

MILLER GROVE ISD

District Improvement Plan

2014/2015



Steve Johnson
7819 FM 275 South
903-459-3288
sjohnson@mgisd.net

MILLER GROVE ISD

Mission

Through the cooperation of students, parents, community, and staff, Miller Grove ISD will promote communication, safety, encouragement, and education for a better future.

Vision

Miller Grove ISD will continually strive to develop students in character, values, and educational success to produce productive members of the society.

Nondiscrimination Notice

MILLER GROVE ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

MILLER GROVE ISD Site Base

Name	Position
Burnett, Kristi	Business Community
Fox, Jaime	Elementary Principal
George, Clint	Parent
Irby, Kim	Secondary Principal
Johnson, Steve	Superintendent

MILLER GROVE ISD

Goal 1. Miller Grove ISD will provide effective teaching and learning that results in student mastery for successful college and career readiness.

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) (NCLB: 1,2,5)	Principal(s) - Jaime Fox; Kim Irby, Special Ed. Director, Teacher(s)	Aug. 2014 - June 2015	(F)Title 1 A Improving Basic Programs	Formative - Increased student performance in all academic areas.
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) (NCLB: 1,2,5)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s), Technology Director	Aug. 2014 - June 2015	(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) (NCLB: 1,2)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(L)Local	Formative - Increased improvement in student writing skills.
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) (NCLB: 1,2,5)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Oct. 2014 - Feb. 2015	(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) (NCLB: 1,2,5)	Principal(s) - Jaime Fox; Kim Irby, Special Ed. Director, Teacher(s), Technology Director	Aug. 2014 - June 2015	(F)Title 1 A Improving Basic Programs	Formative - Students will show significant improvement on all levels of state assessment

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Goal 1. Miller Grove ISD will provide effective teaching and learning that results in student mastery for successful college and career readiness.

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
<p>1. In the area of ELAR: All students will advance one or more grade levels in reading.</p> <p>Instructional emphasis will focus on vocabulary and higher level thinking skills.</p> <p>K-5 Daily Five teaching strategy for reading and writing will be implemented by HQ teachers.</p> <p>Guide reading groups in K-5 will be conducted by HQ teachers.</p> <p>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) (NCLB: 1,2,3,5)</p>	<p>Principal(s) - Jaime Fox; Kim Irby, Teacher(s), Technology Director</p>	<p>Aug. 2014 - June 2015</p>	<p>(L)A+ Program, (L)Mentoring Minds, (L)Spelling City, (L)STAR Early, (L)Starfall, (L)Storyline Online, (S)iStation, (S)Think Thru Math</p>	<p>Formative - Ongoing analysis of ACT/SAT, PSAT testing.</p> <p>Ongoing analysis of STAR Early results.</p> <p>Ongoing analysis of iStation reports.</p> <p>Ongoing analysis of state testing results.</p>
<p>2. In the area of science: Students will show growth on all of objectives on state testing based upon the comprehensive needs assessment.</p> <p>Students in grades 6-12 will participate in a school science fair.</p> <p>Students will engage in hands-on science experiments.</p> <p>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: 1,3,4,10) (Target Group: All) (NCLB: 3,5)</p>	<p>Principal(s) - Jaime Fox; Kim Irby, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director</p>	<p>Aug. 2014 - June 2015</p>	<p>(L)A+ Program, (L)DMAC, (L)Studies Weekly, (S)Online Learning Exchange-Science, (S)Region 8 Service Center, (S)STEMscopes Online Science</p>	<p>Formative - Analysis of state assessment results.</p> <p>Evaluation of ACT/SAT and PSAT results.</p> <p>Analysis of student performance in online science programs.</p>

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>3. In the area of math: Students will show growth each year in all objectives on state testing.</p> <p>HQ teachers will place emphasis on basic facts and concepts in grades Pre-K thru 5th grades.</p> <p>In grades 6-8, emphasis will be placed on basic facts, functions, and concepts thru an additional math class.</p> <p>All students who did not pass math on the state test will attend tutoring. (Title I SW: 2,3,7,9) (Target Group: All, AtRisk) (NCLB: 1,2,3,5)</p>	<p>Principal(s) - Jaime Fox; Kim Irby, Special Ed. Director, Teacher(s), Technology Director</p>	<p>Aug. 2014 - June 2015</p>	<p>(L)A+ Program, (L)Compensatory Education, (L)Mentoring Minds, (S)Think Thru Math</p>	<p>Formative - Analysis of state testing results.</p> <p>Ongoing analysis of special resource programs reports.</p>

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Goal 1. Miller Grove ISD will provide effective teaching and learning that results in student mastery for successful college and career readiness.

