MILLER GROVE ISD

District Improvement Plan
2018/2019

Steve Johnson

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MILLER GROVE ISD

Mission

Molding students for success by fostering creativity, strong work ethic, academic excellence, and respect for self and others.

Vision

Growing impactful "Team Players" through Academics, Agriculture, Arts, and Athletics.

MILLER GROVE ISD Site Base

Name	Position
Bessonett, Cherrie	Special Education Teacher
Billingsley, Gary	High School Principal
Fox, Bo	Local Law Enforcement/Parent
Fox, Jaime	Elementary Principal
George, Clint	Parent
Hasten, Mike	Business/Community Member
Hudson, Emma	Business Teacher
Mccreight, Ginger	Teacher
Moseley, Davy	Technology Director
Sparks, Jacque	Parent

MILLER GROVE ISD

Goal 1.   Miller Grove ISD will prepare students academically for post-secondary pathways, by provide learning opportunities and programming that allows all students to develop emotional maturity, professionalism, technical abilities, and an awareness of post-secondary options.

Objective 1.   All students will reach a satisfactory or advanced level of performance on state assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Individualized intervention plans will be developed and utilized to provide an intensive program of intervention for all low performing students. (Title I SW: 9,10) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Special Ed. Director, Teacher(s)	Aug. 2018-June 2019	(F)Title 1 A Improving Basic Programs	Formative - Increased student performance in all academic areas. Report cards, Star E results for PK-2, Star R results for 6-10, and prior year STAAR/EOC results.
2. Teachers will use DMAC to study data driven reports on student performance and to plan for effective interventions. (Title I SW: 9) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	Aug. 2018-June 2019	(F)Title 1 A Improving Basic Programs	Formative - Increased student performance in all areas of assessment.
3. Writing strategies will be incorporated into all areas of the curriculum and through the use of vertical planning conventions, grammar will be targeted in each grade level. Students will learn to answer questions in complete sentences, orally and in writing. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018 - June 2019	(L)Local	Formative - Increased improvement in student writing skills. Prior STAAR scores will be compared.
4. Teachers will be included in decisions regarding academic assessments including benchmarks which will be administered in the four core content areas twice annually to assess student progress and plan interventions before state testing. (Title I SW: 8) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	October 2018-March 2019	(L)DMAC, (S)Previous state released tests	Formative - Increased student performance in core content area assessments.
5. Tutorials will be provided before school to provide intense interventions for struggling students. (Title I SW: 9) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Special Ed. Director, Teacher(s), Technology Director	Aug. 2018-June 2019	(F)Title 1 A Improving Basic Programs	Formative - Students will show significant improvement on all levels of state assessment
6. An activity period will be added to the JH/High school schedule for students to be placed into 3 categories and moved as needed. 1)STAAR/Academic Assistance	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	Aug. 2018-June 2019	(L)Local, (S)Previous state released tests	Formative - Individual teacher assessments of students as well as STAAR scores.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
2)UIL/Academics; 3)Homework Assistance/Tutorial. (Title I SW: 9) (Target Group: All)				

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Objective 2.   Miller Grove ISD will implement focused classroom strategies and use supplemental programs to increase the academic achievement of all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. In the area of ELAR: All students will advance one or more grade levels in reading. Instructional emphasis will focus on vocabulary and higher level thinking skills. K-5 Daily Five teaching strategy for reading and writing will be implemented by HQ teachers. Guide reading groups in K-5 will be conducted by HQ teachers. PK teacher uses researched based curriculum. Learning centers are changed weekly to reinforce classroom learning and to reinforce differentiated instruction. PK teacher uses circle assessment each six weeks with 3 yr. olds and Frog Street assessment every six weeks with 4 yr. olds. Pk-2 teacher benchmarks reading twice a year with Star Early assessment and results are shared and passed on to the next grade level. Principal, PK - 2nd teachers meet to discuss curriculum goals for better transitioning of grade levels. All students who did not pass reading on the state assessment test will attend tutorials based upon the comprehensive needs assessment (Title I SW: 1,2,7,8,9,10) (Target Group: All,AtRisk)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	Aug. 2018-June 2019	(L)APEX, (L)Mentoring Minds, (L)Spelling City, (L)STAR Early, (L)Starfall, (L)Storyline Online, (S)iStation, (S)Think Thru Math	Formative - Ongoing analysis of ACT/SAT, PSAT testing. Ongoing analysis of STAR Early results. Ongoing analysis of iStation reports. Ongoing analysis of state testing results. PK - Frog Street assessment every six weeks.
2. In the area of science: Students will show growth on all of objectives on state testing	Principal(s) - Jaime Fox; Gary Billingsley, Superintendent(s) -	Aug. 2018-June 2019	(L)APEX, (L)DMAC, (L)Studies Weekly, (S)Online Learning	Formative - Analysis of state assessment results.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
based upon the comprehensive needs assessment. Students in grades 6-12 will participate in a school science fair. Students in grades PK-12 will engage in hands-on science experiments. PK teacher will use researched based curriculum and assessment information will be discussed with principal and kindergarten teacher. A HQ science teacher from the campus will participate in a science cohort thru the Region 8 Service Center and provide training and instructional strategies to other science teachers in the district. (Title I SW: 1,3,4,7,10) (Target Group: All)	Steve Johnson, Teacher(s), Technology Director		Exchange-Science, (S)Region 8 Service Center, (S)STEMscopes Online Science	Evaluation of ACT/SAT and PSAT results. Analysis of student performance in online science programs.
3. In the area of math: Students will show growth each year in all objectives on state testing. HQ teachers will place emphasis on basic facts and concepts in grades Pre-K thru 5th grades. PK teacher uses research based curriculum and goals will be discussed regularly with campus principal and kindergarten teacher. In grades 6-8, emphasis will be placed on basic facts, functions, and concepts thru an additional math class. All students who did not pass math on the state test will attend tutoring. (Title I SW: 2,3,7,9)	Principal(s) - Jaime Fox; Gary Billingsley, Special Ed. Director, Teacher(s), Technology Director	Aug. 2018-June 2019	(L)APEX, (L)Compensatory Education, (L)Mentoring Minds, (S)Think Thru Math	Formative - Analysis of state testing results. Ongoing analysis of special resource programs reports. Benchmark testing.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Target Group: All,AtRisk)				

