAR growth	STAAR Reports District Assessments HB4545 plans	Local Budget Title I Title II SCE ESSER
District attendance rates	Ascender PEIMS	Local Budget Title I Title II SCE
EB/EL student academic growth	TELPAS STAAR Reports DMAC	Local Budget Title I Title II Title III SSA SCE EB/EL
STAAR relative performance in the Meets & Masters levels	STAAR Reports DMAC PEIMS HB3 Academic Achievement Board Goals progress monitoring	Local Budget Title I Title II SCE
Maintaining a High Quality, Full Day Pre-K	Audit Program State Regulations	Local Budget Title I Title II SCE Pre-K/ ECE
Gaps in performance in students subgroups, with focus on Priority Groups	STAAR Reports DMAC HB3 Academic Achievement Board Goals progress monitoring	Local Budget Title I Title II SCE

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. (Recruitment/Retention Goal)
3. Millsap ISD will provide a safe and nurturing learning experience for all students. (Whole-Child Goal)
4. Millsap ISD will ensure financial integrity to support educational, academic, and co-curricular programs. (Financial/Engagement Goal)
5. Millsap ISD will partner with parents and community to ensure student success. (Partnerships Goal)

District Goal #1

Strategy	<ol style="list-style-type: none"> 1.1 Implement research based instructional strategies to increase district STAAR/EOC performance rates, Mastery Level performance rates, and growth for all students and each student group. 1.2 Provide quality, effective, and high-interest co-curricular and extra-curricular programs. 1.3 Provide academic support to achieve a strong graduation/completion rate. 1.4 Provide college preparatory curriculum focused on college/career readiness to ensure a more rigorous program through Honors, AP, Dual Credit, and CTE. 1.5 Implement innovative 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 Average Daily Attendance in district schools. 4.3 Implement an effective process for campus and departmental budgeting to ensure resource allocation to areas of need.
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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 Zone (MISD Afterschool Program).
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District Action Plan 2022-2023

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

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Provide a student data system for implementation of district wide benchmark assessments and data driven instructional practices to promote student academic growth.	SW 8,9 ESSA 1,2	Assistant Superintendent, Supplemental Instruction Coordinator, Principals, Assistant Principals, Teachers	July- August	Local Funds SCE \$11,965
2 Monitor implementation of TEKS Resource System on each campus to ensure a viable, aligned curriculum and differentiation of instruction to promote student academic growth.	SW 5	Principals Assistant Superintendent Supplemental Instruction Coordinator	August - May	Local Funds SCE \$9,500
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 Instructional Coaches Family Engagement Coordinator	October January March	Local Funds Title II ESSER funds
4 Provide in depth, challenging curriculum to prepare students for college or the workplace, through implementation of Honors programming.	SW 1	Assistant Superintendent Principals Teachers	August- May	Local Funds Instructional Materials Allotment GT funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5 Evaluate and revise annually MISD implementation plan for Honors Classes, AP, CTE Technical Credit, and Dual Enrollment programming at middle and high schools.	SW 10 ESSA 1,2	Assistant Superintendent Principals Teachers	May-August	Local Funds
6 Provide resources for implementation of RTI & Accelerated instruction to ensure timely interventions for students at risk academic student growth.	SW 1,2	Assistant Superintendent, Supplemental Instruction Coordinator, Interventionist, Business Manager	Ongoing	Local Funds Title I SCE \$168,893 ESSER funds 3.71 FTEs Professional Staff SPED
8 Provide staff professional development on instructional practices and STAAR data as aligned to individual student learning.	SW 1,2,8,9,10	Assistant Superintendent Principals Teachers	June -August	Local Funds Title I Title II SCE
9 Provide training and observation opportunities for middle school science teachers	SW 1,2,8,9	Assistant Superintendent Principal	Ongoing	Local Funds, Title I Title II SCE
10 Teachers will meet in Professional Learning Communities to analyze assessment data and create plans to meet individual students needs.	SW 8,9	Principals Teachers	August-May	Local Funds
11 Utilize Kagan cooperative learning and other strategies to provide differentiation to meet individual student needs		Assistant Superintendent Principals Teachers	August-May	Local Funds Title I Title II SCE
12 Provide concentrated social studies and science training for teachers and research-based instructional strategies and materials to increase the relevancy of social studies and science to students.	SW 1,2,8,9	Superintendent Assistant Superintendent Principals Teachers	Ongoing	Local Funds Title II SCE