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

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) (NCLB: 1,2,3,5)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(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) (NCLB: 3)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s), Technology Director	Aug. 2014 - June 2015	(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) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Local	Formative - Increased number of students seeking and completing post-secondary training.
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) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)A+ Program	Formative - 100% graduation completion rate will be maintained.

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Goal 1. Miller Grove ISD will provide effective teaching and learning that results in student mastery for successful college and career readiness.

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) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby, Special Ed. Director, Teacher(s), Technology Director	Aug. 2014 - June 2015	(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) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby, Special Ed. Director, Teacher(s)	Aug. 2014 - June 2015	(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) (NCLB: 3)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(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) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(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; Kim Irby, Teacher(s), UIL Coordinator	Jan. 2015 - May 2015	(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) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s), Technology Director	aug. 2014 - June 2015	(L)Local	Formative - Increased fluency of students in foreign language and an increased opportunity for scholarships based upon participation in the Spanish competition.

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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
7. Career and technology courses will be provided to meet the needs of a diverse student population and will all them the opportunities to participate in CTE competitions. (Title I SW: 9) (Target Group: All)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s), Technology Director	Aug. 2014 - June 2015	(S)CTE Funds	Formative - Increased participation and performance of student in CTE areas.

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Goal 1. Miller Grove ISD will provide effective teaching and learning that results in student mastery for successful college and career readiness.

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; Kim Irby, Teacher(s)	June 2015	(L)Local	Formative - An increased number of students will qualify for exemptions.
2. Local media will be notified of outstanding achievements by students and student groups. (Title I SW: 6) (Target Group: All)	Staff Members, Teacher(s), Technology Director	Aug. 2014 - June 2015	(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; Kim Irby, Teacher(s)	May	(L)Local	Formative - Increased student performance in all areas.

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Goal 2. Miller Grove ISD will meet the health, safety, and security needs of students and staff through proper training and by promoting a positive school-wide behavior.

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) (NCLB: 5)	Staff Members	Aug. 2014 - June 2015	(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) (NCLB: 4)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(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) (NCLB: 4)	Principal(s) - Jaime Fox; Kim Irby, Staff Members, Teacher(s)	Aug. 2014 - June 2015	(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) (NCLB: 4)	Principal(s) - Jaime Fox; Kim Irby, Staff Members, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director	Aug. 2014	(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) (NCLB: 4)	Principal(s) - Jaime Fox; Kim Irby, Superintendent(s) - Steve Johnson	Aug. 2014 - June 2015	(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) (NCLB: 4)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(L)Local	Formative - Better campus discipline and fewer referrals to DAEP.
7. Miller Grove ISD will expand the elementary school building within two years to meet the comprehensive needs assessment of the district. (Title I SW: 1,7) (Target Group: PRE K, K, 1st, 2nd, 3rd, 4th, 5th) (NCLB: 4)	Principal(s) - Jaime Fox; Kim Irby, Superintendent(s) - Steve Johnson	Aug. 2014 - Aug. 2016	(L)Local, (L)Property Taxes	Better stimulating environment for PreK-5 learners and teachers.

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Goal 2. Miller Grove ISD will meet the health, safety, and security needs of students and staff through proper training and by promoting a positive school-wide behavior.

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) (NCLB: 4)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(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) (NCLB: 4)	Principal(s) - Jaime Fox; Kim Irby	Aug. 2014 - June 2015	(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 meet the health, safety, and security needs of students and staff through proper training and by promoting a positive school-wide behavior.
- 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) (NCLB: 4)	Principal(s) - Jaime Fox; Kim Irby, Staff Members, Teacher(s)	Aug. 2014 - June 2015	(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	Aug. 2014 - June 2015	(L)Local	Safe and efficient management of all participants during times of crisis.
3. Staff members will be trained to handle an active shooter incident on campus. (Target Group: All) (NCLB: 4)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(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 meet the health, safety, and security needs of students and staff through proper training and by promoting a positive school-wide behavior.
- 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; Kim Irby, Staff Members, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Local, (S)Texas Dept. of Health Services	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) (NCLB: 4)	Principal(s) - Jaime Fox; Kim Irby, Staff Members, Teacher(s)	Aug. 2014 - June 2015	(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 opportunities for staff development.

