

Miami Independent School District

District Improvement Plan

2017-2018 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard

Distinction Designations:

Academic Achievement in Mathematics
Academic Achievement in Social Studies
Top 25% Student Progress
Postsecondary Readiness



Board Approval Date: July 18, 2017

Mission Statement

Miami ISD strives to provide all students with a safe, well-rounded, and diverse education. Students are challenged academically with a highly qualified and supportive staff. Technology has become a driving force to the students and staff at Miami ISD. Students are encouraged to make the most of their educational experience through our extra-curricular activities such as sports, band, cheerleading, and FFA.

Vision

Miami ISD has a staff and student body determined to exhibit excellence in every endeavor and demonstrate integrity in every encounter to be an inspiration to the community and the world.

Value Statement

We will provide a safe, creative, and challenging learning environment that consists of numerous curricular and extra-curricular opportunities for our students.

- We will provide an environment that prepares our students for the future by instilling 21st century learning skills and embedding opportunities for students and teachers to access and use advancing technologies.
- We will inspire students to be life-long learners who can thrive as independent learners in a collaborative environment while also preparing them to be productive, accountable, and responsible citizens.

- We will offer a positive and caring school culture that will encompass an environment in which teachers help mentor students throughout the high school experience.
- We will foster professional development, teacher collaboration, and teacher input to attain maximum achievement for our students and school.
- We will promote a culture that offers various academic opportunities that will guide students in their pursuit of post-secondary career goals.
- We will offer a collaborative community environment that will allow teachers, students, administration, parents and other stakeholders to work together on the various facets of the K-12 experience.

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Goals

Goal 1: Student groups will demonstrate academic skills in reading, writing, math, science, and social studies.

Performance Objective 1: Student groups will continue to exceed the state assessment passing rates and 25% reach advanced academic performance accountability rating. Teachers will monitor all student progress through benchmark testing to ensure progress.

Evaluation Data Source(s) 1: Progress reports Teacher developed Benchmark assessments state assessment results Progress reports Walk through documentation

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Use Envision, Accelerate Learning, STEM Scopes, DMAC, dual credit classes to facilitate TEKS instruction in each core classroom.	3	classroom teachers principal	Benchmark assessment informal teacher observation state assessments				
	Funding Sources: 255-Title II - 685.00, 211-Title I - 1511.59						
2) Provide tutorials for struggling students	9	classroom teachers	Progress reports State assessments				
	Funding Sources: 199-Local - 0.00						
3) Increase student engagement and student ownership in the learning process.	9	classroom teacher, principal, counselor	Progress reports Walk through documentation				
	Funding Sources: 199-Local - 0.00						

Goal 1: Student groups will demonstrate academic skills in reading, writing, math, science, and social studies.

Performance Objective 2: Miami ISD will provide offerings in the curriculum to meet the diverse students needs by identifying and offering appropriate educational services to students identified as special education students, at-risk students, gifted and talented students, migrant students. ESL students, dyslexic students, and homeless students in order to maintain a 0% dropout rate and retention rate of <2%. Miami ISD will plan to maintain at least 25% of the high school student body enrolled in advanced classes.

Evaluation Data Source(s) 2: 100% of all students curriculum needs were met for their appropriate grade and needs.

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Students will be provided opportunities to enroll in CTE courses	1	CTE Staff, Administration	Increased enrollment in CTE courses Number of students receiving student certifications				
	Funding Sources: 199-Local - 0.00						
2) Students will be given opportunities to participate in dual credit and online coursework	1, 9	Administration	Increased participation Number of credits students earn				
	Funding Sources: 199-Local - 0.00						
3) At-Risk and RtI students will be appropriately identified and teachers of students notified to allow for interventions and assistance.	9	Principal and Counselor RTI coach	At-Risk students progress reports RtI Progress monitoring assessments				
	Funding Sources: 199-Local - 0.00						
4) Differentiated curriculum will be taught by trained GT teachers in core subject areas	3	Teachers Administration	Progress reports GT student projects				
	Funding Sources: GT - 0.00						

Goal 1: Student groups will demonstrate academic skills in reading, writing, math, science, and social studies.

Performance Objective 3: Students will be informed about higher education opportunities, form career goals, and will be encouraged to make informed curriculum choices.

Evaluation Data Source(s) 3: The counselor will work closely with all students to help them with choices after high school. 100% of students will have personal notebooks with goals, plans, and choices.

