

Midlothian Independent School District District Improvement Plan

2009-2010

Accountability Rating: Acceptable



Mission Statement

To develop in each student the character, confidence, knowledge and skills to be successful in life.

Vision

Be the leading learning organization in the nation.

Gold Performance Acknowledgments:

College-Ready

Commended Writing

Commended Social Studies

TSI ELA

TSI Mathematics

Comprehensive Needs Assessment

Student Performance

Student Performance Summary

Midlothian ISD is committed to creating an engaging learning environment where all students can succeed. The TAKS passing rate is up in all areas and with all student populations using the Texas Projection Measure (TPM). Math and Science continue to be the district areas of focus and we are encouraged by the gains. As a result of the implementation of the No Child Left Behind (NCLB) stricter definition of completion rate, our district rating fell. This will be a primary focus for the 2009-10 school year.

Student Performance Strengths

Midlothian ISD has numerous strengths (without the use of TPM)

- 94.8% of all students and all subgroups met standard in the areas of Reading/ELA
- 96.6% of all students and all subgroups met standard in the areas of Writing
- 88.8% of all students and all subgroups met standard in the areas of Math (a 2% increase from 2008)
- 94.2% of all students and all subgroups met standard in the areas of Social Studies

Student Performance Needs

Student performance on TAKS indicates that while white students consistently score above 94% in all areas, Hispanic and economically disadvantaged students score significantly lower and impact the campus accountability. The African American student population is not large enough to count in the AEIS for the campus: however, they, too, score lower than white students. All of these student populations are being targeted through the pyramid of interventions.

TAKS Areas of Focus

- 82% of African American students met standard in the area of Math (a 5% increase from 2008)
- 88% of Hispanic students met standard in the area of Math (a 2% increase from 2008)
- 87% of Economically Disadvantaged students met standard in the area of Math (a 3% increase from 2008)
- 88% of all students met standard in the area of Science (a 2% increase from 2008)
- 72% of African American students met standard in the area of Science (a 2% increase from 2008)
- 79% of Hispanic students met standard in the area of Science (no change from 2008)
- 77% of Economically Disadvantaged students met standard in the area of Science (a 1% increase from 2008)

Completion Rate I

- 84.3% of Hispanic students met completion rate (a 4.4% decrease from 2008)
- 73.3% of Economically Disadvantaged students met completion rate (a 14.5% decrease from 2008)

Programs

Programs Summary

Midlothian ISD is proud of the many programs available to students and staff. Program development strongly reflects our district's Core Principles.

- Students are a priority in all decisions.
- Good communication and collaboration builds trust.
- Ethics play a part in every decision.
- Everyone is a learner and can learn.
- A safe caring learning environment is critical to success.
- Students deserve a highly qualified and well-trained staff.
- Engaging lessons focused on the Texas Essential Knowledge and Skills are essential for student success.
- High expectations for everyone create a quality school district.

Programs Strengths

The following are identified as a few of the districts' strengths:

- Comprehensive safe schools and healthy students program
- Balanced Literacy Program
- First Year Mentoring Academy
- Members of Schlechty's Standard Bearer Network
- 21st Century Technology Initiatives for both
- Thriving Educational Foundation

Programs Needs

Program need include:

- Explore avenues to deliver instruction to nontraditional students
- Develop and implement procedures to foster RtI K-12
- Managing growth as it relates to student expectations, facilities, and technology

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

- Review of district goals
- Disaggregation longitudinal AEIS data
- Disaggregation current-year AEIS data
- Disaggregation AYP data
- Analysis of PBMAS data
- Campus and/or district planning and decision making committee meeting discussions
- Results of benchmark assessments
- Number of students assigned to special programs and their academic achievement
- Drop-out rates
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Student surveys
- Community and/or parent surveys and/or feedback
- Staff surveys and/or feedback
- Prior year budgets/entitlements and expenditures in relation to current year funding and priorities
- State and/or federal planning requirements
- Campus leadership and/or department meetings
- District committee meeting discussions
- Student failure and/or retention rates
- Student Success Initiative (SSI) results
- Prior year(s) campus and/or district improvement plans
- Staff development evaluations, surveys, and/or needs assessment(s)
- Study of best practices
- Disaggregated Texas Assessment of Knowledge and Skills (TAKS) results
- Disaggregated Texas Primary Reading Inventory (TPRI) or Tejas LEE results
- Disaggregated TELPAS results
- Disaggregated End-of-Course results
- Disaggregated Advanced Placement (AP) and/or International Baccalaureate (IB) test results
- SAT and/or ACT test results
- Tobacco, alcohol, and other drug-use data