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
13 Continue utilization of Measures of Academic Progress testing as a universal screener, progress monitoring, and interventions to promote student academic growth	SW 1,2,8	Assistant Superintendent Principals Teachers	September-May	Local Funds, Title I Title II SCE
14 Continue to utilize the District of Innovation plan in the area of a locally-determined School Start Date and 90 Percent Attendance Rule in order to offer students the instructional schedules to best meet their needs.		Superintendent Assistant Superintendent Principals Teachers	August-May	Local Funds
15 Implement the ESC Region 11 Identification and Recruitment Plan for Migrant Education Program and the Priority for Services Action Plan to insure the proper identification and proper services are provided to students with migrant status. (see 22-23 plan in appendix)		Superintendent Assistant Superintendent Region 11 Migrant Consultants Principals Teachers	Ongoing	Local Funds Title III SSA
16 Implement a high-quality, K-8 reading instruction-resource, aligned to Reading Academy strategies (Amplify) and provide professional development to staff as need is identified.		Assistant Superintendent, Supplemental Instructional Coordinator, Interventionists Principals, Teachers	Ongoing	TCLAS funds Amplify and mClass assessments Local funds

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Progress Monitoring training.	Principals Teachers Paraprofessionals	Ongoing	Assistant Superintendent Supplemental Instructional Coordinator Principals
2 Advanced Placement Summer Institutes for New Teachers.	Secondary Teachers	September 2024	Principals Assistant Superintendent
3 DBQ training.	Social Studies	Summer 2024	Principals
4 Amplify coaching and training	ELAR teachers	as needed	Principals Assistant Superintendent
5 Item Analysis, Student Expectation, STAAR Assessment training.	Core content teachers	June 2024	Principals Supplemental Instructional Coordinator
6 Training and observation in the use of STEMScopes, TEKS Resource, and DMAC.	Science teachers	May 2024	Principals Assistant Superintendent Supplemental Instructional Coordinator
7 Measures of Academic Progress testing training.	Assistant Superintendent Supplemental Instructional Coordinator Principals Teachers Paraprofessionals	Ongoing	Assistant Superintendent Supplemental Instructional Coordinator

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 2024
2 Walkthrough data collected by campus principals, Supplemental Instructional Coordinator.	End of each 6 weeks
3 Sign in sheets and lesson plans based on identified students' need.	Ongoing
4 Number of teachers attending AP Summer Institutes and GT training (Sign in Sheets, Certificates).	May 2024
5 Sign in Sheets and agendas for data review days.	May 2024
6 Rtl reports on student interventions and growth.	Ongoing
7 Lesson Plans.	May 2024
8 Student attendance and passing rate increase.	May 2024
9 Differentiation of instruction.	May 2024

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Student academic performance and growth on district assessments in core subjects.	Predictive	September 2023, November 2023, April 2024
2 Student 6 weeks' grades.	Predictive	6 Weeks
3 Number of walkthrough observations reported.	In-Process	Semester
4 Number of students enrolled in Honors and Dual Credit Courses.	Predictive	Semester
5 Number of RTI students showing positive growth.	Predictive	6 Weeks
6 Student attendance.	In-Process	6 weeks

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

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 STAAR/EOC percent of students achieving Meets and Masters on ELAR.	Key Strategic Measure	June 2024
2 STAAR/EOC percent of students achieving Meets and Masters on Math.	Key Strategic Measure	June 2024
3 STAAR/EOC percent of students achieving Meets and Masters on Social Studies.	Key Strategic Measure	June 2024
4 STAAR/EOC percent of students achieving Meets and Masters on Science.	Key Strategic Measure	June 2024
5 Number of students passing AP exams.	Campus Measure	January 2024 June 2024
6 Number of students passing Dual Credit Courses.	Campus Measure	January 2024 June 2024
7 Subgroup students passing STAAR/EOC in core subjects.	Key Strategic Measure	June 2024
8 Student Attendance.	Key Strategic Measure	May 2024