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Students will develop four year plans in order to plan for higher education and post-secondary employment	6, 10	Counselor Parents Student College Advisor	Four year plan				
				Funding Sources: 199-Local - 0.00			
2) CTE teachers will study, develop, and plan for implementing new CTE courses	1, 10	CTE teachers Administrators	New CTE offerings				
				Funding Sources: 244-Carl Perkins - 4000.00			
3) Student course offerings will include information on dual credit offerings to assist students in graduating from high school with college credits already obtained	3, 9	Counselor Teachers Junior college advisors	Student schedules Student information				
				Funding Sources: 199-Local - 0.00			
							

Goal 1: Student groups will demonstrate academic skills in reading, writing, math, science, and social studies.

Performance Objective 4: Improve the All Student group Science scores on state assessments in 8th grade

Evaluation Data Source(s) 4: Miami ISD will increase the All Student group on the 8th grade Science test of the state assessment passing at the meets standards form 31% to 35% of June 2018

Summative Evaluation 4:

TEA Priorities: 4. Improve low-performing schools.

Goal 2: Student groups will be encouraged to consider CTE courses as well as the core classes to further their knowledge and skills.

Performance Objective 1: Miami ISD will work closely with students to promote CTE courses during registration. Miami ISD will use the survey from the Carl Perkins money to continue to buy materials that supports our CTE programs.

Evaluation Data Source(s) 1: Increased enrollment in CTE courses

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) TEXAS Grant program	1	counselor school admin	Increase in the number of students that earn the TEXAS grant				
Funding Sources: 199-Local - 0.00							
2) Teach for Texas grant program	1	counselor school admin					
Funding Sources: 199-Local - 0.00							
3) CTE teachers will work with students interests as well as HB5 for the implementation of CTE courses	8, 9	CTE staff administration counselor	increase number of students in CTE courses				
Funding Sources: 244-Carl Perkins - 4000.00							

Goal 3: Miami ISD will provide appropriate, beneficial, and meaningful staff development opportunities 100 %.

Performance Objective 1: All instructional staff will attend staff development training on engaging students in the classrooms.

Evaluation Data Source(s) 1: 100% of faculty will attend training on engaging students

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Staff members will attend trainings to learn more about differentiating		Teachers Administration	Professional Development Logs Walk-through				
2) Staff members will incorporate technology training to assist in differentiation for students		Teachers Administrators	Increased use of student response system, Mobi's, iPads, PowerPoint, and Smart Boards on a weekly basis as observed during Walk-throughs				
3) Staff members will attend training to increase early literacy		Teachers Administrators	Increased scores on TPRI assessment				
4) Staff members will attend training to increase high school science knowledge		Teacher Administrators	Increased scores on STAAR, EOC, ACT, SAT, and TSI				
							

Goal 3: Miami ISD will provide appropriate, beneficial, and meaningful staff development opportunities 100 %.

Performance Objective 2: All staff members will attend technology training on campus and provided by Region 16 or local technology director 2 times in order to incorporate new technology in the classroom.

Evaluation Data Source(s) 2: T-TESS

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will implement the use of SmartBoard, internet, power points, and other technology integrated lessons		Principal teachers Instructional technology director	Increased use of technology in lessons				
Funding Sources: 270-REAP - 25000.00							
							

Goal 4: Parents will be informed and involved in the academic progress and activities of their students.

Performance Objective 1: Miami ISD will continue to send out parent surveys as required by HB 5 and Title I to assess the performance of the District. Miami ISD will continue to allow parents online access to check their children's grades. Miami ISD will continue to send home three-week grades as well as six-week grades

Evaluation Data Source(s) 1: 100% of parents will have the opportunity to have online access to check grades as well as receive 3 and 6 weeks reports.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Parents will utilize the Miami ISD web pages and the call out phone system to receive information about school functions and activities.	6	Teachers Administrators Technology Director	Teacher created pages that are user friendly and updated weekly Progress reports Blackboard Connect				
Funding Sources: 199-Local - 0.00							
2) Parents will be able to access student's grades online	6	Teachers	Struggling students grades increase with appropriate communication with parents				
Funding Sources: 199-Local - 0.00							
3) Parents will be surveyed to assess the district	6	Administrators	Survey results				
Funding Sources: 199-Local - 0.00							
							

Goal 5: Miami ISD will ensure a safe environment conducive to student learning.

Performance Objective 1: Miami ISD will provide guidance to educate students regarding becoming or staying safe and drug free. Miami ISD is active in Red Ribbon Week which discusses the danger of drugs. Miami ISD will continue to work hand and hand with the Sheriff's office on providing quality assemblies for the students that are age and grade level appropriate. Miami ISD contracts for a contraband dog to come to the campus three times a semester.

Evaluation Data Source(s) 1: 100% of students will remain drug free and safe

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Students are surveyed regarding their feeling safe at school.	1	Administrators Counselor	Survey results reviewed				
	Funding Sources: 199-Local - 0.00						
2) Students will participate in Red Ribbon Week activities including an outside speaker.	10	Administrators Counselor	Student participation Evaluations from speaker				
	Funding Sources: 199-Local - 0.00						
3) Miami ISD will contract for a Contraband dog to come to the campus three times a semester to search lockers and cars.	1, 10	Administrators	Continue to have zero drug referrals.				
	Funding Sources: 199-Local - 1500.00						

Goal 5: Miami ISD will ensure a safe environment conducive to student learning.