- Analysis of special education population, including performance, discipline, attendance, and mobility
- Analysis of homeless population, including performance, discipline, attendance, and mobility
- Analysis of migrant population, including performance, discipline, attendance and mobility
- Analysis of At-Risk population, including performance, discipline, attendance and mobility
- Analysis of LEP population, including performance, discipline, attendance and mobility
- Analysis of gifted population, including performance, discipline, attendance and mobility
- Analysis of Career and Technical Education (CTE) population, including performance, discipline, attendance and mobility
- College Readiness Data
- Class size
- Texas STaR Chart






Goals

Goal 1: Midlothian Independent School District students will have increased academic success through opportunities provided by the district.

Performance Objective 1: MISD will earn an Exemplary rating as defined by state guidelines and will meet PBMAS and AYP requirements as determined by NCLB.

Summative Evaluation:






Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Provide data analysis to campuses (TAKS, INOVA, TAKS Analyzer, Empower, etc...)	Asst. Superintendent for Learning	Local Budget	Principal's ability to evaluate, disaggregate and interpret student performance				
Develop curriculum and assessments for district-wide alignment both vertically and horizontally	Asst. Superintendent for Learning	Local Budget, Title II Funds	Benchmark Results, Eduphoria documentation and online documents				
Identify, implement and evaluate research-based instructional strategies and methodologies to meet all students' needs	Asst. Superintendent for Learning, Campus Principals	Local Budget, Title II Funds	Increase in student achievement				
Develop short term and long term plans to address student attendance	Campus Principals	Local Budget	AEIS, Campus Improvement Plans, and an increase in student academic success				
Increase percentage of students obtaining Commended status on TAKS	Asst. Superintendent for Learning, Campus Principals	Local Budget	AEIS, INOVA and TAKS Analyzer				
Develop plans to monitor and address PBMAS indicators with a score of "1" or above	Asst. Superintendent for Learning, Campus Principals	Local Budget	PBMAS Reports				
Develop a comprehensive system to monitor and evaluate the status of the completion rate	Asst. Superintendent for Learning	Local Budget	PEIMS data reports, AEIS, Completion Rate				
Provide opportunities for struggling students or students not meeting standard on state assessments (accelerated instruction/RTI)	Asst. Superintendent, Campus Principals	Local Budget, SCE (\$495,065), Title I funds	AEIS, Decrease in number of special education referrals, and Results of locally developed assessments				
Provide a plan of action for migrant students which covers the Seven Areas of Focus and Supplemental Services	Director of Special and Federal Programs	Title I-C	AEIS and PBMAS				

 = Discontinue
  = No Progress
  = Some Progress
  = Considerable Progress
  = Accomplished

Performance Objective 2: MISD will increase the participation and achievement of students in Advanced Academics.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Partner with Navarro College/TAMU-Commerce to expand credit offerings	Asst. Superintendent for Learning	Local Budget	Dual Credit Enrollment, AEIS, College Readiness				
Increase participation and meet or exceed the state average of students' scores on the college entrance exams.	Asst. Superintendent for Learning	Secondary Allotment, Local Budget	AEIS, College Readiness				
Increase the number of students taking AP tests and increase the number of students scoring a "3" or higher on AP tests	Asst. Superintendent for Learning	Secondary Allotment, Local Budget	AP results, AEIS, College Readiness				
Provide differentiated opportunities for gifted students	Asst. Superintendent for Learning	Local Budget	Lesson Plans, PowerSchool				
Through PSAT testing, increase the number of National Merit Scholars.	Asst. Superintendent for Learning	Secondary Allotment, Local Budget	Number of National Merit Scholars				

 = Discontinue
 = No Progress
 = Some Progress
 = Considerable Progress
 = Accomplished