District Action Plan 2022-2023

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 Zone (MISD's after-school program).	SW 2B,10	Assistant Superintendent Zone Director Principals	Each 6 weeks	Local funds CTE
2 Provide extracurricular activities to ensure that all students have a place to belong and excel.	SW2C	Superintendent Assistant Superintendent Principals Coaches	Annually	Local Funds Staff Resources
3 Provide opportunities for students to participate in meaningful extracurricular activities that prepare them for college and career.	SW 2	Superintendent Assistant Superintendent Principals CTE teachers Zone Director	Annually	Local Funds CTE Funds GT Funds
4 Conduct an annual comprehensive needs assessment and evaluation of all programs to ensure quality and effectiveness.	SW 10 ESSA	Superintendent Assistant Superintendent Director Principals	June 2024	Local Funds Staff Resources
5 Encourage students at all levels to participate in Academic UIL enrichment competitions.		Principals Teachers	Fall Semester Spring Semester	Local Funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
6 Offer a variety of Fine Arts programs for students. (Theater, Choir, Band, Visual Arts)		Principals	August 2023-May 2024	Local Funds
7 Seek advice of the School Health Advisory Council (SHAC) to enhance the Coordinated School Health Program.		Instructional Support Specialist Asst Superintendent SHAC	August 2023-May 2024	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 2023-May 2024	CTE Funds
11 Utilize the Coordinated School Health Program to increase student success and balance.		Assistant Superintendent Principals Teachers	August 2023-May 2024	Local Funds
12 Provide transitions for students from middle grades to high school and high school to post-secondary education.		Principals Assistant Principals Counselors Teachers	January 2023-August 2024	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 2024	CTE Teachers Principal Assistant Superintendent
2 Training for Zone employees.	Zone Director	August 2024	Zone Director
3 Coordinated School Health Program and SHAC awareness for staff.	Staff	Ongoing	Assistant Superintendent Instructional Support Specialist Principals SHAC Chairman
4 Counseling and orientations for students and parents moving from middle grades to high school and high school to post-secondary education.	Students Parents	August 2024	Principals Assistant Principals Counselors Teachers

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

Evidence	Date of Expected Completion
1 Zone activities/attendance reports for each campus and/or MISD Board of Trustees.	September 2023 June 2024
2 Students enrolled in extra-curricular activities.	May 2024
3 Students enrolled in Zone activities, CTE courses, Clubs.	June 2024
4 Program evaluation summary.	July 2024
5 Student attendance and health records.	June 2024
6 Student schedules/enrollment in post-secondary education opportunities.	August 2024
7 Student/Parent Orientations.	August 2024

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Number of students enrolled in Zone activities and 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
6 Percent of students enrolled in post-secondary education opportunities.	Predictive	End of Year

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

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Percent of student body attending The Zone >30 days.	Key Strategic Measure	June 2024
2 Number of students enrolled in Football, Basketball, Volleyball, Softball, Cross Country, Tennis, Track, Powerlifting, Band, Choir, Theatre, FFA, BETA, Archery.	Key Strategic Measure	June 2024
3 Percent of Secondary student body enrolled in an activity.	Key Strategic Measure	June 2024
4 Program Evaluation Results.	Key Strategic Measure	June 2024
5 Percent of attendance increase.	Key Strategic Measure	June 2024
6 Student satisfaction rating.	Campus Measure	June 2024
7 Percent of students enrolled in post-secondary education.	Key Strategic Measure	August 2024

District Action Plan 2022-2023

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 students

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 ESSA TEC	Assistant Superintendent Supplemental Instructional Coordinator Principals Business Manager	Each Semester and Summer	SCE \$65,600 1-FTE Local Funds
2 Implement campus procedures for providing attendance incentives, monitoring attendance and reducing truancy.	SW 1,9	Superintendent Principals Counselors	August 2023- May 2024	Local Funds
3 Provide counseling support services for students at-risk of dropping out of school.	ESSA	Principals AT-Risk Counselor	Daily	SCE\$12,354 .2-FTE Local Budget
4 Implement a process for monitoring failure rate.	SW 2, 9	Superintendent Assistant Superintendent Principals	ongoing	Local Funds
5 Provide targeted tutorials through the Zone (MISD after-school program).	SW 2,9	Zone Director Supplemental Instructional Coordinator Principals	August 2023- May 2024	Local Funds ESSER funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
6 Provide STAAR & EOC intensive intervention instruction aligned to HB1416 Accelerated Instruction.	SSI ESSA	Supplemental Instructional Coordinator Principals Teachers	August 2023- May 2024	Local Funds ESSER funds Title I SCE Funds
7 Provide Pregnancy-Related Services.	SW 9,10 ESSA	Asst. Principal Counselor Principals Nurse	August 2023- May 2024	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 Supplemental Instructional Coordinator Principals Zone Director	June 2024-July 2024	ESSER funds SCE Funds Local Funds
9 Implement RTI systems at all campuses to ensure students receive targeted academic interventions.		Principals	August 2023- May 2024	Local Funds
10 Provide Title I, Part A services to homeless children and youth on all campuses to support their enrollment, attendance, and success.	SW 2, 9, 10	Assistant Superintendent Principals	August 2023- May 2024	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 Dyslexia Specialist Principals Teachers	August 2023- May 2024	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	ongoing	Local Funds Title I, Part A Title II SCE Special Education Funds Parker County Co-op