Performance Objective 2: Miami ISD will maintain an effective, coordinated, and consistent plan for discipline and classroom management as evidenced by a reduction of 5% in office referrals.

Evaluation Data Source(s) 2: High marks on parent and teacher end of year surveys in regards to student discipline.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will authentically engage students for the entire class period.	4, 9	Teachers Administrators	Walk-through documentation T-TESS Fewer office referral				
Funding Sources: 199-Local - 0.00							
2) Teachers will focus on positive reinforcement and encouragement as the primary discipline management methods		Teachers Administrators	Walk-through documentation T-TESS, Domain 5 and 6 Fewer office referrals				
3) Teachers will review the student discipline handbook with students during the first two weeks of school and consistently implement the rules.		Teachers	Fewer office referrals Parent signature sheet from handbook				
							

Goal 5: Miami ISD will ensure a safe environment conducive to student learning.

Performance Objective 3: Miami ISD will meet bi-annually for the required SHAC meetings to ensure students are physically active as required by law and a healthy lifestyle is being promoted through the district.

Evaluation Data Source(s) 3: Documentation of all meetings

Summative Evaluation 3:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 6 1) Principal, Nurse, counselor, teacher, will meet to determine the best ways to meet the needs of the students health and well-being	10	Principal	Meeting Notes Programs				

Goal 5: Miami ISD will ensure a safe environment conducive to student learning.

Performance Objective 4: Miami ISD will investigate all instances of bullying and administer appropriate punishment for confirmed bullying. Teachers will have training to know the signs of bullying and early signs of mental health issues.

Evaluation Data Source(s) 4: Miami ISD will look at end of year surveys to determine the effectiveness of bully prevention and punishment.

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Recognize students at risk of committing suicide, including students who are or may be the victims of or who engage in bullying;	1, 10	Administrators Teachers Staff counselor nurse	Office referrals surveys				
				Funding Sources: 199-Local - 0.00			
2) Recognize students displaying early warning signs and a possible need for early mental health intervention, which warning signs may include declining academic performance, depression, anxiety, isolation, unexplained changes in sleep or eating habits, and destructive behavior toward self and others; and	1, 10	administrators teachers staff nurse counselor	Complete Kognito Suicide Prevention by all teachers				
				Funding Sources: 199-Local - 0.00			
							

Goal 5: Miami ISD will ensure a safe environment conducive to student learning.

Performance Objective 5: Miami ISD will provide training to all teachers to recognize the signs of maltreatment and sexual abuse of children.

Evaluation Data Source(s) 5: 100% of teachers and staff will watch videos to learn what the signs are of child abuse as required by law.

Summative Evaluation 5:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Will work with local officials to provide the necessary trainings for teachers and staff	10	Local resources - Sheriff's office					
Funding Sources: 199-Local - 0.00							

Goal 6: Miami ISD will develop a variety of communication options to enable clear, consider, and accurate exchange of information, and understanding and implementation of policy.

Performance Objective 1: Miami ISD will enhance each classroom to aid in the improved progress of students.

Evaluation Data Source(s) 1: The District will provide teachers with the resources necessary to effectively meet the students needs.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Miami ISD will work closely with the Education Service Center by bringing in specialist to assess our needs.	3, 4, 9, 10	Admin	TAPR results are positive				

Goal 6: Miami ISD will develop a variety of communication options to enable clear, consider, and accurate exchange of information, and understanding and implementation of policy.

Performance Objective 2: All teachers have web-pages posted on the school's website with information about their conference times and class information.

Evaluation Data Source(s) 2: 100 % of teachers will have a current web-page.

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) With the help of the Technology Director, teachers will maintain an active web-page.	6	Technology director Principal	100% of teachers have a current webpage				

Goal 6: Miami ISD will develop a variety of communication options to enable clear, consider, and accurate exchange of information, and understanding and implementation of policy.

Performance Objective 3: Miami ISD will continue to seek parents' input from the District Improvement Committee and during Title I meetings.

