

Campus Improvement Plan



Marlin High School

2018-2019

Committee Members:

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Marlin High School Campus Improvement Plan 2018 – 2019

Goal 1: Marlin High School will effectively meet the academic, social, spiritual, and physical needs of a diverse student population.

Objective 1. By being taught to the depth and complexity needed to ensure grade level success, MISD students in all sub-pops will improve in approaching and meets state average on the STAAR assessments and Domain 1 score will increase at least one point.

Objective 2. Meet the needs of all of our learners, especially at-risk sub-populations and re-testers, through programs, monitoring, appropriate intervention strategies, remediation and staff development.

Objective 3. Provide appropriate technology resources to enhance student engagement and to support rigorous, relevant instruction.

Objective 4. Provide opportunities for High School students to prepare and practice for Standardized College readiness assessments, such as ACT, SAT and TSI.

Goal 2: Encourage the active involvement of the parents and the Marlin ISD community in student learning.

Objective 1. Keep parents informed about their students' progress and encourage home-school partnerships between the parents and community to promote student achievement.

Goal 3: Provide a safe and civil environment for students and teachers through the use of Positive Behavior Intervention Strategies (PBIS), and reduce discipline referrals by 10% over 2018-2019 school year.

Objective 1. Provide classroom structure, procedures, and positive reinforcement strategies, including classroom rewards, for all students and to reduce discipline referrals by 10% over the 2018-2019 school year.

Objective 2. Work to eliminate Out of School Suspension (OSS) and discretionary DAEP placements, and reduce In School Suspension (ISS) placements by using positive reward systems, as removal from instruction negatively impacts student.

Goal 4: Increase opportunities for Marlin High students to participate in a variety of CTE courses

Objective 1. Enter into articulation agreements with local accredited institutions, such as McLennan Community College and Texas State Technical College, to allow Marlin High students the opportunity to take accredited courses on their campuses.

Objective 2. Expand CTE courses on the High School campus to include Cosmetology, Auto Mechanics, Principles of Constructions, Agricultural Education and Computer & Business.

Appendix A: State and Federal Mandates

Marlin High School Campus Improvement Plan 2018 – 2019

Goal 1: Meet the academic, social, spiritual and physical needs of a diverse student population.

<p>Performance Objective 1:</p>	<p>By being taught to the depth and complexity needed to ensure grade level success, MISD students in all sub-pops will improve in approaching and meets state average on the STAAR assessments and Domain 1 and 3 scale score will increase by at least three points.</p>					
	<p>Action Step(s)</p>					
	<p>Person(s) Responsible</p>	<p>Timeline Start</p>	<p>Timeline End</p>	<p>Resources Human/Material/Fiscal</p>	<p>Formative Evaluation</p>	<p>Documented</p>
<p>Align instruction to state standards.</p>	<p>Implement TEKS RESOURCE SYSTEM curriculum with proficiency in order to align to state standards, achieve high rigor, and achieve high levels of performance on State mandated STAAR exams.</p>					
	<p>Principal; Teachers</p>	<p>8/27/2018</p>	<p>5/31/2019</p>	<p>TEKS RESOURCE SYSTEM Curriculum, Region XII, Title funds.</p>	<p>PowerWalks, Lesson Plans, CBAs.</p>	<p>Report cards, STAAR performance</p>
<p>Instructional Systems.</p>	<p>Employ the strategies of "The Fundamental Five", Marzano, and Bloom's in the classroom daily.</p>					
	<p>Teachers; Principal</p>	<p>8/27/2018</p>	<p>5/31/2019</p>	<p>Fundamental 5 book, PD on Bloom and Marzano; PowerWalks program,</p>	<p>PowerWalk data</p>	<p>STAAR performance</p>
<p>Student Engagement.</p>	<p>Employ rigorous, engaging, student-centered activities including manipulatives, "hands-on" activities, and laboratory experiences to enhance student learning. Increase the focus on getting students actively engaged in lessons and maintaining student engagement throughout the lesson.</p>					
	<p>Teachers</p>	<p>8/27/2018</p>	<p>5/31/2019</p>	<p>TEKS RESOURCE SYSTEM, Math manipulatives, Science lab equipment, READ 180, PLC</p>	<p>CBA performance, Retention of concepts</p>	<p>Report cards, STAAR EOC results</p>

