

# Moody ISD

## District Improvement Plan

### 2015-2016

*October 14, 2015*

Date Approved by Moody ISD Board of Trustees



## **Moody ISD Board of Trustees**

Staci Stone, President

Eddie Newman, Vice President

Justin Foster, Secretary

Matt Hargrove

Carol Ann Haas

Jeff Dean

Waylan Goodwin

## **Moody ISD Board Goals**

***Student Achievement: The district will exceed all state mandated academic goals.***

***Fiscal Responsibility: The district will have a budget that is aligned with the academic needs of the students.***

***High Qualified: The district will have a competent faculty and staff that meets the needs of the students.***

***Communication: The district will collaboratively plan and communicate with parents and the community.***

***College and Career Readiness: The district will offer a curriculum that prepares students for 21st century job skills.***

***Athletic Program: The district will offer a comprehensive athletic program K-12.***



## **Moody ISD Mission Statement**

Moody ISD will equip students with the tools and abilities to be competitive in a global society, while upholding the traditions, pride and trust of the community.

## **Moody ISD Vision Statement**

Moody ISD will demonstrate a firm commitment and dedication to the relentless pursuit of excellence in every level and area of education. We will recognize and value the potential for every student to become the absolute best they can be.

## **2015-2016 District Improvement Goals**

- Goal #1** Moody ISD will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.
- Goal #2** Moody ISD will attract, retain, develop, and evaluate high quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and District goals.
- Goal #3** Moody ISD will improve our internal and external communication, as well as our marketing initiatives that will lead to greater understanding and trust among all facets of the district and community.
- Goal #4:** Moody ISD will refine and consistently implement throughout the district a system to ensure students achieve personally challenging goals related to academic interest, and career aspirations.
- Goal #5:** Moody ISD will develop and/or refine strategies to maintain a safe and disciplined environment conducive to student learning and employee effectiveness.
- Goal #6:** Moody ISD will continue to pursue funding and resource options that will provide an equitable and quality education for all students while ensuring fiscal responsibility and accomplishing the mission and goals of the District.
- Goal #7** Moody ISD will develop and maintain a comprehensive athletic program K-12.



# **DISTRICT IMPROVEMENT PLAN**

## **2015-2016**

### **BACKGROUND**

The Moody Independent District Improvement Plan (DIP) is prepared in accordance with requirements of Chapter 11, Subchapter F, of the Texas Education Code, specifically 11.252. The requirements are also contained in District policies BQ (Legal) and BQA (Legal).

The district shall have a District Improvement Plan that is developed, evaluated, and revised annually, in accordance with District policy, by the Superintendent with the assistance of the District-level committee established under Section 11.251. The purpose of the District Improvement Plan is to guide the district and campus staff in the improvement of student performance for all student groups in order to attain state standards in respect to the academic excellence indicators adopted under Section 39.051.

By statute, the DIP is required to include the following components:

- Comprehensive needs assessment
- Measurable District performance
- Strategies for improvement of student performance
- Strategies for providing secondary students with information on higher education preparation and opportunities
- Description of resources needed to implement identified strategies
- Description of staff responsible for overseeing accomplishment of each strategy
- Timelines for implementation of each strategy
- Formative evaluation criteria

In addition to meeting statutory requirements, the 2015-2016 DIP aligns with the established Board goals. The DIP is data driven and result-oriented. It identifies specific areas of weaknesses and strengths in student achievement. The DIP and the campus plans are “living” documents that are reviewed and revised throughout the school year to address district and campus needs.



# Comprehensive Needs Assessment

## Data Sources:

District Surveys, TAKS Data, STAAR Data, Discipline Incidents, Attendance rates, Drop-out rates, Graduation Rates, Graduation Plans, Student Demographics, Campus/District Technology Needs Assessment, PBM, AMOAs and District Crisis Plan.