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Objective 3. All students will be given opportunities and and will be encouraged to participate in post-secondary activities

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will be provided opportunities to participate in ACT testing preparation workshops instructed by a HQ teachers. (Title I SW: 2,3,9) (Target Group: 9th,10th,11th,12th)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	Aug. 2018-June 2019	(L)Local	Formative - Increased performance on college entrance exams.
2. Dual credit courses taught by HQ teachers will be offered at a reduced tuition rate. (Title I SW: 2,3) (Target Group: 10th,11th,12th)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	Aug. 2018-June 2019	(L)Local	Formative - Increased number of students graduating with some completed college course work.
3. All students will be informed of and encouraged to complete college entrance requirements. (Title I SW: 2) (Target Group: 9th,10th,11th,12th)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	Aug. 2018-June 2019	(L)Local	Formative - Increased number of students seeking and completing post-secondary training. PJC Talent search comes once a month and speaks with the children.
4. An accelerated program of instruction will be offered for students in need of credit recovery and/or at-risk to drop out. (Title I SW: 9) (Target Group: All,AtRisk)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	August 2018-June 2019	(L)APEX	Formative - 100% graduation completion rate will be maintained.
5. Students will be given the opportunity to attend college/career days and learn about professionalism. (Title I SW: 10) (Target Group: H,W,AA,ECD,ESL,Migrant,LEP,SPED,GT,CTE,M,F,AtRisk,Dys,504,8th,9th,10th,11th,12th)	Principal(s) - Jaime Fox; Gary Billingsley	October 2018 & April 2019	(L)Local, (S)Region 8 Service Center	Formative - Increased number of students interested in post secondary education.
6. Students will be able to complete various activities within the classroom to enhance their technological abilities. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018-May 2019	(L)Local, (S)CTE Funds	Formative - Increased student participation of Google classroom and student emails.

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Objective 4. Equitable and exceptional quality opportunities will be provided in all programs for all students including GT, LEP, Dyslexic, Migrant, At-Risk, Economically disadvantage, and Special Needs students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Differentiated instructional practices will be used to address the various learning modalities. (Title I SW: 9) (Target Group: ECD,ESL,Migrant,LEP,SPED,GT)	Principal(s) - Jaime Fox; Gary Billingsley, Special Ed. Director, Teacher(s), Technology Director	August 2018-June 2019	(F)IDEA Special Education, (F)Title 1 A Improving Basic Programs, (S)School Graduation Programs	Formative - Increased student performance in all areas by all areas of student populations.
2. Modified instruction, accommodations, tutorials and intervention classes will be provided for students in need of intervention. (Title I SW: 9) (Target Group: SPED,Dys,504)	Principal(s) - Jaime Fox; Gary Billingsley, Special Ed. Director, Teacher(s)	August 2018-June 2019	(L)Local, (S)Special Education	Formative - Increased performance of students in special programs.
3. Students will have opportunities to pursue their interest in fine arts through art and drama classes conducted by HQ teachers. (Title I SW: 3) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018-June 2019	(L)Local	Formative - Increased student participation in the fine arts.
4. Human sexuality instruction will be provided through health classes with an emphasis on pregnancy prevention through abstinence and disease prevention. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	September 2018-October 2019	(L)Local	Formative - Reduced number of students in need of pregnancy related services.
5. Students will have the opportunity to compete in academic UIL events in the areas of math, science, literature, speech, current events, journalism, drama and computer-related activities. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), UIL Coordinator	Dec 2018 & May 2019	(L)Local	Formative - Increased number of students competing in UIL and qualifying for academic scholarships through academic performance.
6. A well-structured foreign language program will be maintained and students will have the opportunity to participate in Spanish competitions. (Title I SW: 2,3) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	August 2018-June 2019	(L)Local	Formative - Increased fluency of students in foreign language and an increased opportunity for scholarships based upon participation in the Spanish competition.
7. Career and technology courses will be	Principal(s) - Jaime Fox; Gary	August 2018-	(S)CTE Funds	Formative - Increased

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Objective 4.   Equitable and exceptional quality opportunities will be provided in all programs for all students including GT, LEP, Dyslexic, Migrant, At-Risk, Economically disadvantage, and Special Needs students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
provided to meet the needs of a diverse student population and will allow them the opportunities to participate in CTE competitions. (Title I SW: 9) (Target Group: All)	Billingsley, Teacher(s), Technology Director	June 2019		participation and performance of student in CTE areas.