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
13 Provide differentiated curriculum for GT students, as well as training for staff.		Assistant Superintendent Supplemental Instructional Coordinator Principals Teachers	June 2023-August 2024	Local Funds GT Funds Title II
14 Continue to provide campus-based ESL services to identified EL students and the necessary support and resources to ensure student success including staff training.	SW 2, 9, 10	Assistant Superintendent Principals Teachers	June 2023-August 2024	Local Funds Bilingual/ESL Funds Title I, Part A Title II SCE Title III SSA
15 Coordinate between campus registrars, the Assistant Superintendent, and the Region 11 Migrant SSA to request and receive migrant student records through the New Generation System or other means.		Assistant Superintendent Instructional Support Specialist Campus Registrars Region 11	August 2023- May 2024	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 Instructional Support Specialist Principals Teachers	August 2023- May 2024	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 MAP Training.	Teachers	May 2024	Supplemental Instructional Coordinator Director of Technology Instructional Support Specialist Principals
2 DMAC training.	Assistant Superintendent Principals Teachers	May 2024	Assistant Superintendent Supplemental Instructional Coordinator Director of Technology Principals
3 Intentional Recruitment and Planning for Afterschool Programs.	Zone staff	August 2024	Zone Director
4 TEKS Resource System Training.	Assistant Superintendent Principals Teachers	May 2024	Assistant Superintendent Supplemental Instructional Coordinator 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 Supplemental Instructional Coordinator Instructional Support Specialist

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 2024
2	Documentation of number of students enrolled in the Credit Recovery Program.	June 2024
3	Number of students failing at each 6 weeks.	Each Six weeks
4	The Zone tutorial activities on calendar.	January & June 2024
5	STAAR/EOC tutorials enrolling students, HB4545 Accelerated Instruction plans.	Spring Semester
6	Progress monitoring of students receiving HB4545 Accelerated Instruction, Supplemental Instructional Coordinator, Interventionist supports.	Fall & Spring

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Number of students receiving Pregnancy Related Services.	In-Process	May 2024
2 Number of students enrolled in Credit Recovery Program.	In-Process	June 2024
3 Number of students failing courses at semester.	In-Process	January 2024/June 2024
4 Number of students enrolled in The Zone tutorials.	In-Process	June 2024
5 Number of students attending STAAR/EOC Tutorials.	In-Process	June 2024

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	July 2024
2 Decrease in number of students failing at the end of each semester.	Campus Measure	January/June 2024
3 Percent of students enrolled in The Zone tutorials passing at Semester.	Campus Measure	January/June 2024
4 Percent of students enrolled in interventions, passing STAAR/EOC tests.	Key Strategic Measure	June 2024
5 Percent of students retained.	Key Strategic Measure	June 2024
6 High School Completion Rate.	Key Strategic Measure	June 2024
7 Percent of at-risk students passing STAAR/EOC.	Key Strategic Measure	June 2024

District Action Plan 2022-2023

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 Honors, AP, Dual Credit, and CTE.
Population/Students Served:	All students

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 Honors Program.		Assistant Superintendent Instructional Support Specialist Principals	Ongoing	Local Funds Title II GT Funds High School Allotment
2 Continue to offer course pathways for Advance Mathematics Program to include Algebra in grade 8.		Principals Teachers	Summer 2024	Local Funds
3 Provide resources to implement Honors Program courses that build continuity from middle school to high school.		Superintendent	Ongoing	Local Funds Title II GT Funds
4 Register teachers for College Board Training.		Assistant Superintendent Principals	March 2024	Local Funds Title II
5 Create Honors Program course syllabi and submit to College Board.		Superintendent Principals Teachers	each Summer	Local Funds
6 Provide practice test opportunities for students to take Honors exams.		Principal AP Teachers	Spring Semester	Local Funds
7 Provide academic counseling to students and parents to ensure students are enrolling in AP/Honors Program/Dual Credit courses, as appropriate.		Counselors	Spring Semester	Local Funds

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Honors Program Summer Institutes.	Honors Program teachers	August 2024	Assistant Superintendent Principals
2 Hold program Implementation meetings.	Principal Teachers Counselor	May 2024	Principal

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

Evidence	Date of Expected Completion
1 Completed meetings with parents and students.	May 2024
2 Training completed by all teachers who will have Honors classes.	August 2024
3 Honors teachers submit course syllabus to College Board.	October 2024
4 Students registered for Honors Program courses for the year.	June 2024
5 Documented course sequence plan, including Advanced Mathematics Plan to Algebra I in 8th grade.	June 2024

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 Honors Program courses.	In-Process	April 2024
2 Number of parents attending orientation meetings.	In-Process	April 2024

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 Honors courses.	Campus Measure	August 2024
2 Number of students who finish Honors courses.	Campus Measure	May 2024
3 Number of teachers who attend Honors Training.	Campus Measure	August 2024
4 Percentage of students making a qualifying score on Honors exam by content area.	Campus Measure	July 2024
5 Enrollment in Post Secondary training, IHE, military.	Key Strategic Measure	May 2024
6 College Ready Graduates.	Key Strategic Measure	May 2024