Campus administrators and teachers will meet as needed to discuss student performance data (including but not limited to teacher failure rates, course grades, and assessment scores) and implement needed interventions for student success in all classes.	Administer Curriculum Based Assessments on a regularly scheduled basis to determine the effectiveness of teaching strategies and to identify which students require additional support.					
	Teachers; Principal; Director of Teaching and Learning	8/27/2018	5/31/2019	Director of Teaching and Learning, TEKS RESOURCE SYSTEM, Eduphoria, Programs	CBA results, Deepest hole plans, meeting logs	Report cards, STAAR performance
Professional Development	Provide professional development to the staff on the construction and analysis of short term formative common assessments.					
	Principal; Teachers; Director of Teaching and Learning	8/13/2018	8/24/2018	Region XII consultant; Director of Teaching and Learning	CBA results.	Report cards, STAAR performance
Provide additional instructional support to students experiencing difficulty meeting State standards.	Provide remedial instruction, re-teaching if needed to students experiencing difficulty meeting State standards through RtI periods scheduled during the school day. Additional support will be provided by instructional programs such as Read 180 and the AVID program.					
	Teachers; Principal	8/27/2018	5/31/2019	Read180 and CBA results	CBA results, Report cards	Increased passing rates on STAAR and TELPAS
Performance Objective 2:	Meet the needs of all of our learners, especially at-risk sub-populations and re-testers, through programs, monitoring, appropriate intervention strategies and staff development. Ensure that at-risk students who are enrolled in credit recovery receive instructional guidance and support.					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
English Language Learners	Identify and monitor ELL students and provide appropriate support through a content based model by certified teachers familiar with the LPAC process.					

	Teachers; Principal; ESL Coordinator	8/27/2018	5/31/2019	TEKS RESOURCE SYSTEM, Region XII; ESL director, ESL teacher	CBA performance	TELPAS scores, STAAR performance
Limited English Proficiency	LEP students will meet or exceed a passing rate on STAAR through additional academic support during the school day.					
	Principal; Teachers	8/27/2018	5/31/2019	TEKS RESOURCE SYSTEM, Region XII; ESL director, ESL teacher	CBA scores, Report cards, TELPAS results	Number of LEP students showing improvements on STAAR
Special Education: Inclusion	Place all students with disabilities in regular education classrooms with highly qualified teachers and inclusion specialists. Monitor the progress and maintain appropriate records on all students who are disabled.					
	Teachers; Principal; Spec. Ed. Teacher	8/25/2018	5/31/2019	Region XII, Falls County Co-operative	Student progress reports, ARD meeting minutes, student IEPs, CBA results.	Report cards, STAAR results.
Special Education Identification	Reduce the number of Special Education placements by more accurately identifying students with special needs through the implementation of an effective RtI program by regular teachers, special education inclusion teachers, and area specialist.					
	Teachers; Principal; Spec. Ed. Teacher	8/27/2018	5/31/2019	Superintendent, Title I, Falls County Co-op	Number of Special Education referrals	Report cards, STAAR results
504	Review data, plan, and maintain records of students who qualify under 504. Ensure that classroom and testing accommodations are followed, provide screening for dyslexia.					
	Principal; 504 Coordinator	8/27/2018	5/31/2019	Region XII	CBA results, Read 180, CBA assessment results	Report cards, STAAR results.
Performance Objective 3:	<i>Provide appropriate technology resources to enhance student engagement and to support rigorous, relevant instruction.</i>					

Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Educational Technology	Increase active student involvement and student-centered instruction through the use of educational technology, by providing students and teachers with interactive on-line resources, productivity tools, and communication tools to enhance traditional instructional methods.					
	Tech Coordinator; Teachers	8/27/2018	5/31/2019	IMA, local funds	Teacher lesson plans, PowerWalk data	Texas StaR chart
Performance Objective 4:	<i>Provide opportunities for High School students to prepare and practice for Standardized College readiness assessments, such as ACT, SAT, and TSI.</i>					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
College readiness preparation	Employ the instructional methods outlined in study guides provided by the organizations that support the ACT, SAT, and TSI programs during times set aside and scheduled for remediation and enrichment.					
	Secretary; Principal	8/27/2018	5/31/2019	Local funds	Daily attendance monitoring	TAPR report

Goal 2: Encourage the active involvement of the parents and the Marlin ISD community in student learning.