1. Increase writing instruction, intervention, and instructional resources for all students.
2. Address the academic needs of ALL students.
3. Implement a guaranteed, viable curriculum that will address the new state assessment.
4. Focused and targeted professional development for teachers and staff (district/campus).
5. Provide services for at-risk students (academic, homebound, attendance, dyslexia services, counseling, and intervention through the RTI process, etc.)
6. Improve campus and district student/staff attendance rates.
7. Decrease the number of discipline student referrals and placements in ISS/DAEP.
8. Expand/upgrade technology in classrooms.
9. Increase technology integration that includes educational, information, and communication technology and hardware/software to increase student and staff efficiency.
10. Increase parental involvement through district and campus activities.
11. Improve communication (internally and externally).
12. Recruitment and retention of highly qualified staff.
13. Maintain and provide additional reading/writing instructional support staff.
14. Maintain science/math instructional support staff.
15. Continue to be fiscally responsible.
16. Maintain a comprehensive assessment plan with data analysis training.
17. Use STEM focus to increase college/career readiness.
18. Expand CTE courses and career pathways based on student needs.
19. Provide pre-kindergarten program to enhance early childhood program.



**Goal 1:** Moody ISD will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

**Objective 1:** Establish and refine effective tools and interventions for our teachers to use along with our selected curriculum to motivate and actively engage all students.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	TitleI Comp
Implement a rapid, responsive, accelerated intervention system.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Curriculum Director</li> <li>Instructional Specialist</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>Title I</li> <li>Comp Ed</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>Sept 2015- August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Common Assessment Data</li> <li>Universal Screener</li> <li>Benchmark Data</li> <li>STAAR Results</li> <li>College Readiness Exams</li> </ul>	
Use TEKS Resource Management System as the district's viable curriculum in core subjects.	<ul style="list-style-type: none"> <li>Curriculum Director</li> <li>Instructional Specialist</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>Sept 2015- August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Common Assessment/Benchmark Data</li> <li>STAAR Results</li> <li>Lesson Plans</li> </ul>	
Implement a comprehensive assessment system.	<ul style="list-style-type: none"> <li>Curriculum Director</li> <li>Campus Testing Coord.</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>Sept 2015- August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Common Assessment</li> <li>Benchmark Data</li> <li>STAAR Results</li> <li>College Readiness Exams</li> </ul>	
Continue to align and provide a library of instructional resources, including technology, to use in intervention for all students. <i>Aligns to Tech Plan G1.5</i>	<ul style="list-style-type: none"> <li>Instructional Specialist</li> <li>Principals</li> <li>Teachers</li> <li>Director of Technology</li> <li>Curriculum Director</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>General Fund</li> <li>Technology Allotment</li> </ul>	<ul style="list-style-type: none"> <li>Sept 2015- August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Inventory of resources</li> <li>Campus Intervention Plans</li> <li>STAAR results</li> </ul>	
Provide access to targeted professional development aligned to teacher and student need on all district resources that are tied to the TEKS/STAAR. <i>Aligns to Tech Plan G2.1, G2.2 &amp; G1.5</i>	<ul style="list-style-type: none"> <li>Curriculum Director</li> <li>Director of Technology</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>Title II</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>Sept 2015- August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Professional Development Transcripts/Surveys</li> <li>Agendas</li> <li>Sign-in Sheets</li> </ul>	