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Objective 5.   Students who achieve outstanding levels of performance will be recognized.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students who are in good standing in academics, attendance, and discipline will qualify for exemptions from semester exams. (Title I SW: 8) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	December 2018 & May 2019	(L)Local	Formative - An increased number of students will qualify for exemptions.
2. Local media will be notified, social media and the school website will be updated of outstanding achievements by students and student groups. (Title I SW: 6) (Target Group: All)	Staff Members, Teacher(s), Technology Director	August 2018-June 2019	(L)Local	Formative - Increased community awareness and student recognition.
3. An academic awards program will be held to recognize outstanding students. (Title I SW: 6) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	May 2019	(L)Local	Formative - Increased student performance in all areas.

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Goal 2. Miller Grove ISD will create and maintain a healthy, safe, orderly, and welcoming learning environment that is critical to educating and preparing all of our students in order to achieve their highest potential and become productive citizens that contribute to society.

Objective 1. Miller Grove will develop and maintain a safe and secure learning environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A County School Cooperative Alternative Education Center will be maintained. (Title I SW: 9,10) (Target Group: All)	Staff Members	August 2018-June 2019	(L)FTE - 2, (S)State Compensatory - $8,000	Formative - A safe school environment will be maintained and good educational instruction will continue.
2. A firm, fair and consistent discipline management plan will be reviewed and implemented each year. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018 & January 2019	(L)Local	Formative - Fewer student disciplinary placements and increased student feelings of safety and security.
3. All facilities will remain locked during the school day to minimize unauthorized access. (Title I SW: 10) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Staff Members, Teacher(s)	August 2018-June 2019	(L)Local	Formative - Increased school safety and improved safety audit ratings.
4. School personnel will receive training at the beginning of each year on safe school procedures. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Staff Members, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director	August 2018	(L)Local	Formative - Safe school environment will be maintained and a better rating on the safety audit will be obtained.
5. School administrators will maintain a positive cooperative relationship with local authorities. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Superintendent(s) - Steve Johnson	August 2018-July 2019	(L)Local	Formative - Increased community support in the school and quick response time during emergencies.
6. A wide variety of strategies including morning detention and lunch detention will be utilized to maintain a safe orderly environment and reduce the number of students placed in ISS or DAEP. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018-June 2019	(L)Local	Formative - Better campus discipline and fewer referrals to DAEP.
7. Miller Grove ISD will expand the elementary	Principal(s) - Jaime Fox; Gary	Oct. 2018	(L)Local, (L)Property Taxes	Formative - Better stimulating

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Objective 1.   Miller Grove will develop and maintain a safe and secure learning environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
school building within one year to meet the comprehensive needs assessment of the district. (Title I SW: 1,7) (Target Group: PRE K,K,1st,2nd,3rd,4th,5th)	Billingsley, Superintendent(s) - Steve Johnson			environment for PreK-5 learners and teachers.
8. Miller Grove ISD will add a secure entry door to the secondary school building, which will require visitors to be buzzed in by the secretary.		August 2018		

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Goal 2.   Miller Grove ISD will create and maintain a healthy, safe, orderly, and welcoming learning environment that is critical to educating and preparing all of our students in order to achieve their highest potential and become productive citizens that contribute to society.

Objective 2.   Miller Grove ISD will become a drug-free environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Programs including student leadership, character education, conflict resolution, health awareness, and drug and alcohol abuse awareness will be provided throughout the year. (Title I SW: 10) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018 - June 2019	(L)Local, (S)Hopkins County Law Enforcement	Formative - A safe and drug-free environment will be maintained.
2. Random and thorough searches will be made to prevent the presence of prohibited items such as drugs, alcohol and weapons on campus. (Title I SW: 10) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley	August 2018- June 2019	(L)Local, (S)Hopkins County Law Enforcement	Formative - A safe and drug-free environment will be maintained.
3. 5th graders will participate in the D.A.R.E program. (Title I SW: 10)	Hopkins County Law Enforcement, Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018- December 2019	(L)Local, (S)Hopkins County Law Enforcement	Formative - A safe and drug-free environment will be maintained.

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Goal 2. Miller Grove ISD will create and maintain a healthy, safe, orderly, and welcoming learning environment that is critical to educating and preparing all of our students in order to achieve their highest potential and become productive citizens that contribute to society.