District Action Plan 2022-2023

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 innovative learning experiences for all students.
Population/Students Served:	All students

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

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5 Encourage Educators' Technology Competencies in to trainings and T-TESS.		Superintendent Assistant Superintendent Technology Department Principals Teachers	Ongoing	Local Funds
6 Continue to provide at least one digital device per student.		Superintendent Assistant Superintendent Technology Department Principals	Ongoing	Local Funds IMAT Funds Title I, Part A SCE Funds

Professional Development Needed for Implementation of Action Plan

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

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

Evidence	Date of Expected Completion
1 Sign in sheets from training.	May 2024
2 Purchase orders from trainings and technological tools.	May 2024
3 Online postings.	May 2024
4 Use of Thinking Maps.	May 2024
5 One digital device per student.	May 2024

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 2023-May 2024
2 Increased student attendance.	In-Process	August 2023-May 2024

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

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Increased percentage of students meeting Meets and Masters on STAAR	Key Strategic Measure	May 2024
2 Decrease in number of students retained.	Campus Measure	May 2024

District Action Plan 2022-2023

District:	MILLSAP ISD
District Goal 2	Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success. (Recruitment/Retention Goal)
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 ESSA	Superintendent Principals	March 2022-August 2022	Annual Budget
2 Provide high quality professional development for teachers and administrators.	SW3,4	Superintendent Director of Technology Instructional Support Specialist Assistant Superintendent Principals Assistant Principals	Annually and Ongoing	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 ESSA	Superintendent Assistant Superintendent Instructional Support Specialist Principals DEIC	Annually	Local Funds
4 Review and revise teacher retention plan which includes a competitive salary schedule and attractive benefits.		Superintendent Chief Finance Officer	Annually	Annual Budget

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5 Implement the District of Innovation Plan, in the area of Teacher Certification, in order to recruit and retain the most highly effective instructional staff and offer students a wide range of opportunities.		Superintendent Assistant Superintendent Principals Teachers	Annually	Local Funds
6 Provide guidance and an individual plan for any teacher not certified, or any paraprofessional not Highly Qualified, to become certified/HQ, within one year of hire.	SW 3, 4, 5	Superintendent Assistant Superintendent Principals	May 2024-July 2024	Local Funds Title II
7 Positively utilize T-TESS and T-PESS to ensure professional staff growth, student-led instruction, and differentiation for student needs.		Superintendent Assistant Superintendent Principals Assistant Principals	August 2023-May 2024	Local Funds
8 Implement the District of Innovation Plan in the area of Teacher Contract Days, in order to recruit and retain a highly effective instructional staff.		Superintendent Assistant Superintendent Principals	August 2023-May 2024	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 2024	Assistant Superintendent Principals
2 State certification training	Administration	August 2024	Assistant Superintendent
3 T-TESS and T-P ESS training	Administration All Staff	August 2024	Superintendent Assistant Superintendent Principals Assistant Principals
4 District of Innovation Plan	DoI Committee, DEIC	ongoing	Superintendent Assistant Superintendent Principals

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

Evidence	Date of Expected Completion
1 Number of professional development sessions attended	July 2024
2 Completed procedures for hiring	March 2024
3 Completed professional development plan	August 2024
4 Information gained in research of retention plan	April 2024
5 T-TESS and T-P ESS sign-in sheets and personal documentation	June 2024

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 2024
2 Number of certified teachers on staff	Predictive	October 2023
3 Number of professional development opportunities provided by district	In-Process	Each semester
4 Increased student success in all areas	Predictive	July 2024
5 Number of teachers retained	Predictive	July 2024

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 2022-2023

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

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 New staff orientation held at the beginning of school year.	SW4	Superintendent Assistant Superintendent Supplemental Instructional Coordinator Instructional Support Specialist Director of Technology Principals	August 2024	Title II Local Funds
2 Evaluate and revise MISD Mentor Program Guidelines.	SW3	Superintendent Assistant Superintendent Supplemental Instructional Coordinator Instructional Support Specialist Principals	August 2024	Local Funds
3 Identify and assign campus mentors for new teachers.	ESSA	Superintendent Assistant Superintendent Principals	July 2024	Title II Local Funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
4 Meet with new teachers throughout year to discuss needs and problem solve.		Assistant Superintendent Supplemental Instructional Coordinator Instructional Support Specialist Principals Mentors	Ongoing	Local Funds Title II ESSER funds
5 Feedback, through a classroom walkthrough process, will be provided to all teachers regarding areas of success and need.		Principals	Ongoing	Local Funds
6 New, inexperienced teachers will be provided Harry Wong training.		Assistant Superintendent Instructional Support Specialist Principals	August 2024 and Ongoing	Local Funds Title II, Part A
7 New, experienced teachers will be provided Teach Like A Champion training.		Instructional Support Specialist Assistant Superintendent Principals	August 2024 and Ongoing	Local Funds Title II, Part A