**Goal 1:** Moody ISD will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

**Objective 2:** Maintain effective instructional practices and interventions for teachers to use to enhance the district curriculum.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	Title Comp
Increase STEM (science, technology, engineering, math) literacy for teachers, students, and parents.	<ul style="list-style-type: none"> <li>Principals</li> <li>TRC Collaborative</li> <li>ACE Coordinator</li> <li>GEARUP Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>Title II</li> <li>Grants</li> </ul>	<ul style="list-style-type: none"> <li>October 2015- July 2016</li> </ul>	<ul style="list-style-type: none"> <li>STEM Projects/Activities</li> <li>Parent Awareness Sessions</li> <li>Teacher Training agendas/sign-sheet</li> </ul>	
Create an environment in which students are actively engaged in learning.	<ul style="list-style-type: none"> <li>Principals</li> <li>Instructional Coaches</li> <li>Teachers</li> <li>Curriculum Director</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>General Fund</li> <li>Grants</li> </ul>	<ul style="list-style-type: none"> <li>September 2015- August 2016</li> </ul>	<ul style="list-style-type: none"> <li>STAAR Data</li> <li>Lesson Plans</li> <li>Walkthrough data</li> <li>Usage Reports</li> <li>College Readiness Data</li> </ul>	
Provide resources and technology for teachers to support district curriculum.	<ul style="list-style-type: none"> <li>Curriculum Director</li> <li>Instructional Coaches</li> <li>Technology Team</li> <li>Principals</li> <li>Technology Director</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>General Fund</li> <li>GearUP</li> <li>ACE</li> <li>Grants</li> </ul>	<ul style="list-style-type: none"> <li>September 2015- August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Lesson Plans</li> <li>Resource Inventory</li> <li>Usage Reports</li> <li>Teacher Survey</li> <li>STAAR Data</li> <li>College Readiness Data</li> </ul>	
Implement intervention program.	<ul style="list-style-type: none"> <li>Curriculum Director</li> <li>Instructional Specialist</li> <li>Teachers</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>Title I</li> <li>Comp Ed</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015- August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Lesson Plans</li> <li>STAAR Data</li> <li>Intervention Reports</li> </ul>	
Provide professional development to equip teachers with the tools to facilitate the intervention program.  <i>Aligns with Tech Goal G2.1</i>	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Principals</li> <li>Curriculum Director</li> <li>Instructional Coaches</li> <li>Teachers</li> <li>Technology Director</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>General Fund</li> <li>Title II, Part A</li> </ul>	<ul style="list-style-type: none"> <li>September 2015- August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Sign-in sheets</li> <li>Agendas</li> <li>Walk-throughs</li> </ul>	
Evaluate and analyze data bi-weekly or monthly to make the necessary adjustments to increase student performance.	<ul style="list-style-type: none"> <li>Curriculum Director</li> <li>Instructional Specialist</li> <li>Teachers</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015- August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Sign-in sheets</li> <li>Agendas</li> <li>Data dashboards</li> <li>Common Assessment Data</li> </ul>	
Increase ELAR literacy for teachers, students, and parents.	<ul style="list-style-type: none"> <li>Principals</li> <li>Curriculum Director</li> <li>Principals</li> <li>ACE Coordinator</li> <li>GEARUP Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>Title II</li> <li>Grants</li> </ul>	<ul style="list-style-type: none"> <li>October 2015- July 2016</li> </ul>	<ul style="list-style-type: none"> <li>Reading and Writing Across the Curriculum</li> <li>Parent Awareness Sessions</li> <li>Teacher Training agendas/sign-sheet</li> </ul>	



**Goal 1:** Moody ISD will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

**Objective 4:** Design and implement an intervention model that meets the requirements of the TEA Response to Intervention (RTI) Model.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	TitleI Comp
Deliver high-quality core class instruction using the RTI model which consists of curriculum alignment, lesson delivery and behavior management.	<ul style="list-style-type: none"> <li>RTI Coordinator</li> <li>Instructional Specialist</li> <li>Principals</li> <li>Curriculum Director</li> </ul>	<ul style="list-style-type: none"> <li>Title I</li> <li>Comp Ed</li> <li>Title II, Part A</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>STAAR Data</li> <li>RTI Intervention</li> <li>Reports</li> </ul>	
Provide staff development for the needs identified throughout the year as dynamic topics for implementation, growth and development.	<ul style="list-style-type: none"> <li>Instructional Coaches</li> <li>Teachers</li> <li>Principals</li> <li>Technology Director</li> <li>Curriculum Director</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>Title II, Part A</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Sign-in sheets</li> <li>Agendas</li> </ul>	
Use (Eduphoria) system for all student data that is readily available to teachers.	<ul style="list-style-type: none"> <li>Technology Director</li> <li>Principals</li> <li>Curriculum Director</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Eduphoria database</li> <li>Wireless</li> <li>Generation Reports</li> </ul>	
Train teachers and staff on how to efficiently use the database to determine individual student strengths and weaknesses.	<ul style="list-style-type: none"> <li>Curriculum Director</li> <li>Technology Director</li> <li>Master Teachers</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>General Fund</li> <li>Title I</li> <li>Title II, Part A</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Sign-in sheets</li> <li>Agendas</li> <li>IAT Meeting records</li> </ul>	