Performance Objective 3: MISD will establish learning environments appropriate for the implementation of 21st Century learning skills.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Integrate technology (video conferencing, blogs, wikis, etc..) into all curricular areas	Asst. Superintendent for Learning	Local Budget	STaR Chart, Lesson Plans				
Monitor and adjust CTE course offerings to reflect student's needs and interests	Asst. Superintendent for Learning	Local Budget, Perkins	Student survey results, High School Course Planner				
Design engaging lessons to help increase academic rigor and relevance	Asst. Superintendent for Learning	Local Budget, Title II	Lesson Plan, Student Achievement, Wow Showcase				
Develop K-12 Career Education curriculum	Asst. Superintendent for Learning	Local Budget	Vertical and Horizontal Alignment, College Readiness, Lesson Plans				
							

Goal 2: Midlothian Independent School District will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.


Performance Objective 1: MISD will promote and encourage healthy behaviors in a positive and safe environment.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Develop activities and strategies to promote student attendance.	Asst. Superintendent for Learning, Campus Principals	Local Budget	Attendance Records				
Develop strategies that create a positive and safe environment and provide training on district and campus crisis plans, the prevention of unwanted verbal aggression, sexual abuse and harassment, suicide prevention, pregnancy related services, dating violence and other forms of bullying (cyberbullying), leadership and character development.	Asst. Superintendent for Learning, Campus Principals	Title IV, Local Budget	Meeting Agendas, Lesson Plans, Academic Planners, Campus Crises Plan/Training				
Involve elementary and middle school students in a coordinated school health program that focuses on promoting healthy lifestyle choices, physical fitness, and parental and community involvement.	Asst. Superintendent for Learning, Campus Principals	Local Budget	Lesson Plans, Meeting Agendas, Annual Goal Sheets				
Develop goals and objectives for their coordinated school health programs based on fitness assessment data, academic performance, attendance rates, academic disadvantages, the use of success of any method to ensure students are reaching required moderate or vigorous physical activity (MVPA), and any other indicator recommended by SHAC.	Asst. Superintendent for Learning	Local Budget	CATCH Committee agendas, CIP				
Monitor discipline referrals to assure consistency and accuracy of coding.	Deputy Superintendent for Administration	Local Budget	PEIMS reports, PBMAS				
MISD will monitor DAEP placements and procedures according to TAC 19.103.1201.	Deputy Superintendent for Administration	Local Budget, Title IV	PEIMS, PBMAS				
							

Performance Objective 2: MISD will ensure students are provided with opportunities for informed curriculum choices and college readiness.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Develop and implement a plan to create greater awareness and access to post-secondary opportunities for all student populations.	Asst. Superintendent for Learning	Local Budget, IDEA-B ARRA, AEIS	Enrollment at Navarro College, TSI Annual Report				
Implement and vertically align a MISD Four Year Plan.	Asst. Superintendent for Learning Secondary Counseling Staff	Local Budget	Completion Rate, Counselor Logs, AEIS				
							

Goal 3: Midlothian Independent School District will recruit, develop, and retain a highly qualified staff.

Performance Objective 1: MISD provide salary, benefits, incentives and working conditions conducive to recruiting and retaining a Highly Qualified staff.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Participate in Job Fairs at local colleges/universities that offer education degrees	Deputy Supt. for Administration	Local Budget	Attendance at Job Fairs				
Work with alternative certification programs to find qualified teachers	Deputy Supt. for Administration	N/A	Highly Qualified Report				
Develop relationships with Colleges of Education to bring in student teachers.	Asst. Superintendent for Learning	N/A	Student Teacher placements on campuses				
Provide opportunities for MISD employees to participate in the district Sick Leave Bank.	Deputy Supt. for Administration	N/A	Agenda for yearly update regarding district Sick Leave Bank meetings				
Adhere to Highly Qualified requirements as determined by NCLB	Deputy Supt. for Administration	Title II Funds, Local Budget	Highly Qualified Report				
Provide a compensation (salary and benefits) plan that will allow MISD to be market competitive with our local comparative districts in all employee categories	Deputy Supt. for Administration	Local Budget	TASB Salary Survey Comparison Report				
Provide opportunities for para-professionals to demonstrate competency in each core area to meet Highly Qualified status	Deputy Supt. for Administration	Title I Funds, Local Budget	NCLB Highly Qualified Report				
Provide monetary incentives to recruit and retain Highly Qualified teachers in acute shortage areas	Deputy Supt. for Administration	Title III Funds, Local Budget	Salary Report				
							

Performance Objective 2: MISD will provide comprehensive, research-based professional development.


Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Provide annual opportunities for state and district mandated professional development	Asst. Superintendent for Learning	Title I, Title II, Title IV Funds and Local Budget	Eduphoria, Region X Coop Report				
Provide a first year mentoring academy	Asst. Superintendent for Learning	Title II Funds, MEF Grant Funds, Local Budget	Mentor Survey, PDAS Records				
Provide cooperative services with Region X for professional development	Asst. Superintendent for Learning	Title I, Title II, Title IV Funds and Local Budget	Eduphoria, Region X Records				
Provide ongoing, in-district technology training	Asst. Superintendent for Learning	Title II Part D Funds, Local Budget	Eduphoria, Technology Training Menu				
Provide orientation and professional development for teachers new to the district	Asst. Superintendent for Learning	Local Budget	New Teacher Survey				
Provide training for the Texas Behavior Support Initiative (TBSI)	Executive Director for Specialized Learning	Local Budget	Eduphoria				

Goal 4: Midlothian Independent School District will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 1: MISD will raise community awareness of our district mission and vision.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Provide "real time" information regarding district and campus news	Deputy Supt. for Administration	N/A	MISD Website				
							


Performance Objective 2: MISD will provide opportunities for stakeholders to meaningfully participate in school and/or district planning.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Provide participation opportunities for stakeholders in an advisory capacity at both district and campus levels	Asst. Superintendent for Learning	N/A	Agendas and Sign In Sheets from Advisory Council Meetings				
Provide a forum for community members to participate in long-range facility planning	Deputy Supt. for Administration	Local Budget	Sign In Sheet for Long Range Planning Meetings				
Survey students, staff and community on district initiatives	Deputy Supt. for Administration, Asst. Superintendent for Learning	Local Funds	Survey Results				


Performance Objective 3: MISD will collaborate with local entities to enhance the quality of education for the students.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Partner with civic and local agencies to foster educational growth	Deputy Supt. for Administration, Asst. Superintendent for Learning	Local Funds	AEIS				
							

Performance Objective 4: MISD will increase community and parental involvement in the schools, and increase the schools' involvement in the community.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Provide volunteer opportunities	Asst. Superintendent for Learning, Campus Principals	Local Budget, Secondary Allotment	AEIS				
Provide multiple opportunities for parental involvement	Asst. Superintendent for Learning, Campus Principals	Local Budget	Visitor Logs				
Provide Powerschool web-based parental access to student grades and attendance records	Executive Director of Technology	Local Budget	Powerschool Reports				
Participate in civic-sponsored events	Deputy Supt. for Administration, Asst. Superintendent for Learning	Local Budget	Attendance at events				
							

State Compensatory

Budget for District Improvement Plan:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-11-6119-00-001-024000	6119 Salary Professional	\$159,600.00
199-11-6119-00-042-024000	6119 Salary Professional	\$63,798.00
199-11-6119-00-044-024000	6119 Salary Professional	\$89,263.00
199-11-6119-00-104-024000	6119 Salary Professional	\$27,656.00
199-11-6119-00-105-024000	6119 Salary Professional	\$21,155.00
199-11-6119-00-106-024000	6119 Salary Professional	\$26,325.00
199-11-6119-00-107-024000	6119 Salary Professional	\$21,155.00
199-11-6119-00-108-024000	6119 Salary Professional	\$21,689.00
266-11-6119-00-103-024000	6119 Salary Professional	\$56,612.00
266-11-6119-00-104-024000	6119 Salary Professional	\$56,612.00
266-11-6119-00-105-024000	6119 Salary Professional	\$55,312.00
266-11-6119-00-106-024000	6119 Salary Professional	\$56,312.00
266-11-6119-00-107-024000	6119 Salary Professional	\$57,612.00
266-11-6119-00-108-024000	6119 Salary Professional	\$55,312.00
199-11-6129-00-001-024000	6129 Paraprofessional	\$31,750.00
199-11-6129-00-042-024000	6129 Paraprofessional	\$15,476.00
199-11-6129-00-044-024000	6129 Paraprofessional	\$18,484.00
199-11-6129-00-103-024000	6129 Paraprofessional	\$12,082.00