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Harry Wong Training	Teachers	August 2024 & Ongoing	Assistant Superintendent Principal Teachers
2 Coaching and Mentoring Training	Administrators	Ongoing	Assistant Superintendent Principal
3 Teach Like a Champion Training	Teachers	August 2024 & ongoing	Assistant Superintendent Principal Teachers

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 2024
2 Documentation of mentor/mentee meetings turned in to Instructional Support Specialist / 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	July 2024

District Action Plan 2022-2023

District:	MILLSAP ISD
District Goal 2	Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success. (Recruitment/Retention Goal)
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	Ongoing	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/Honors Program training for secondary teachers.		Principals	August 2024	Local Funds Title II SCE Funds GT Funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
6 The District Leadership Team will conduct a book study to further develop leadership capacity.		Superintendent Assistant Superintendent Principals Department Directors	Ongoing	Title II Local Funds
7 Provide training on "Teach Like A Champion" for all newly hired experienced instructional staff.	SW6	Instructional Support Specialist Assistant Superintendent Principals	August 2024 and ongoing throughout the year	Title II Local Funds
8 Utilize Supplemental Instructional Coordinator to provide ongoing needs-based training, support, and resources to teachers and interventionists.		Assistant Superintendent Supplemental Instructional Coordinator Principals	Ongoing	ESSER

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 Honors Program training	Teachers	August 2023 through August 2024	Principals Teachers
3 CTE training.	Assistant Superintendent Principal Teachers	Ongoing	Assistant Superintendent Principal Teachers
4 Job-embedded training, as identified.	Assistant Superintendent Supplemental Instructional Coordinator Instructional Support Specialist Principals Teachers	Ongoing	Assistant Superintendent Supplemental Instructional Coordinator Instructional Support Specialist Principals Teachers Paraprofessionals

Fidelity of Implementation Indicators

(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Number of professional development opportunities completed.	July 2024
2 Number of teachers Honors training.	July 2024
3 Number of CTE certifications available and successfully passed.	July 2024
4 Documentation completed by mentor and mentee teachers.	June 2024
5 Documentation of HB1416 Accelerated Instruction plan implementation.	June 2024

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Students enrolled in AP/Honors Program Courses.	In-Process	Semester
2 Number of students earning certification/licenses in CTE.	In-Process	End of year
3 Number of TTESS appraisals with targeted professional development.	In-Process	End of year
4 Progress monitoring of HB1416 Accelerated Instruction for "Priority" standards.	Predictive	each 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 Increase in student achievement on STAAR/EOC for all student groups.	Key Strategic Measure	July 2024
2 Increase student achievement on STAAR/EOC on Masters Performance.	Key Strategic Measure	July 2024

District Action Plan 2022-2023

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

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

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
7 District will implement a trauma Informed care policy that includes: addressing the needs of students including counseling, social emotional and mental health.		Superintendent Assistant Superintendent District Crisis Counselor Instructional Support Specialist Principals	August 2023- August 2024	Local Budget Safety Allotment ESSER

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 2024	Principals Superintendent Asst Superintendent
2 Departmental safety training.	Custodial Department Maintenance Department Food Service	August 2024	Dept Directors
3 Bullying prevention and reporting information.	Teachers Students	May 2024	Principals
4 Child abuse training.	All staff	May 2024	Superintendent Principals Department Heads
5 Trauma Informed Care.	All Staff	May 2024	Superintendent Principals Department Directors

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 2024
2	Completed and updated policy and procedures for teen dating violence, drug & alcohol awareness.	Annually
3	Completed departmental trainings.	December 2023
4	Safety training completed regarding reporting requirements and options with bullying.	May 2023
5	Trauma Informed Care.	August 2023

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 for each training.	In-Process	End of Year
2	Reduced number of bullying incidents reported.	Predictive	Semester
3	Plans for sufficient facilities for students and staff.	In-Process	End of Year

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

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Decrease in number of discipline incidents requiring DAEP placement.	Key Strategic Measure	End of Year
2 Decrease in number of work safety incidents for departments.	Key Strategic Measure	End of Year
3 Increase in student academic achievement on STAAR/EOC.	Key Strategic Measure	End of Year