**Goal 1:** Moody ISD will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

**Objective 5:** At-risk students will be provided with academic and learning supports appropriate to their particular needs in an effort to foster comparable performance to their peers on the STAAR assessment.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	TitleI Comp
The district will comply with TEA documentation requirements and provide intervention for identified at-risk students based on TEA guidelines.	<ul style="list-style-type: none"> <li>Principals</li> <li>Teachers/Staff</li> <li>Counselors</li> <li>PEIMS Clerk</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>STAAR Results</li> <li>Common and Benchmark assessment Results</li> <li>Student Files</li> </ul>	
All students will have an Academic Improvement Plan to monitor and evaluate services and intervention for identified at-risk students.	<ul style="list-style-type: none"> <li>Principals</li> <li>Teachers/Staff</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>STAAR Results</li> <li>Common Assessments</li> <li>Report Cards</li> </ul>	





Campuses will have regularly scheduled RTI, ARD, and LPAC meetings and a process that meets the needs of the campus.	<ul style="list-style-type: none"> <li>Principal/designee</li> <li>RTI Coordinator</li> <li>SPED Director</li> <li>ESL Coordinator</li> <li>Counselor</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>Comp Ed</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>RTI meeting minutes/agenda</li> <li>ARD minutes/agenda</li> <li>LPAC minutes/agenda</li> </ul>	
Campuses will have systems (processes and programs) to address anger management, conflict, and other identified issues.	<ul style="list-style-type: none"> <li>Principals</li> <li>Counselors</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>Comp Ed</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Counselor's Log</li> </ul>	
Campuses will identify students, notify parents/guardians, and create support structures for students in at-risk situations such as dropping out of school, homeless services, nursing and counseling services.	<ul style="list-style-type: none"> <li>Principals</li> <li>Curriculum Director</li> <li>Teachers</li> <li>Counselors</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>Comp Ed</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Parent Notification</li> <li>Number of at-risk students</li> <li>Student files</li> </ul>	
Identify 100% of students in need of Pregnant Related Services and other Homebound Services to ensure student improvement.	<ul style="list-style-type: none"> <li>Principals</li> <li>Homebound Coordinator/PEIMS</li> <li>School Nurse</li> <li>Counselor</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Homebound Logs</li> <li>Documentation of services</li> </ul>	

**Goal 1:** Moody ISD will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

**Objective 6:** Expand information and communication technology opportunities and delivery options.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	TitleI Comp
Provide access to electronic resources on the district intranet for staff anytime/anywhere.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Director of Technology</li> <li>Principal</li> <li>Curriculum Director</li> <li>Human Resource Dir.</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>E-rate</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>External access to intranet</li> <li>Usage logs</li> </ul>	
Provide access for staff and students to online learning with rich media such as streaming video, podcasts, animation, etc.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Director of Technology</li> <li>Curriculum Director</li> <li>College/Career Coord.</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>Grants</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Access to online learning resources</li> <li>Lesson plans</li> </ul>	
Expand and upgrade technology.  <i>Aligns to Tech Goals 4.1, 1.4 and 4.3</i>	<ul style="list-style-type: none"> <li>Director of Technology</li> <li>Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>Technology Allotment</li> <li>Grants</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Eduphoria Workshop used for professional development documentation</li> <li>Eduphoria Aware utilized for data warehouse</li> </ul>	



**Goal 2:** We will attract, retain, develop, and evaluate high quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and District goals.