Performance Objective 1:	<i>Keep parents informed about their student's progress and encourage home-school partnerships among the parents and community to promote student achievement.</i>					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Student progress reporting to parents	Send home progress reports every 3 weeks and report cards every 6 weeks.					

	Teachers; Secretary	9/20/2018	5/27/2019	TeXis, Local funds	Signed behavior sheets, progress reports, and report cards.	Parent Contact Logs, Signed report cards
Teacher collaboration with parents	Contact parents and set up conferences when academic or behavioral concerns arise.					
	Teachers; Principal; School Counselor	8/27/2018	5/31/2019	Campus secretary	Teachers' documentation, referrals, CBA results, progress reports.	Report card, STAAR results.
Building home-school relationships	Hold events at the school that encourage students' parents and families to help form relationships with faculty and staff. These events include "Meet the Teacher", "Open House", and AVID events.					
	Teachers; Principal	8/27/2018	10/12/2018	Cafeteria staff, maintenance and custodial staffs.	Increased attendance at community functions.	Increased communication between teachers and parents.
Community Involvement	Prepare for and present a musical Christmas program and Spring Band Concert each year.					
	Band Director	8/27/2018	3/39/2019	Use of gym or auditorium.	Attendance at program.	Parent sign-in sheet

Goal 3: Provide a safe and orderly environment for students and teachers through the use of Positive Behavior Intervention Strategies (PBIS), and reduce discipline referrals by 20% over 2018-2019 school year.

Performance Objective 1:	<i>Provide classroom structure, procedures, and positive reinforcement strategies for all students and to reduce discipline referrals by 20% over the 2018-2019 school year.</i>					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
	Implement a system of PBIS within each classroom based on the Tough Kids program including class rules and procedures, rewards for good behavior.					

School-wide PBIS program.	Teachers, Principal,	8/27/2018	5/31/2019	Tough Kids program, Conscious Discipline	Parent and Student conferences with Administration..	PEIMS discipline report
Positive reinforcement	Teachers who are frequently observed using excessively negative, punitive, or humiliating forms of classroom discipline will be required to submit a corrective action plan to the principal.					
	Principal; Teacher, School Counselor	8/27/2018	5/31/2019	Campus Principal	teacher documentation, Student conferences	Report card, STAAR results.
On Campus Intervention (OCI)	Students who do not respond to regular classroom PBIS strategies will be placed into an OCI classroom where they will be taught acceptable social behaviors and receive counseling to help resolve problems					
	Principal, Teacher, Counselor, OCI teacher	8/28/2017	5/25/2018	Campus Principal, OCI teacher	Parent and Student conferences with Administration	Reduced incidences of multiple disciplinary placements
Performance Objective 2:	<i>Work to eliminate Out of School Suspension (OSS) and discretionary DAEP placements, and reduce In School Suspension (ISS) placements by using positive reward systems, as removal from instruction negatively impacts student achievement.</i>					
Need Addressed	Action Step(s)					
OSS and DAEP	Eliminate OSS and discretionary DAEP placements					
	Principal	8/27/2018	5/31/2019	Principal, Assistant Principal	Student conferences with Administration	PEIMS discipline reports.
ISS	Consider ISS placement for short terms only, and when student safety is a consideration.					

	Principal	8/27/2018	5/31/2019	Principal, Assistant Principal	Student conferences with Administration	PEIMS discipline reports.
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Goal 4: Increase opportunities for Marlin High School students to participate in a variety of Career Technical Education courses.

Performance Objective 1:	Enter into articulation agreements with local accredited institutions, such as McLennan Community College and Texas State Technical College, to allow Marlin High School students the opportunity to take accredited courses on their campuses.					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Participation in MCC and TSTC programs	Enhanced ability for students to gain technical training.					
	Principal, Counselor, CTE staff	8/27/2017	5/31/2019	Local funds	Certifications	Follow up on graduates use of programs and their achievements
Performance Objective 2:	Expand CTE courses on the High School campus to include Cosmetology, Auto Mechanic, Principles of Construction, Agricultural Education and Computer& Business.					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Increase and monitor student enrollment in CTE programs and student organizations	Promote student organizations as they relate to CTE programs of study, actively recruit students to participate in CTE student organizations, monitor student organization activities and participation					
	CTE Director CTE Teachers Counselor	8/27/2018	5/31/2019	Local funds	Certificates Licensed	Student data Certificates Meeting agendas