Evaluation Data Source(s) 3: Parent survey will denote high scores on parent involvement

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The District will promote the School Community Engagement Survey to see an increase of 10 % participation on completed surveys.	6	Principal Superintendent Technology Director	10% increase in surveys completed				
Funding Sources: 199-Local - 400.00							
							

Goal 7: Miami ISD will implement and utilize updated technology to increase the effectiveness of student learning, instructional management, staff development and administration

Performance Objective 1: Miami ISD will provide current technological tools to accomplish the function of administrative and support staff to ensure students earn a high school diploma

Evaluation Data Source(s) 1: 100% of seniors will graduate

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will work with technology director to use technology more to engage learners with the current learning styles of learning	1, 3, 4, 8, 9, 10	teachers, technology director, principal	100% students graduate				

Goal 8: Miami ISD will address higher education issues. (Financial aid, dual credit, and college admissions)

Performance Objective 1: Miami ISD will provide quality guidance and counseling programs to all students to ensure that 100% of all Miami ISD graduates receives a diploma.

Evaluation Data Source(s) 1: 100% graduation rate

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Counselor will create notebooks for each senior that will contain important information like applications, deadlines, etc.		Principal	Students attend post-secondary education				
2) 100% of junior high students will complete the Career Cruising program to be introduced to careers of their interest	10	Principal Classroom Teacher CTE teacher	Reports from Career Cruising that 100% of junior high students completed the program.				
		Funding Sources: 244-Carl Perkins - 150.00					

Goal 8: Miami ISD will address higher education issues. (Financial aid, dual credit, and college admissions)

Performance Objective 2: All students will be given opportunities to learn about career choices

Evaluation Data Source(s) 2: Juniors and Seniors will be taken to job fairs. Sophomores will take the ASVAB test

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Junior and Senior students will be taken to career fairs to learn about job opportunities.		Counselor Principal					

Goal 9: Miami ISD will identify and serve At-Risk students appropriately

Performance Objective 1: Students at Miami ISD that are identified as At-Risk will receive opportunities for accelerated learning.

Evaluation Data Source(s) 1: Students will be identified as At-Risk bi-annually that meet the qualifications

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Students will be closely monitored by teachers, counselor, and admin to ensure their needs are being met.		Principal					
							

Goal 9: Miami ISD will identify and serve At-Risk students appropriately

Performance Objective 2: Students identified as At-Risk will receive interventions as necessary.

Evaluation Data Source(s) 2: 100% of all At-Risk students will receive the appropriate interventions provided by the District.

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) At Risk Students will be discussed at RTI Meetings. Their progress or lack of progress will be documented and strategies will be discussed to improve their learning.	9, 10						
							

Goal 9: Miami ISD will identify and serve At-Risk students appropriately

Performance Objective 3: Create a new high school equivalency program for students to have to an opportunity to earn their GED

Evaluation Data Source(s) 3: 100% At-Risk Students will have either a HS diploma or a GED

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Miami ISD will work with the Board of Trustees and TEA to implement a HS equivalency program so that 100% of students have a HS diploma or GED	8	Principal Counselor Superintendent HS equivalency teacher					
Funding Sources: 211-Title I - 0.00							
							







Goal 10: Miami ISD will take the necessary steps to improve attendance

Performance Objective 1: Miami ISD will strive for 98% attendance rate while maintaining at least 97% attendance.

Evaluation Data Source(s) 1: Will have a 98% attendance according to PEIMS

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 4</p> <p>1) Parents will be notified when students are absent. Attendance reports will be ran weekly. Students will be recognized at the end of the year for perfect attendance.</p>	1	Principal	Attendance Rate on PEIMS				
<p>2) Students with perfect attendance will be in a drawing each 6 weeks for that 6 weeks at a chance to win \$10.00 gift cards.</p>		Principal Attendance clerk					

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 11: Miami ISD will maintain a dropout rate that is below the state average from the TAPR subgroups.

Performance Objective 1: Miami ISD will continue to have a 0% dropout rate.

Evaluation Data Source(s) 1: 0% dropout rate and 100% completion rate

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Miami will work closely with parents and students to ensure all students stay in school.		Admin counselor	0% dropout rate				

Goal 12: Miami ISD will maintain a teacher retention rate of 5% or less each year.

Performance Objective 1: Administration will run HR reports annually to compare Miami ISD's pay to comparative districts in ESC 16.

Evaluation Data Source(s) 1: TASB HR Data

Summative Evaluation 1: Some progress made toward meeting Performance Objective

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Goal 12: Miami ISD will maintain a teacher retention rate of 5% or less each year.

Performance Objective 2: Board of Trustees will stay competitive with area schools on teacher pay, benefits, and stipends

Evaluation Data Source(s) 2: TASB HR Data

Summative Evaluation 2: Some progress made toward meeting Performance Objective

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Goal 12: Miami ISD will maintain a teacher retention rate of 5% or less each year.

Performance Objective 3: Administration will conduct exit interviews with employees that resign from the district to gain insight on how to better improve the District

Evaluation Data Source(s) 3: Employee exit interviews

Summative Evaluation 3:

TEA Priorities: 1. Recruit, support, retain teachers and principals.