**Objective 1:** Offer innovative incentives to attract quality staff and stipends for critical need areas.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	Title I Comp
Continue to seek funding for incentives and stipends.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Curriculum Director</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>Grants</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-June 2016</li> </ul>	<ul style="list-style-type: none"> <li>Documentation of funding sources</li> </ul>	
Implement a campus morale incentive to improve the morale on each campus.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Curriculum Director</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015</li> <li>June 2016</li> </ul>	<ul style="list-style-type: none"> <li>Completed incentive practices that demonstrate improvement.</li> </ul>	

**Goal 2:** We will attract, retain, develop, and evaluate high quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and District goals.

**Objective 2:** All teachers will be highly qualified.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	Title I Comp
Maintain a highly qualified staff at 100%.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Principals</li> <li>Curriculum Director</li> </ul>	<ul style="list-style-type: none"> <li>Title I</li> <li>General Fund</li> <li>Comp Ed</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Certificates</li> <li>Hiring practices</li> </ul>	
Campuses will provide timely notice, to each individual parent, if the child has been assigned to or taught by a teacher who is not highly qualified for four or more consecutive weeks.	<ul style="list-style-type: none"> <li>Principals</li> <li>Counselors</li> </ul>	<ul style="list-style-type: none"> <li>Title I</li> <li>Comp Ed</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Copy of letter in student file</li> <li>Copy of letter in employee file</li> </ul>	
Inform parents of their right to request and receive information on the qualifications of their children's teachers.	<ul style="list-style-type: none"> <li>Principals</li> <li>Counselors</li> <li>Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>Title I</li> <li>Comp Ed</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Student handbook</li> <li>Parent Night Agenda</li> </ul>	
Maintain additional certifications to meet the needs of GT and ESL students.	<ul style="list-style-type: none"> <li>Curriculum Director</li> <li>Principals</li> <li>Teachers</li> </ul>	<ul style="list-style-type: none"> <li>Comp Ed</li> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Teacher Certification</li> <li>Certificates of Completion</li> </ul>	



**Goal 3:** We will improve our public image by increasing the effectiveness of our internal and external communication, as well as our initiatives that will lead to greater understanding and trust among all facets of the district and community.

**Objective 1:** Enable MISD facilities to utilize effectively electronic media and displays for district communications to all stakeholders.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	TitleI Comp
Utilize media display for each campus to communicate positive accomplishments and news about the district with stakeholders.	<ul style="list-style-type: none"> <li>Principals</li> <li>Athletic Director</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Messages displayed on monitors.</li> </ul>	

**Goal 3:** We will improve our public image by increasing the effectiveness of our internal and external communication, as well as our initiatives that will lead to greater understanding and trust among all facets of the district and community.

**Objective 2:** Enhance the district website to be a more effective tool for external communication with all stakeholders.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	TitleI Comp
Allocate staff to support the website. <i>Aligns to Tech Goal 5.3.1</i>	<ul style="list-style-type: none"> <li>Technology Director</li> <li>Principal</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Role defined</li> <li>Website support provided</li> </ul>	
Utilize key communicators to provide current campus/department's information for the website.	<ul style="list-style-type: none"> <li>Principals</li> <li>Teachers</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Website information provided</li> </ul>	
Utilize key communicators to create and maintain campus/department websites weekly.	<ul style="list-style-type: none"> <li>Principals</li> <li>Teachers</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Site pages created</li> <li>Site pages maintained</li> </ul>	

**Goal 3:** We will improve our public image by increasing the effectiveness of our internal and external communication, as well as our initiatives that will lead to greater understanding and trust among all facets of the district and community.

**Objective 3:** Utilize media outlets and electronic notification technology to communicate district information to students, parents, and community members.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	TitleI Comp
Utilize School Messenger for notification of school information via phone or email. <i>Aligns to Tech Goal 5.3.4</i>	<ul style="list-style-type: none"> <li>Principals</li> <li>Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Usage reports</li> <li>Survey</li> </ul>	
Utilize MHS media and journalism students to produce items for e-newsletters, public service announcements, and audio/video recording of special events. Share that information with "The Moody	<ul style="list-style-type: none"> <li>Principal</li> <li>HS Principal</li> <li>HS Media Teacher</li> <li>HS Journalism Teacher</li> <li>Directors of Clubs/Org</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Articles produced by students</li> <li>Service announcements produced by students</li> </ul>	



CrossRoads.” Aligns to Tech Goal 5.3.2					
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**Goal 3:** We will improve our public image by increasing the effectiveness of our internal and external communication, as well as our initiatives that will lead to greater understanding and trust among all facets of the district and community.