APPENDIX A: STATE AND FEDERAL MANDATES

Performance Objective 1:	Bullying Prevention					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Bullying Prevention	All campuses will implement and support MISD anti-bullying policies, guidelines and procedures designed to reduce bullying.					
	Principal; Counselor	8/27/2018	5/31/2019	Campus budgets	Discipline referrals	Discipline reports
Bullying Prevention	All faculty and administrators will watch on-line bullying video training series.					
	Teachers; Principal; Counselor	8/27/2018	5/31/2019	Texas School Safety Center website.	Documentation of video training completion.	Bullying reports
Performance Objective 2:	Child Abuse and Sexual Abuse Prevention					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Child Abuse and Sexual Abuse Prevention	All faculty will receive training on recognizing child abuse, the legal responsibilities and procedures for the reporting of child abuse.					
	Teachers; Principal; Counselor; Nurse	8/27/2018	11/19/2018	Texas Department of Family Services website	Completion certification.	Completion certification.
	All faculty will support and implement the MISD policies, guidelines and procedures for reporting child abuse					

Child Abuse and Sexual Abuse Prevention	Teachers; Principal; Nurse; Counselor	8/27/2018	5/31/2019	MISD Board policy	Counselor documentation	Counselor documentation
Performance Objective 3:	Coordinated Health - SHAC Council					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Coordinated Health - SHAC Council	The SHAC council will meet 4 times a year.					
	Nurse; Principal; Cafeteria Manager	8/27/2018	5/31/2019	Local funds	Minutes of SHAC meeting	Minutes of SHAC meeting
Coordinated Health - SHAC Council	The council will provide the MISD Board an annual report of their activities for the year.					
	Nurse; Principal; SRO, Cafeteria Manager	8/27/2018	5/31/2019	Local funds	Report to Board	Board minutes
Performance Objective 4:	Dating Violence Awareness					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Dating Violence	Provide staff training on relationship abuse awareness, detection and prevention					
	Principal; Counselor	8/27/2018	5/31/2019	Counselors, School nurse.	Anecdotal campus report	Discipline referrals
Dating Violence	The school counselor will conduct guidance lessons on conflict resolution and how to promote healthy relationships.					

	Counselor; Teachers	8/27/2018	5/31/2019	School counselor	Anecdotal campus report	Discipline referrals
Performance Objective 5:	Discipline Management - Safe Environment					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Discipline Management	Provide training in Positive Behavior Management Strategies through Tough Kids training.					
	Teachers; Principal	8/27/2018	5/31/2019	Principal	Sign in sheets	Discipline referrals
Discipline Management	Implement alternative options to ISS or DAEP placement, such as an OCI program.					
	Principal; Teachers	8/27/2018	5/31/2019	Administrators	TeXis	Monthly discipline reports.
Performance Objective 6:	Drug and Alcohol Abuse Prevention					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Drug and Alcohol Abuse Prevention	Implement the DARE curriculum at the 5th grade, 7th grade, and 11th grade in order to decrease the tendency of students to become involved in drug and alcohol abuse.					
	Teachers	8/27/2018	5/31/2019	Counselor, Truancy officer	Anecdotal campus reports	DARE completion diplomas
Drug and Alcohol Abuse Prevention	Present a DARE/Red Ribbon Week annually, with a pep-rally and daily themes.					

	Principal	10/22/2018	11/02/2018	Cheerleaders, Band	Anecdotal campus reports	Pep rally schedule
Performance Objective 7:	Gifted and Talented Program					
Need Addressed	Action Step(s)					
	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Gifted and Talented Program: High School	Provide access to Pre-Ap, AP, Dual-Enrollment, and Concurrent enrollment classes to all eligible students.					
	Teachers; Principal, Counselor	8/27/2018	9/28/2018	Local funds, College Board, McLennan Community College	Number of students enrolled in advanced classes	Number of students passed advanced classes, number of students earning college credits
Gifted and Talented Program: All Levels	Provide training on developing different classroom strategies to provide rigorous and engaging instruction for gifted and talented students.					
	Principal	9/4/2018	9/28/2018	Region XII	Sign-in sheets	Sign-in sheets
Performance Objective 8: Need Addressed	Highly Qualified Teachers and Paraprofessionals					
Highly Qualified Teachers and Paraprofessionals	Recruit highly qualified teachers and staff by offering an attractive salary and benefits package, advertising position openings on several educational job posting sites, job fairs, and the district web site.					
	Principal	3/18/2019	8/2/2019	Region XII, TASA, district web site	Number of visits to the job posting sites, number of	Number of highly qualified faculty and staff hired.