District Action Plan 2022-2023

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

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Review annually and revise (if needed) the district bullying policy and procedures for prevention and intervention. (FFI Legal & Local).	ESSA	DEIC Superintendent Assistant Superintendent District Crisis Counselor Principals	August 2023	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 2023 Ongoing	SCE- FTE= 1.0, \$65,252.00
3 Review annually and revise (if needed) the district Teen Dating and Violence Policy and procedures handbook, and make the handbook available to all students, parents, and community on MISD website.	TEC 37	DEIC Superintendent Assistant Superintendent Principals	August 2023	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 11.	Administration	Annually	Superintendent
3 Policy Updates TASB.	Admininstration	Annually	Superintendent

Fidelity of Implementation Indicators

(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Documentation from meetings to review and revise policy and plans.	Annually
2 Plans posted on MISD Website.	Annually

Lead Indicators

(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Completed plans.	In-Process	June each year
2 Lower incidence of violence.	In-Process	June 2024

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 rating in the "Safe School Category", on Safe Schools Report.	Campus Measure	Annually
2 PEIMS Reports.	Campus Measure	Annually

District Action Plan 2022-2023

District:	MILLSAP ISD
District Goal 3	Millsap ISD will provide a safe and nurturing learning experience for all students. (Whole-Child Goal)
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)
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Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
<p>1 Provide SRO officer for campuses with the following duties, including the following:</p> <ul style="list-style-type: none"> • Assisting with existing school programs such as athletic events, dances, and PTA programs; • Building rapport with students and staff; • Counseling students, parents, and school staff to resolve problems or misunderstandings in order to reduce the possibility of criminal activity and violence; • Deterring criminal activity during passing periods, and lunch breaks, as well as before and after school (both inside and outside of school); • Establishing programs that benefit the students, school district, Sheriff's Office, and community; • Maintaining a safe and healthy work and learning environment for staff and students; • Providing educational information both in and out of the classroom on various topics, such as: <ul style="list-style-type: none"> • Child abuse • Drug and alcohol abuse • Family violence • Law enforcement as a career • Suicide prevention • Texas state laws (penal, traffic, education code, health and safety code) • Tobacco education • Traffic safety • Providing extra traffic enforcement and control in school zones and school districts • Serving as a link between the school district and law enforcement agencies and other social services 		Superintendent Principals	Ongoing	Local Budget
<p>2 Maintain/update security and safety measures including cybersecurity.</p>	SW 7	Superintendent Principals Directors	Ongoing	Local Budget

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
3 Update Safety and Security Plans, EOP and annexes.		Superintendent Principals Assistant Principals	August 2023 and maintained through July 2024	Staff
4 Review and train all staff on district and campus safety plans and procedures. (Standard Response Protocol)		Superintendent Principals Directors	August 2023	Local Funds
5 Each campus will conduct safety drills: weekly Door sweeps, fire drills, intruder drills, tornado drills, Navigate 360 drills, etc.		Principals	Ongoing	Local Funds
6 Fire Marshall will work with principals to ensure "duck and cover" areas are appropriate and reviewed each year.		Principals	August 2024	Local Funds
7 Implementation of Guardian Program.		Superintendent Principals Guardians	Ongoing	Local Funds

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Emergency Operations Plan for all buildings and stadium.	All Staff	August 2023	Principals
2 Emergency Operations Plan in each department.	All staff	October 2023	Department Directors
3 Cybersecurity plan.	All Staff	October 2023	Technology Director
4 Guardian Training.	Guardians	Ongoing through from August 2023 through July 2024	Superintendent

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

Evidence	Date of Expected Completion
1 Number of completed trainings.	May 2024
2 Drills completed.	May 2024
3 Fire Marshal review completed.	August 2024
4 Emergency Operations Plan.	August 2024
5 Cybersecurity plan.	October 2024
6 Guardian Program in place.	July 2024

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Plans in place and practiced.	In-Process	June 2024
2 Guardian Program in place.	In-Process	June 2024

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 2023- May 2024
2 Guardian Training hours completed.	Key Strategic Measure	July 2023-May 2024

District Action Plan 2022-2023

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

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

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

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

Evidence		Date of Expected Completion
1	Periodic budget reports entailing expenditures/revenue and any variances.	Annually
2	Fund Balance is maintained or increased.	Annually
3	Grants written.	As available
4	Enrollment reports.	Each 6 weeks

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Budget reports balanced.	Predictive	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 2022-2023

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

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

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Leadership Training.	Administration Teachers	Ongoing	Superintendent Asst Superintendent Principals
2 Book Studies.	Administration Teachers	Ongoing	Superintendent Asst Superintendent Principals

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

Evidence	Date of Expected Completion
1 Enrollment numbers increasing or maintained.	Semester
2 Articles, news clips, stories published.	Weekly
3 District website updated weekly.	Weekly
4 Facebook and X (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 sent out or posts 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 2022-2023