**Objective 4:** Promote parent involvement and develop partnerships with businesses and local agencies and organizations.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	TitleI Comp
Continue to develop and implement opportunities for parents and community members to work with campuses to promote academic success and character building.	<ul style="list-style-type: none"> <li>Principals</li> <li>Counselor</li> <li>Teachers</li> <li>ACE Coordinator</li> <li>GearUp Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>ACE</li> <li>GearUp</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Volunteer Packets and background checks.</li> <li>Sign-in sheets</li> <li>Agendas</li> </ul>	
Expand partnerships with community groups and organizations to serve as mentors.	<ul style="list-style-type: none"> <li>Principals</li> <li>Superintendent</li> <li>ACE Coordinator</li> <li>GearUp Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>ACE</li> <li>GearUp</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Contact log</li> <li>List of mentors and partners</li> </ul>	
Continue to use a communication system between parents, campuses and district (newsletters, email, website, parent portal, etc.) Aligns to Tech Goal 5.3.3 & 5.3.1	<ul style="list-style-type: none"> <li>Principals</li> <li>Communication Leaders</li> <li>Teachers</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Copies of communications</li> </ul>	



Connect with parents during the 1 <sup>st</sup> month of school via phone calls, parent conferences, orientations, parent nights, and emails.	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Teachers</li> <li>• ACE Coordinator</li> <li>• GearUp Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>• General Fund</li> <li>• ACE</li> <li>• GearUp</li> </ul>	<ul style="list-style-type: none"> <li>• August 2015-October 2016</li> </ul>	<ul style="list-style-type: none"> <li>• Written documentation to parents</li> <li>• Contact logs</li> </ul>	
Design parent information nights at the beginning, middle and end of the year to keep parents informed of major events.	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Counselor</li> <li>• ACE Coordinator</li> <li>• GearUp Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>• ACE</li> <li>• GearUp</li> <li>• General Fund</li> </ul>	<ul style="list-style-type: none"> <li>• August 2015-June 2016</li> </ul>	<ul style="list-style-type: none"> <li>• Sign-in sheets</li> <li>• Agendas</li> </ul>	



**Goal 4:** In concert with the learner, family, and instructional staff, we will refine and consistently implement throughout the district a system to ensure student achieve personally challenging goals related to academics, interest, and career aspirations.

**Objective 1:** Create and refine the process that will enable (Pre-K-12) students to achieve above standard development while accomplishing personally challenging academic and career goals including the use of technology resources.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	TitleI Comp
Establish flexible tutoring times for students that are convenient for parents (early morning as well as evening).	<ul style="list-style-type: none"> <li>Principals</li> <li>Teachers</li> <li>ACE Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>Grant Funds</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Tutoring Schedules</li> <li>Sign-in logs</li> </ul>	
Administer career and academic survey to all middle school students.	<ul style="list-style-type: none"> <li>Principals</li> <li>Counselor</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>GearUp</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-June 2016</li> </ul>	<ul style="list-style-type: none"> <li>Survey results</li> </ul>	
Utilize college/career coordinator to provide higher education and career opportunities for all students.	<ul style="list-style-type: none"> <li>Counselors</li> <li>Principals</li> <li>College/Career Coord</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>High School Allotment</li> <li>CTE Funds</li> <li>Title II, Part A</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Documentation of services</li> <li>College/career nights</li> <li>Documentation of college visits</li> </ul>	
Offer dual credit courses for high school students and the opportunity to gain endorsement for graduation requirements. <i>Aligns to Tech Goal 1.5.4</i>	<ul style="list-style-type: none"> <li>Principal</li> <li>Dual Credit Coordinator</li> <li>Counselor</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>High School Allotment Funds</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Transcripts</li> <li>Completion rates</li> </ul>	
Offer a CTE lab where student choice and interest drives the courses offered (use of online Odysseyware). <i>Aligns to Tech Goal 1.5.3</i>	<ul style="list-style-type: none"> <li>Counselor</li> <li>College/Career Coordinator</li> <li>Principal</li> <li>Librarian</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> <li>High School Allotment Funds</li> <li>CTE Funds</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Usage reports</li> <li>Completion reports</li> <li>Walk-throughs</li> </ul>	