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; Kim Irby, Superintendent(s) - Steve Johnson, Teacher(s)	Aug. 2014 - June 2015	(L)Local, (S)Region 8 Service Center	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. (Target Group: All) (NCLB: 3)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(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 Cneter. (Title I SW: 4,9) (Target Group: All) (NCLB: 3)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(L)Local, (S)Region 8 Service Center	PDAS yearly evaluations.
4. Staff members will be offered 2 days in November for attending professional development related to their assignments outside of their contract period. (Title I SW: 4) (Target Group: All) (NCLB: 3)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(L)Relevant conferences, (S)Region 8 Service Center	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; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(L)Local, (L)Relevant conferences, (S)Region 8 Service Center	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) (NCLB: 3)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Local	All teachers will be prepared to meet local, state, and federal requirements.

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Goal 3. Miller Grove ISD will have 100% of its teachers highly qualified and will provide opportunities for staff development.

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 \$1000 stipend. (Title I SW: 5) (Target Group: All) (NCLB: 3)	Superintendent(s) - Steve Johnson	Aug. 2014 - June 2015	(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) (NCLB: 3)	Principal(s) - Jaime Fox; Kim Irby	Aug. 2014 - June 2015	(L)Local	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) (NCLB: 3)	Principal(s) - Jaime Fox; Kim Irby	Aug. 2014 - June 2015	(L)Local	Highly qualified teachers will be recruited and retained.
4. An annual review of all professional and paraprofessional credentials will be conducted. (Title I SW: 3) (Target Group: All) (NCLB: 3)	Principal(s) - Jaime Fox; Kim Irby	Aug. 2014 and July 2015	(L)Local	All staff will be highly qualified.

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Goal 4. Miller Grove ISD will implement strategies to increase community and parent involvement.

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, and random events that may occur; example: National Honor Society induction. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(L)Local	Formative - 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; Kim Irby	Oct. 2014	(L)Local	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; Kim Irby, Superintendent(s) - Steve Johnson, Teacher(s)	Aug. 2014 - June 2015	(L)Local	Formative - Assess student progress thru report cards and college transcripts.

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Goal 4. Miller Grove ISD will implement strategies to increase community and parent involvement.

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; Kim Irby, Superintendent(s) - Steve Johnson, Technology Director	Aug. 2014 - June 2015	(L)Local	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; Kim Irby, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Local	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; Kim Irby, Secretary - Laurie Meadows, Teacher(s), Technology Director	aug. 2014 - June 2015	(F)Title 1 A Improving Basic Programs, (L)Local	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; Kim Irby, Secretary - Laurie Meadows, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Local	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; Kim Irby, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Local	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; Kim Irby, Technology Director	Aug. 2014 - June 2015	(L)Local	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; Kim Irby, Superintendent(s) - Steve Johnson	Aug. 2014 - June 2015	(L)Local	Increased parental involvement.

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Goal 4. Miller Grove ISD will implement strategies to increase community and parent involvement.

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; Kim Irby, Teacher(s)	aug. 2014 - June 2015	(L)Local	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; Kim Irby, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Local	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; Kim Irby, Staff Members	Aug. 2014 - June 2015	(L)Local	Increased community and school pride.

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Goal 5. Miller Grove ISD will achieve a 100% attendance and 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) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby	Aug. 2014 - June 2015	(F)IDEA Special Education, (L)Local	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) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby, Special Ed. Director	August 2014	(L)Local	Fewer students will be considered at-risk and the campus ADA rate will increase.
3. Teachers will maintain parent contact each six weeks grading period. (Title I SW: 6) (Target Group: All, AtRisk) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Aug. 2014 - June 2015	(L)Local	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) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby	Aug. 2014 - June 2015	(L)Local	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	Aug. 2014 - June 2015	(L)Local	Increased parental involvement and increased daily attendance rate.
6. Saturday school will be held for students with excessive absences. (Target Group: All, AtRisk) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s)	Oct. 2014 - May 2015	(L)Local	Increased daily attendance rate and 100% completion rate.
7. Truency referrals will be made to the Hopkins County Court Clerk Office. (Target Group: All, AtRisk) (NCLB: 5)	Principal(s) - Jaime Fox; Kim Irby	Aug. 2014 - June 2015	(L)Local	Formative - Increased attendance and completion rate.