Objective 3. All participants at Miller Grove ISD will be trained and proficient in safety and emergency procedures.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Staff and students will practice emergency drills and procedures on a routine basis. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Staff Members, Teacher(s)	August 2018-June 2019	(L)Local	Formative - Safe and efficient management of all participants during times of crisis.
2. A team of staff members will be trained and certified in the use of an Automated External Defibrillator, which will be available at all functions, and in CPR and first aid procedures. (Target Group: All)	Staff Members	August 2018	(L)Local	Formative - Safe and efficient management of all participants during times of crisis.
3. Staff members will train to students to handle an active shooter incident on campus. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018-May 2019	(L)Local, (S)Hopkins County Law Enforcement	Formative - Safe and efficient management of all participants during times of crisis.

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Goal 2.   Miller Grove ISD will create and maintain a healthy, safe, orderly, and welcoming learning environment that is critical to educating and preparing all of our students in order to achieve their highest potential and become productive citizens that contribute to society.

Objective 4.   Miller Grove ISD will provide assistance to students in need of health related issues.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Pregnancy related services: Students may be provided counseling, transportation, compensatory education home instruction, and schedule modifications. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Staff Members, Teacher(s), Technology Director	August 2018- June 2019	(L)Local, (S)Texas Dept. of Health Services	Formative - Assessment of student progress through report cards and state assessments.
2. Ongoing professional development for anti-bullying, youth mental health training, and sexual abuse training. (Title I SW: 9,10) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Staff Members, Teacher(s)	August 2018, January 2019, May 2019	(S)Region 8 Service Center	Formative - Less discipline referrals and higher student performance.

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Goal 3.   Miller Grove ISD will have 100% of its teachers highly qualified and will provide high-quality, on-going staff development to maintain this status

Objective 1.   Staff development opportunities will be provided to ensure that all staff are prepared to meet local, state, and federal requirements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HQ secondary science teachers will attend Region 8 science cohort and train other science teachers in the district. (Title I SW: 4,9) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Superintendent(s) - Steve Johnson, Teacher(s)	August 2018-June 2019	(L)Local, (S)Region 8 Service Center	Formative - Effectiveness of the teacher in the classroom and improved state testing results.
2. Teachers will attend approximately 30 hours of content related professional development thru workshops, conferences, or college courses. (Title I SW: 4) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018 - June 2019	(L)Local, (L)Relevant conferences, (S)Region 8 Service Center	Formative - PDAS yearly evaluations.
3. New teachers assigned mentor teachers and attend new teacher training at the Regional Service Center. (Title I SW: 4,9) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018-June 2019	(L)Local, (S)Region 8 Service Center	Formative - PDAS yearly evaluations.
4. Staff members will be offered 2 days in May for attending professional development related to their assignments outside of their contract period. (Title I SW: 4) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	June 2018, July 2018, August 2018	(L)Relevant conferences, (S)Region 8 Service Center	Formative - All teachers will be highly qualified. Completed conference or workshop certificates and post graduate academic course grades.
5. Staff members will be provided professional development opportunities based on need, and fees and travel will be provided by the district. (Title I SW: 4,10) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018-June 2019	(L)Local, (L)Relevant conferences, (S)Region 8 Service Center	Formative - Improved instruction and improved scores on state testing.
6. Professional development for all staff will be provided on an on-going basis in the areas of technology, classroom management, and instruction practices. (Title I SW: 4) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	August 2015, January2016, May2016	(L)Local, (S)Region 8 Service Center	All teachers will be prepared to meet local, state, and federal requirements.
7. PK, Kindergarten, and 1st grade teachers attend early childhood conference every summer to collaborate and learn. (Title I SW: 3,4,5,7,8,10) (Target Group: PRE K,K,1st)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	July 2019	(L)Local, (S)Region 8 Service Center	Formative - Effectiveness of the teacher in the classroom and smooth transitioning from PK-1 grades.

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Goal 3.　　Miller Grove ISD will have 100% of its teachers highly qualified and will provide high-quality, on-going staff development to maintain this status

Objective 1.　Staff development opportunities will be provided to ensure that all staff are prepared to meet local, state, and federal requirements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. PK teachers attends PK cohort at Region 8 service center and attends continuous professional development workshops throughout the year in association with the cohort. (Title I SW: 3,4) (Target Group: PRE K)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	July 2018-May2019	(S)Region 8 Service Center	Formative - Continuous assessments throughout the school year to assess student progress.
9. Vertical alignment will occur within grades PK-2, core 3-12 courses, with focus on transitioning from one grade level to the next. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018-June 2019	(L)Local	Formative - Gaps in instruction within core classes will be closed.

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Goal 3.   Miller Grove ISD will have 100% of its teachers highly qualified and will provide high-quality, on-going staff development to maintain this status

Objective 2.   Miller Grove will recruit and maintain highly qualified educators.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will provide an above base $2000 stipend. (Title I SW: 5) (Target Group: All)	Superintendent(s) - Steve Johnson	September 2018-August 2019	(L)Local	Formative - Stipend will attract teachers to the district and promote positive staff morale.
2. The campus and district administration will implement teacher appreciation activities. (Title I SW: 5) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley	August 2018-June 2019	(L)Local	Formative - More positive staff morale and higher retention rate.
3. Experienced mentor teachers will be assigned to new teachers. (Title I SW: 5) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley	August 2018-June 2019	(L)Local	Formative - Highly qualified teachers will be recruited and retained.
4. An annual review of all professional and paraprofessional credentials will be conducted and updated as needed. (Title I SW: 3) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley	September 2018	(L)Local	Summative - All staff will be highly qualified.
5. Teachers will be given the opportunity to observe master teachers while teaching in their classrooms. (Title I SW: 3,4) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018-June 2019	(L)Local	Summative - Cooperative staff development with teachers gaining better knowledge of various teaching strategies.
6. Principals will monitor the effectiveness of teachers by walk-throughs. (Title I SW: 3) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley	August 2018-June 2019	(L)Local	Summative - Improved teaching strategies and classroom management.