**Goal 4:** In concert with the learner, family, and instructional staff, we will refine and consistently implement throughout the district a system to ensure student achieve personally challenging goals related to academics, interest, and career aspirations.

**Objective 2:** Establish and monitor an accountability process throughout the district that ensures consistent implementation of all district initiatives related to student achievement.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	TitleI Comp
Teacher professional development on the connection between accountability, STAAR and the evaluation process.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Curriculum Director</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>Title II,Part A</li> <li>Grant Funds</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Sign-in sheets</li> <li>Agendas</li> <li>Certificates of Completion</li> </ul>	



Teachers attend data meetings utilizing the data information from common assessments and benchmarks.	<ul style="list-style-type: none"> <li>Principals</li> <li>Curriculum Director</li> <li>Teachers</li> <li>Interventionist</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Sign-in sheets</li> <li>Common Assessments</li> <li>Benchmark Reports</li> </ul>	
Campus leaders provide accountability and usage reports each grading period.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Curriculum Director</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Sign-in Sheets</li> <li>Accountability Data</li> <li>Usage reports</li> </ul>	
Campuses implement programs to support college readiness standards in an effort to better prepare students for ACT/SAT.	<ul style="list-style-type: none"> <li>Principals</li> <li>Teachers</li> <li>Curriculum Director</li> <li>CTE Director</li> </ul>	<ul style="list-style-type: none"> <li>High School Allotment</li> <li>General Fund</li> <li>CTE Funds</li> <li>GearUp</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>ACT/SAT Performance</li> </ul>	



**Goal 5:** We will develop and/or refine for all students, staff, and facilities strategies to maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

**Objective 1:** Establish and refine safety plans across the district to ensure students are safe in the event of a crisis.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	TitleI Comp
Implement anti-bullying and anti-cyber bullying curriculum and/or programs. <i>Aligns to Tech Goal 1.2.3</i>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Counselors</li> <li>• Director of Technology</li> </ul>	<ul style="list-style-type: none"> <li>• Comp Ed</li> <li>• General Fund</li> <li>• eRate</li> </ul>	<ul style="list-style-type: none"> <li>• September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>• Survey Results</li> <li>• Discipline referrals</li> <li>• Counseling logs</li> </ul>	
Ensure the implementation of comprehensive district and campus crisis plans.	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Chief of Police</li> <li>• Superintendent</li> <li>• Fire Chief</li> <li>• Counselors</li> </ul>	<ul style="list-style-type: none"> <li>• General Fund</li> </ul>	<ul style="list-style-type: none"> <li>• September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>• District/Campus Crisis Plans (ICS)</li> <li>• Documentation of Safety Drills</li> </ul>	