					completed applications.	
Highly Qualified Teachers and Paraprofessionals	Provide teachers and staff with professional development opportunities to maintain highly qualified status, and improve professional capability and satisfaction. New teachers will be paired with experienced team mentors,					
	Principal	8/13/2018	1/17/2019	Region XII, Title II A	Professional Development records.	Retention of highly qualified faculty and staff.
Performance Objective 9: Need Addressed	Suicide Prevention					
Provide training for suicide prevention	Faculty and staff will receive training in preventing student suicide.					
	Counselor	9/10/2018	11/14/2018	Region III	Training sign-in sheets	Training sign-in sheets
Performance Objective 10: Need Addressed	College and Post-Secondary Readiness					
College and Post-Secondary Readiness: All Levels	Create a culture of college and redefine and support post-secondary career education options in order to best serve all students.					
	Teachers; Principal; Counselor	8/27/2018	5/31/2019	Local funds	Graduation plans, student CTE career tracks	Graduation Surveys
College and Post-Secondary Readiness: All Levels	Align college readiness assessments, including STAAR, TSI, SAT, and ACT, and design an intervention framework to ensure college or post-secondary readiness for all students.					
	Teachers; Principal; Counselor	8/27/2018	5/31/2019	Local funds	Graduation plans, CTE career tracks	Graduation tracker data
	College Admissions and Post-Secondary information will be provided to all students.					

College and Post-Secondary Readiness: High School	Counselor; Principal	8/27/2018	5/31/2019	Local budgets, college recruiters, CTE advisors	Graduation plans	Acceptance letters to post-secondary institutions
College and Post-Secondary Readiness: High School	Students will complete the financial aid process (FAFSA) by the end of their 11th grade year, and complete scholarship application forms for eligible scholarships.					
	Counselor; Principal	8/27/2018	5/31/2019	FAFSA web-site, scholarship granting organizations	Number of students completing the financial aid application process	Number of students receiving financial aid.
College and Post-Secondary Readiness: High School	Counseling and career guidance will be available to help students with certification and technical opportunities.					
	Counselor; Principal; CTE Teacher	8/27/2018	5/31/2019	Local funds, CTE coordinator	Career pathway graduation plans	Number of students receiving certifications or qualifying for post-secondary career programs
College and Post-Secondary Readiness: High School	Provide College and Military recruiters a venue to meet with students throughout the year.					
	Counselor; Principal	8/27/2018	5/31/2019	Local funds	Schedule of recruiter visits	Number of students meeting with recruiters
College and Post-Secondary Readiness: High School	Pre-AP, AP, Dual-Enrollment, and Concurrent Enrollment courses will be open enrollment for all students.					
	Counselor; Principal	8/27/2018	5/31/2019	Local funds, College Board, McLennan Community College, Region XII	Number of students enrolled in Pre-AP, AP, Dual-	Number of students passing and earning credit in Pre-AP,

					Enrollment, and Concurrent Enrollment classes	AP, Dual-Enrollment, and Concurrent Enrollment classes
Performance Objective 11:	Marlin High School will conduct a Comprehensive Campus Needs Assessment.					
Need Addressed	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented	
Comprehensive Needs Assessment	Examine student, teacher, school and community strengths and weaknesses using a variety data gathered from multiple sources.					
	Principal; Director of Teaching and Learning; Superintendent	9/4/2018	5/31/2019	Local Funds, Eduphoria, Region XII, TAPR	Surveys and objective data	Campus Improvement Plan
Performance Objective 12:	Coordination and Responsible Use of Fiscal Resources					
Need Addressed	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented	
Coordination and Responsible Use of Fiscal Resources	Coordinate and integrate Federal, State and Local funds efficiently and responsibly.					
	Principal	6/4/2018	5/31/2019	Business manager, Superintendent	Budgets, audits	FIRST report