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Goal 4. Miller Grove ISD will implement strategies in which will engage families, educators, businesses, and other community members in the educational process.

Objective 1. Higher academic student achievement and increased readiness for college and career will be a cooperative effort between the school, parents, and community members.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. At the secondary level, implementing new programs/presentations such as a science fair, theatre performances, choir, and random events that may occur; example: National Honor Society induction. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018-June 2019	(L)Local	Summative - Feedback from school community and parents.
2. Yearly PSAT testing offered to 10th and 11th grade students on campus. (Title I SW: 2) (Target Group: 10th,11th)	Principal(s) - Jaime Fox; Gary Billingsley	October 2018	(L)Local	Summative - Assess student progress for college readiness through PSAT scores.
3. Offering of dual-credit courses in high school by HQ teachers thru the association of an accredited community or junior college. (Title I SW: 2,3) (Target Group: 11th,12th)	Principal(s) - Jaime Fox; Gary Billingsley, Superintendent(s) - Steve Johnson, Teacher(s)	August 2018-June 2019	(L)Local	Summative - Assess student progress thru report cards and college transcripts.

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Goal 4. Miller Grove ISD will implement strategies in which will engage families, educators, businesses, and other community members in the educational process.

Objective 2. Parents will be informed of student progress and activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Miller Grove ISD will utilize an automated phone system to inform parents of campus activities. (Title I SW: 6) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Superintendent(s) - Steve Johnson, Technology Director	August 2018-June 2019	(L)Local	Summative - Increased parental awareness of school activities.
2. Teachers and administrators will use email to keep parents informed of student progress, student assignments, and activities. (Title I SW: 6) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	August 2018-June 2019	(L)Local	Summative - Increased parental awareness and involvement.
3. Parents will have access to attendance and grade information through a web-based grade book portal. (Title I SW: 6) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Secretary - Laurie Meadows, Teacher(s), Technology Director	August 2018-June 2019	(F)Title 1 A Improving Basic Programs, (L)Local	Summative - Increased parental involvement and increased student achievement.
4. Printed grade reports will be sent to parents every three weeks. (Title I SW: 6) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Secretary - Laurie Meadows, Teacher(s), Technology Director	August 2018-June 2019	(L)Local	Summative - Increased parental involvement and increased student achievement.
5. The campus will host an annual "Meet the Teacher" night. (Title I SW: 6) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	August 2018	(L)Local	Summative - Increased parental involvement.
6. An orientation will be held prior to the beginning of school for incoming freshmen and parents. (Title I SW: 6) (Target Group: 9th)	Principal(s) - Jaime Fox; Gary Billingsley, Technology Director	August 2018	(L)Local	Summative - Smooth transition from middle school to high school and increased parental involvement.
7. Parents will be invited to participate in various campus committees and organizations. (Title I SW: 6) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Superintendent(s) - Steve Johnson	August 2018 - June 2019	(L)Local	Summative - Increased parental involvement.
8. Elementary school will hold annual open house, parents will be invited and encouraged to attend all field trips. (Title I SW: 6,10)	Parent(s), Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	Aug 2018-June 2019	(L)Local	Summative - Community and student engagement assessment.

MILLER GROVE ISD

Goal 4. Miller Grove ISD will implement strategies in which will engage families, educators, businesses, and other community members in the educational process.

Objective 2. Parents will be informed of student progress and activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Target Group: PRE K,K,1st,2nd,3rd,4th,5th)				
9. A PK-5 monthly newsletter will be sent home to keep parents informed of upcoming activities and PK will provide a monthly calendar with daily activities that parents can do with their student. (Title I SW: 6) (Target Group: PRE K,K,1st,2nd,3rd,4th,5th)	Parent(s), Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	Aug. 2018-June 2019	(L)Local	Summative - Community and parent involvement.
10. An elementary and a district Facebook page will be serviced regularly to inform parents, students, and community of school activities and accomplishments. (Title I SW: 6) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director	Aug. 2018-June 2019	(L)Local	Summative - Community and student engagement assessment.
11. Elementary school will offer an incentive of winning a Kindle Fire for eight students based upon their reading with their parents on a daily basis. Qualified students will be placed in a drawing for the Kindle Fire. (Title I SW: 6) (Target Group: PRE K,K,1st,2nd,3rd,4th,5th)	Parent(s), Secretary - Laurie Meadows, Teacher(s)	Aug. 2018- June 2019	(L)Local	Summative - Evaluation of reading logs throughout the year.