Provide instruction in appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response. <i>Aligns to Tech Goal 1.2.3</i>	<ul style="list-style-type: none"> <li>• Director of Technology</li> <li>• Campus Technology Teachers</li> <li>• Principals</li> </ul>	<ul style="list-style-type: none"> <li>• General Fund</li> <li>• ACE Funds</li> </ul>	<ul style="list-style-type: none"> <li>• September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>• Lesson Plan documentation</li> <li>• Curriculum – Instructional Planning Guides (common sense)</li> </ul>	
Review district’s discipline data to ensure that a safe and orderly environment is maintained.	<ul style="list-style-type: none"> <li>• PEIMS</li> <li>• Director of Accountability</li> <li>• Principals</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Comp Ed</li> <li>• General Fund</li> </ul>	<ul style="list-style-type: none"> <li>• September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>• State/Locally developed reports</li> </ul>	
The district will continue to implement/monitor the Code of Conduct to consistently implement disciplinary procedures that will provide due process for all students.	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>• State Comp Ed</li> <li>• General Fund</li> </ul>	<ul style="list-style-type: none"> <li>• September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>• Discipline Handbook</li> <li>• Discipline Management System</li> <li>• Decrease in number of referrals/removals</li> </ul>	
Provide staff training related to sexual abuse of a child and other maltreatment.	<ul style="list-style-type: none"> <li>• SHAC Committee</li> <li>• Curriculum Director</li> <li>• Counselor</li> </ul>	<ul style="list-style-type: none"> <li>• Title II, Part A</li> <li>• General Fund</li> </ul>	<ul style="list-style-type: none"> <li>• September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>• Sign-in Sheets</li> </ul>	
Provide awareness literature and education of sexual abuse and maltreatment of a child, suicide prevention, and dating violence to MISD students.	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Counselor</li> <li>• SHAC Committee</li> <li>• Nurse</li> </ul>	<ul style="list-style-type: none"> <li>• General Fund</li> </ul>	<ul style="list-style-type: none"> <li>• September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>• Campus Website</li> <li>• Meeting Minutes</li> <li>• Sign-in sheets</li> </ul>	



**Goal 6:** We continue to pursue funding and resource options that will provide an equitable and quality education for all students while ensuring fiscal responsibility and accomplishing the mission and goals of the District.

**Objective 1:** Ensure fiscal responsibility, financial transparency and proper allocation of resources to improve student achievement.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	Title I Comp
Conduct annual review of the internal controls.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Business Manager</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports</li> </ul>	
Quarterly financial reports showing actual budget compared to adopted budget.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Business Manager</li> </ul>	<ul style="list-style-type: none"> <li>All Funds</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Monthly and/or Quarterly Investment Reports</li> </ul>	

Provide training for all district personnel on the district's financial procedures and online requisite system.	<ul style="list-style-type: none"> <li>Superintendent's Secretary</li> <li>Business Manager</li> </ul>	<ul style="list-style-type: none"> <li>General Fund</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Training agendas, minutes, and sign-in sheets.</li> <li>E-mails</li> </ul>	
Maintain and seek funding to support district-wide instructional materials and resources.	<ul style="list-style-type: none"> <li>Superintendent</li> <li>Curriculum Director</li> <li>Technology Director</li> <li>Business Manager</li> </ul>	<ul style="list-style-type: none"> <li>Grant Funds</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Board Reports</li> <li>Budget Reports</li> <li>eGrant</li> </ul>	

**Goal 7:** We will develop a comprehensive athletic program K-12.

**Objective 1:** Learn basic rules of in-season sports.

ACTIVITY	RESPONSIBLE	RESOURCES	TIMELINE	EVALUATION	Title I Comp
Develop advanced level physical education classes for grades 5 and 6.	<ul style="list-style-type: none"> <li>Principal</li> <li>Athletic Director</li> </ul>	<ul style="list-style-type: none"> <li>General Funds</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Fitness Gram</li> <li>Walk-throughs</li> <li>Program Evaluation</li> </ul>	
Incorporate basic skill development in grades K-4 physical education with a focus on achieving Fitness Gram Requirements.	<ul style="list-style-type: none"> <li>Principal</li> <li>Athletic Director</li> </ul>	<ul style="list-style-type: none"> <li>General Funds</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>Fitness Gram</li> <li>Walk-throughs</li> <li>Program Evaluation</li> </ul>	
Incorporate Weight Lifting opportunities before and after school through ACE	<ul style="list-style-type: none"> <li>Athletic Director</li> <li>ACE Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>Grant Funding</li> </ul>	<ul style="list-style-type: none"> <li>September 2015-August 2016</li> </ul>	<ul style="list-style-type: none"> <li>ESC 12 Evaluation</li> <li>TEA Evaluation</li> <li>ACE Coordinator Evaluation</li> </ul>	