District:	MILLSAP ISD
District Goal 4	Millsap ISD will ensure financial integrity to support educational, academic, and co-curricular programs. (Financial/Engagement Goal)
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 2023 January 2024, June 2024	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 2023 January 2024, June 2024	Staff
3 Provide processes for principals, teachers, and coaches to bring forth new ideas and methods to meet the needs of students.		Principals	Ongoing	Local Funds
4 Ensure that instructional programs are effective and of benefit to students.		Principals	Ongoing	Local Funds
5 Implement strategic plan to ensure resources are utilized for the greatest student success.		Superintendent Assistant Superintendent Principals Teachers	August 2023- July 2024	Local Funds

Professional Development Needed for Implementation of Action Plan

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

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

Evidence	Date of Expected Completion
1 Resources allocated to areas of highest needs.	July 2024
2 Completion of comprehensive needs assessment at district and campus level.	July 2024
3 Survey of Needs developed and implemented.	June 2024

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 2024
2 Surveys completed.	In-Process	June 2024
3 Strategic Plan implemented.	In-Process	Ongoing

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

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Customer satisfaction Campus-level.	Key Strategic Measure	July 2024
2 Student success on state assessment.	Key Strategic Measure	June 2024
3 Strategic Plan executed.	Key Strategic Measure	Ongoing

District Action Plan 2022-2023

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

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

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Training on Innovative Learners.	Administrators Teachers	Ongoing	Superintendent Assistant Superintendent Principals Technology Director

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

Evidence	Date of Expected Completion
1 Homebound students being served.	May 2024
2 Increase in number of students attending school.	May 2024
3 Decrease in number of discipline referrals.	May 2024

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Increase in the passing rate for homebound students.	In-Process	May 2024
2 Decrease in number of behavioral discipline referrals.	In-Process	May 2024
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 2024
2 Percent of students involved in an activity.	Key Strategic Measure	Annually
3 Percent of students achieving Meets/Masters on STAAR/EOC.	Key Strategic Measure	August 2024
4 Increase in student and staff attendance.	Key Strategic Measure	Each 6 Weeks

District Action Plan 2022-2023

District:	MILLSAP ISD
District Goal 5	Millsap ISD will partner with parents and community to ensure student success. (Partnerships Goal)
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 ESSA SW 6	Superintendent Assistant Superintendent DEIC	May 2024	Local Title I Part A
2 Survey parents for level of satisfaction on campuses, district, and programs.	ESSA	Superintendent Principals	Annually	Local
3 Provide communication to parents in an understandable format for all events and school reports.	SW 3	Principals	Ongoing	Title I Part A Local SCE
4 Hold Parent Open House events on all campuses.	SW 6	Principals Teachers	August 2023 through May 2024	Title I Part A Local
5 Communicate district information through varied outlets, such as district website, district calendar, social media, email, call-outs, digital sign, campus newsletters, district newsletters, and conferences.		Superintendent Assistant Superintendent Technology Department Principals	Ongoing	Local Funds

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

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 ESSA Parent Involvement Policy and Parent Compact training.	Principals	July 2024	Assistant Superintendent
2 Social Media and Digital Sign training.	Principals Staff	August 2024	Superintendent Assistant Superintendent Technology Department

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)	
Evidence	Date of Expected Completion
1 Conduct Open House events.	May 2024
2 Maintain presence on Facebook, X (Twitter), and digital sign.	Ongoing

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

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

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Parent Satisfaction Rating District.	Key Strategic Measure	Annually
2 Parent Satisfaction Rating for The Zone.	Key Strategic Measure	Annually
3 Number of Community Events.	Key Strategic Measure	Annually

District Action Plan 2022-2023

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

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Maintain students enrolled in the after-school program.		Assistant Superintendent The Zone Director	Ongoing	Local Funds
2 Survey teachers, students, and parents to ensure satisfaction on programming provided by the The Zone.		Assistant Superintendent The Zone Director	May 2024	Local Funds
3 Partner with parents and provide a monthly family-activity, to encourage parent engagement in their child’s educational process.		Assistant Superintendent The Zone Director Principals	Ongoing	Local Funds Title I, Part A

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

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

Evidence	Date of Expected Completion
1 Increase in number of parents actively involved in their child's educational process.	Semester
2 Increase in student academic achievement for enrolled students.	May 2024
3 Decrease in student behavior referrals.	Semester

Lead Indicators
(In-Process or Predictive Formative Measures)

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

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

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 The Zone Program evaluation.	Key Strategic Measure	June 2024
2 The Zone Participation Reports.	Key Strategic Measure	Semester
3 Survey of The Zone Parent Satisfaction.	Key Strategic Measure	May 2024