MILLER GROVE ISD

Goal 4. Miller Grove ISD will implement strategies in which will engage families, educators, businesses, and other community members in the educational process.

Objective 3. Miller Grove School will develop and maintain a good relationship with community leaders and encourage their participation in school organizations.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Members of the community will be invited to speak and present relevant information to enhance learning for students. (Title I SW: 2,9) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	Aug 2018-June 2019	(L)Local	Summative - Increased community involvement and increased student achievement.
2. Community members will be invited to serve on campus committees such as the Site-base committee and the School Health Advisory Council. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director	Aug 2018 - June 2019	(L)Local	Summative - Increased community involvement and representation.
3. Miller Grove ISD alumni will be recognized and participate in special school events: such as fund-raisers and traditional year-end activities. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Staff Members	Aug 2018 - June 2019	(L)Local	Summative - Increased community and school pride.
4. NHS/Student Council host a Veterans Day Program on Veterans Day inviting parents and community to participate. (Title I SW: 6) (Target Group: All)	Teacher(s)	November 2018	(L)Local	Summative - Increased community participation.

MILLER GROVE ISD

Goal 5.   Miller Grove ISD will strive for a 97% attendance rate and 100% completion rate.

Objective 1.   Students who have poor attendance will be identified and monitored.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Alternative options such as accelerated instruction, credit recovery and early graduation opportunities will be provided for at-risk students. (Title I SW: 9) (Target Group: All,AtRisk)	Principal(s) - Jaime Fox; Gary Billingsley	August 2018 - June 2019	(F)IDEA Special Education, (L)Local	Summative - Decreased dropout rate and increased completion rate.
2. Staff will identify at-risk students at the beginning of each year. (Title I SW: 9) (Target Group: All,AtRisk)	Principal(s) - Jaime Fox; Gary Billingsley, Special Ed. Director	August 2018	(L)Local	Summative - Fewer students will be considered at-risk and the campus ADA rate will increase.
3. Teachers will maintain parent contact each nine weeks grading period. (Title I SW: 6) (Target Group: All,AtRisk)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	August 2018- June 2019	(L)Local	Summative - Fewer students will fail courses and the campus ADA rate will increase.
4. Attendance letters will be sent to notify parents of student absences and truancy. (Title I SW: 6) (Target Group: All,AtRisk)	Principal(s) - Jaime Fox; Gary Billingsley	August 2018- June 2019	(L)Local	Summative - Increased daily attendance rate.
5. Daily phone contact will be made with parents of students who are absent. (Title I SW: 2,9) (Target Group: All,AtRisk)	Secretary - Laurie Meadows	August 2018 - June 2019	(L)Local	Summative - Increased parental involvement and increased daily attendance rate.
6. Saturday school will be held for students with excessive absences. (Target Group: All,AtRisk)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	Oct 2018 - May 2019	(L)Local	Summative - Increased daily attendance rate and 100% completion rate.
7. Truancy referrals will be made to the Hopkins County Court Clerk Office. (Target Group: All,AtRisk)	Principal(s) - Jaime Fox; Gary Billingsley	August 2018 - June 2019	(L)Local	Summative - Increased attendance and completion rate.

MILLER GROVE ISD

Goal 5.   Miller Grove ISD will strive for a 97% attendance rate and 100% completion rate.

Objective 2.   Students who have good attendance will be recognized.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students who have good attendance will be allowed to qualify for exemptions. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s)	December 2018 & May 2019	(L)Local	Summative - Increased number of students will qualify for exemptions and the campus average daily attendance rate will increase.
2. Students who have perfect attendance will qualify for an awards recognition as well as end of year field trip. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley	May 2019	(L)Local	Summative - Higher average daily attendance rate.
3. Grade levels who receive 97% on their attendance for the six weeks will be given a class reward. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Secretary - Laurie Meadows, Teacher(s)	September 2018 - June 2019	(L)Local	Summative - Higher average daily attendance rate.

MILLER GROVE ISD

Goal 6.　　　Miller Grove ISD will prepare students and staff to obtain a collective understanding of the emerging technologies, their applications for teaching, learning, and creative inquiry.

Objective 1.　　Technology will be integrated into all content areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will use technology on an ongoing basis as they demonstrate mastery of student expectations and classroom TEKS. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	August 2018 - June 2019	(L)Learning.com, (L)Local	Summative - Increased use of technology by staff and students.
2. Miller Grove ISD will maintain a 2:1 students to computer ratio on campus. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director	August 2018 - June 2019	(L)Local	Summative - All students will have appropriate access to computers.
3. All classrooms will be provided with secure internet access, multi-media/interactive projectors,and teacher workstation. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director	August 2018 - June 2019	(F)IDEA Special Education, (F)Title 1 A Improving Basic Programs, (L)Local, (S)CTE Funds	Summative - Increased efficient use of technology campus-wide.
4. Miller Grove ISD will equip and maintain classrooms with emerging interactive technology. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director	August 2018 - June 2019	(L)Local	Summative - All classrooms will have the most up-to-date interactive technology for daily use by staff and students.

MILLER GROVE ISD

Goal 6.   Miller Grove ISD will prepare students and staff to obtain a collective understanding of the emerging technologies, their applications for teaching, learning, and creative inquiry.