199-11-6129-00-104-024000	6129 Paraprofessional	\$7,636.00
199-11-6129-00-105-024000	6129 Paraprofessional	\$8,379.00
199-11-6129-00-106-024000	6129 Paraprofessional	\$8,751.00
199-11-6129-00-107-024000	6129 Paraprofessional	\$10,287.00
199-11-6129-00-108-024000	6129 Paraprofessional	\$11,542.00
6100 Subtotal:		\$892,800.00

Title I

Schoolwide Program Plan

Midlothian ISD ensures that all students, particularly those who are low achieving, demonstrate proficient and advanced levels of achievement on state academic achievement standards through the development of an ongoing, comprehensive plan for school improvement that is owned by the entire school community and tailored to meet each student groups' unique needs.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

Each Title 1 school wide campus will conduct an annual comprehensive needs assessment of the entire school (including the needs of migrant and homeless children) with information about each student groups' academic achievement in relation to the state's academic content standards

2: Schoolwide Reform Strategies

3: Instruction by highly qualified professional teachers

4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff

5: Strategies to increase parental involvement

6: Strategies to attract highly qualified teachers

7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs

8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program

9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards

10: Coordination and integration of federal, state and local services and programs

2009-2010 District Education Improvement Committee

Committee Role	Name	Position	Signature
Administrator	Judy Walling	Asst. Superintendent for Learning	
Administrator	Manny Medina	MISD DAEP Administrator	
Business Representative	David Smith	Business Owner	
Classroom Teacher	Carol Surplus	Frank Seale Middle School	
Classroom Teacher	Angela Hendrix	TE Baxter Elementary	
Classroom Teacher	Brittany Goerig	Longbranch Elementary	
Classroom Teacher	Candace Ramirez	LaRue Miller Elementary	
Classroom Teacher	Donna Tucker	TE Baxter Elementary	
Classroom Teacher	Robin Mayer	Mt. Peak Elementary	
Classroom Teacher	Joe Barrentine	Walnut Grove Middle School	
Classroom Teacher	Karena Blackwell	JR Irvin Elementary	
Classroom Teacher	Patricia Terrell	Longbranch Elementary	
Classroom Teacher	Nancy Robertson	Mt. Peak Elementary	
Classroom Teacher	Kathy Seago	Midlothian High School	
Classroom Teacher	Cindy Meuller	Walnut Grove Middle School	
Classroom Teacher	Kathy Lucas	JR Irvin Elementary	
Classroom Teacher	Jenifer Lassestter	LaRue Miller Elementary	
Classroom Teacher	Sharon Zabloski	Midlothian High School	
Classroom Teacher	Rhonda Byler	TE Baxter Elementary	
Classroom Teacher	Karen Warren	JR Irvin Elementary	

Classroom Teacher	Terri Panza	LaRue Miller Elementary	
Community Representative	Scott Slaydon	Sales	
District-level Professional	Nancy Bergvall	Director of Instructional Technology	
Non-classroom Professional	Kath Wilbourn	Frank Seale Middle School	
Non-classroom Professional	Kim Simmons	Longbranch Elementary	
Non-classroom Professional	Sharla Wood	Mt. Peak Elementary	
Non-classroom Professional	Carol Hitt	Walnut Grove Middle School	
Parent	Matt Cooper	Equipment Sales/Rental	

2009-2010	1
Comprehensive Needs Assessment	3
Student Performance	3
Programs	5
Comprehensive Needs Assessment Data Documentation	6
Goals	8
Goal 1: Midlothian Independent School District students will have increased academic success through opportunities provided by the district.	8
Goal 2: Midlothian Independent School District will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.	11
Goal 3: Midlothian Independent School District will recruit, develop, and retain a highly qualified staff.	13
Goal 4: Midlothian Independent School District will provide timely, open communication and positive parental and community partnership opportunities in our schools.	15
State Compensatory	19
Budget for District Improvement Plan:	19
Personnel for District Improvement Plan:	21
Title I	23
Schoolwide Program Plan	23
Ten Schoolwide Components	23
2009-2010 District Education Improvement Committee	24