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Goal 5. Miller Grove ISD will achieve a 100% attendance and 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; Kim Irby, Teacher(s)	June 2015	(L)Local	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. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Kim Irby	June 2015	(L)Local	Higher average daily attendance rate.

MILLER GROVE ISD

Goal 6. Miller Grove ISD will prepare students and staff to understand and use emerging technologies.

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. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Learning.com, (L)Local	Formative - Increased use of technology by staff and students.
2. Miller Grove ISD will maintain a 3:1 students to computer ratio on campus. (Title I SW: 2) (Target Group: All)	Principal(s) - Jaime Fox; Kim Irby, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Local	Formative - All students will have appropriate access to computers.
3. All classrooms will maintain internet access, anti-virus software, and network software and hardware. (Target Group: All)	Principal(s) - Jaime Fox; Kim Irby, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director	Aug. 2014 - June 2015	(F)IDEA Special Education, (F)Title 1 A Improving Basic Programs, (L)Local, (S)CTE Funds	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; Kim Irby, Superintendent(s) - Steve Johnson, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Local	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 understand and use emerging technologies.

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; Kim Irby, Teacher(s), Technology Director	Aug. 2015	(L)Local	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) (NCLB: 3)	Principal(s) - Jaime Fox; Kim Irby, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Local	Formative - 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; Kim Irby, Teacher(s), Technology Director	Aug. 2014 - June 2015	(L)Local	Formative - All teachers will use technology on a regular basis.

Resources

Resource	Source
IDEA Special Education	Federal
Title 1 A Improving Basic Programs	Federal
A+ Program	Local
Compensatory Education	Local
DMAC	Local
FTE - 2	Local
Learning.com	Local
Local	Local
Mentoring Minds	Local
Property Taxes	Local
Relevant conferences	Local
Spelling City	Local
STAR Early	Local
Starfall	Local
Storyline Online	Local
Studies Weekly	Local
CTE Funds	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 2014/2015 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 been stable over the past few years indicating that the community is please 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 1:11 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 255 students as per the TAPR: 22% Hispanic, 76.9% White, 1.2% 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: 245. The demographic percentages have stayed almost the same every year. 59.2% of the student body is Economically Disadvantaged and 37.6% are considered at-risk. There are no migrant students, and the average of the campus mobility rates is 19.7%. We have 19 ESL students in the district. Usually 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 25.9% of our population and is very successful in the agricultural aspects and the career and tech aspects. Our gifted and talented consist of 1.2% of the population and is served through advanced courses. Miller Grove ISD professional staff is 78.3% white females and 21.7% white males with bachelor degrees and 4 with masters degrees and 1-20 years of experience. The average teacher/student ratio is 1/11.

Student Achievement

Student Achievement Summary

STATE ASSESSMENT: Reading 82%, Math 71%, Writing 62%, Science 79%, and Social Studies was 72%.

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

Comprehensive Needs Assessment

Student Achievement Summary (Continued)

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 data (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 and one was court ordered. Attendance is a 95.7%. 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. 85% of our 6-12 grade students are involved in extracurricular activities, a reflection of their satisfaction of the school 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 4 teachers with master degrees and 2 of these teachers are teaching dual-credit college-level courses. Our retention rate for teachers is 81.2%. 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. The district also pays \$1000 above base for all teachers. New

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Summary (Continued)

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. 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. Teachers communicate with parents through phone calls, e-mails, and school web pages and Facebook. The online gradebook allows for easy monitoring by parents and students of schoolwork. Parents and community members serve on decision-making committees that drive changes needed on campus. The Meet the Teacher Night in the fall is attended by a large number of parents, as is the Open House in the Spring. The National Honor Society plans and hosts a Veterans Day breakfast and program that is well-attended by local veterans and family members. The tradition of a Fall Carnival and End-of-Year Stew/Field Day is a community event that has been around for years. The PTO supports families at Thanksgiving and Christmas with food baskets, and the NHS contributes with a canned food drive. The NHS was responsible for a community-wide clothing drive that benefitted many families. Local businesses provide donations for district activities and student scholarships. The Student Council sponsors several activities, such as: Father/Daughter Dance Teacher Appreciation Week, and the Veterans Day Event. The CTE organizations have great support from the parents and our students do well in their competitions. CTE, Academic, and Sports banquets/programs are held each year to recognize the accomplishment of our students and the teachers/coaches/sponsors that make all of the participation possible.

Comprehensive Needs Assessment

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, 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 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