Objective 2.   All teachers will demonstrate proficiency in the understanding and use of emerging technologies by the NCLB standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will complete an annual staff development survey which will include their needs in the area of technology. (Title I SW: 4) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	August 2018	(L)Local	Summative - Effective and appropriate staff development will be provided in the area of technology.
2. A staff development plan for providing support for technology use and integration will be implemented and will include group, individual, and on-line training opportunities. (Title I SW: 4) (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	August 2018 - June 2019	(L)Local	Summative - Teachers will be highly qualified in the area of technology.
3. Use of technology-based lessons will be given emphasis during classroom observations. (Target Group: All)	Principal(s) - Jaime Fox; Gary Billingsley, Teacher(s), Technology Director	August 2018 - June 2019	(L)Local	Summative - All teachers will use technology on a regular basis.

MILLER GROVE ISD

Goal 6. Miller Grove ISD will prepare students and staff to obtain a collective understanding of the emerging technologies, their applications for teaching, learning, and creative inquiry.

Objective 3. Infrastructure will be established so that faculty/staff and students will have secure access to network and internet/cloud resources, such as: personal shared drives, cloud storage and web applications.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students and faculty and staff will have access to save all data on the school's server (shared drive-H), to ensure data is back-up in a secured central location. (Target Group: All)	Technology Director	August 2018 - June 2019	(S)Region 8 Service Center	Summative - Server Logs and Reports are audited.
2. Students and faculty and staff will have the ability to access data from outside of the school district via google drive or one drive. (Target Group: All)	Technology Director	Aug. 2018 - June 2019	(L)Local	Summative - Server reports and support tickets received by technology director.
3. Students 6-12th and faculty and staff all are provided with a school email address. (Target Group: All)	Technology Director	August 2018 - June 2019	(L)Local	Summative - Support tickets as well as emails from system when problems arise.

Resources

Resource	Source
IDEA Special Education	Federal
Title 1 A Improving Basic Programs	Federal
CTE Funds	State
Hopkins County Law Enforcement	State
iStation	State
Online Learning Exchange-Science	State
Previous state released tests	State
Region 8 Service Center	State
School Graduation Programs	State
Special Education	State
State Compensatory - $8,000	State
STEMscopes Online Science	State
Texas Dept. of Health Services	State
Think Thru Math	State

No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2018/2019 school year.)

Goal 1. By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

Goal 2. All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

Goal 3. By 2005-2006, all students will be taught by highly qualified teachers.

Goal 4. All students will be educated in learning environments that are safe, drug-free, and conducive to learning.

Goal 5. All students will graduate from high school.

Comprehensive Needs Assessment

Demographics

Demographics Strengths

As a small, rural school, the student enrollment has grown over the past few years indicating that the community is pleased with the education of our students. The enrollment of transfer students has remained stable, and in reference to our elementary classes, the district has had to turn away transfers because the enrollment in the classes are at the maximum.

The teacher to student ratio of 1:12 allows the teacher to become familiar with the specific learning needs of the students in the classroom. Also, it allows the teacher to have more access to one-on-one instruction, when needed.

Demographics Summary

SCHOOL PROFILE (SW1) The campus enrollment/demographic data reflects 286 students as per the TAPR: 44.5% Hispanic, 54.2% White, 1.4% Two or More Races. The enrollment has fluctuated slightly over the past few years according to state reports: (11-12: 252, 12-13: 255; 13-14: 240; 14-15: 255). The demographic percentages have stayed almost the same every year. 59.79% of the student body is Economically Disadvantaged and 25.17% are considered at-risk. There are no migrant students, and the average of the campus mobility rates is 32.9%.   We have 21 ESL students in the district. y ESL students are exited out of the program after 2 years and monitored closely, but the students moving into the district over the past few years have been older students who have more difficulty grasping the language than younger students, but specialized instruction are helping these students with the transition. Our CTE program includes about 32.17% of our population and is very successful in the agricultural aspects and the career and tech aspects. Our gifted and talented consist of 0.7% of the population and is served through advanced courses. Miller Grove ISD professional staff is 68.7% white females, 20.8% white males, 0.9% hispanic male, and 9.5% hispanic female with bachelor degrees and 5 with masters degrees and 1-28 years of experience. The average teacher/student ratio is 1/11.

Student Achievement

Student Achievement Summary

STATE ASSESSMENT: Reading 71%, Math 71%, Writing 71%, Science 64%, and Social Studies was 78%.

Comprehensive Needs Assessment

Student Achievement Summary (Continued)

STATE ACCOUNTABILITY: The campus has a rating of Met Standard with a Distinction Designation in

Postsecondary Readiness.

FEDERAL ACCOUNTABILITY: The campus has met federal compliance standards for NCLB.

Student achievement data comes from reports in Academic Performance Report, PEIMS, and State Accountability. We disaggregate our date (with the help of DMAC) by passing rates in subject and grade. The achievement gap between our whites and ELL students is decreasing. Our science passing rates have increased, especially at the high school level. Our biggest areas of concern are in reading and math, particularly in our Hispanic and economically disadvantaged groups. Intervention programs are in place, but it is an ongoing process to eliminate these achievement gaps. The district has a 100% graduation rate.

School Culture and Climate

School Culture and Climate Summary

The overall consensus of the community, parents, students, and staff is that our district is a safe place to be. Ongoing communication and planned meetings are held to address any safety needs on campus, such as fencing, security cameras, and visitor access. In the past several years, there have been only two DAEP placements. Attendance is a 96.86%. Our staff works closely with all of our students because we are a small, rural school and work to provide donations of food, funds, clothing, and school supplies when needed. Yearly training for the staff includes: anti-bullying, behavior and classroom management workshops, and Alice Active Shooter training. Every year the district participates in the Red Ribbon Campaign to help student awareness on drugs and bullying. 87% of our 3-12 grade students are involved in extracurricular activities, a reflection of their satisfaction of the school

Comprehensive Needs Assessment

School Culture and Climate Summary (Continued)

culture and climate. Our school is the center of the community and is utilized for many activities in the community. The vision, mission, and goal statements of the district all point toward high expectations for everyone, and our students and staff are aligned to this concept.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Summary

All teachers and paraprofessionals are highly qualified. Evaluation data indicates that teachers are proficient to outstanding. We have 5 teachers with master degrees and 5 of these teachers are teaching dual-credit college-level courses. Our retention rate for teachers is 80.7%. When hiring new teachers to our staff, we use the online regional database of highly-qualified candidates, the school website postings, and local college teacher programs. district also pays $1000 above base for all teachers. New teachers are assigned mentors and are enrolled in new teacher training at the regional service center. Each year the district assigns math and science teachers to the Regional Service Center Cohort, when they are conducted. Also implemented is the opportunity for teachers to visit other school district campuses to observe exceptional teaching practices. Time and resources are provided for interventions and training. Professional development includes face-to-face mentor training, administration face-to-face training and conferences, online training, and regional staff development. Staff development is monitored thru walk-throughs and observations, data analysis, and use of resources. If a teacher performance is not up to expectations, intervention plans are implemented.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Summary

Our district curriculum is the TEKS set forth by the state. The TEKS Resource System contains an Instructional Focus Document and Year at a Glance that is utilized in planning. Vertical Alignment is reviewed each year. Vertical and grade level meetings locally are used to monitor the curriculum by the teams of subject area teachers. Results of state assessments are disaggregated and analyzed to as to develop instruction. Three benchmark assessments are given in grades PreK-2, beginning, middle, and end-of-year, to monitor performance. Two benchmark assessments are given in grades 3-10 to provide predictors to state testing performance. Student performance data is reviewed each year and critical areas of weakness are determined. Accelerate instruction is designed around data-driven identified student needs. State testing results and local benchmark scores show the need for additional instructional time and more one-on-one intervention. At-risk and ELL students are the highest need group for this type of intervention.

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Summary (Continued)

Additional periods for math are scheduled in the junior high to help with low performance. Morning and afternoon one-on-one tutoring is also available to help students in need.

Family and Community Involvement

Family and Community Involvement Summary

Parent and community involvement is good. The parent turnout to extra-curricular activities and school meetings is good with the exception of the parents of the at-risk students.

School Context and Organization

School Context and Organization Summary

Central office staff accommodates the financial needs of the campuses as funds are available. Instructional supports, such as staffing, classroom facilities, materials, and technology are in place. Schedules are designed around student need and include small class sizes. Teachers serve on decision-making committees, and the administration has an open door policy concerning ideas and opinions. Our number of transfers from other districts speaks of the confidence in our school. The campus exhibits a climate of high expectations for all students and fosters the idea that all students can learn.

Technology

Technology Summary

The district technology resources include at least one computer/laptop in every classroom, printers, high school computer lab, elementary computer lab, iPads for every teacher and some for classroom use, kindle fires for classroom use, ceiling-mounted projectors, document cameras, mimio interactive whiteboards, automated parent notification system, wireless access, and one mobile lab of chromebooks. According to the Texas StarChart, the teachers and students of our district are at the next to the highest level of proficiency in most categories. Teachers continue to receive ongoing training in new technology programs available for use in the classroom and training to effectively integrate technology into their instruction. The teachers use DMAC for disaggregating achievement results throughout the year which help them to determine instructional needs at any time. DMAC is also used by the administration for PDAS, State Assessment, and Campus Planning. Teachers use TAG and TEKscore for creating local assessments aligned with the TEKS. The addition of a Technology Coordinator to the staff allows on-campus support for the entire staff and allows for the technology to be up-to-date

Comprehensive Needs Assessment

Technology Summary (Continued)

in maintenance requirements.

Comprehensive Needs Assessment Data Sources

ACT/SAT Data

Community Demographics

Community Input

Disaggregated STAAR Data

Discipline Referrals

District Policies

Failure Lists

Federal Program Guidelines

Graduation Records

Growth Projections

Highly Qualified Staff

Parent Participation

Report Card Grades

Safe Schools Checklist

Special Programs Evaluations

Special Student Populations

Staff Development

Standardized Tests

Survey and Interviews of Students/Staff/Parents