

Midlothian Independent School District

Midlothian High School

2009-2010 Campus Improvement Plan

Accountability Rating: Acceptable



Mission Statement

Creating a better future...one student at a time

Vision

Everyone at MHS is:

Passionate about making a difference in the lives of students;

Committed to avoid negative talk, negative attitudes, and negative people; and

Treated with dignity and respect

Gold Performance Acknowledgements:

College - Ready

TSI ELA

TSI Mathematics

Comprehensive Needs Assessment

Student Performance

Student Performance Summary

The students at Midlothian High School experienced many successes during the 2008-2009 school year. Teachers and staff did a great job of teaching students to high levels of academic achievement. In fact, the "All Student" group performed at the "Recognized" rating level, while at the same time we made huge academic gains in our "Economically Disadvantaged" group. Teachers and staff at MHS are determined to continue to improve the academic achievement levels for all students and student groups in 2009-2010.

Student Performance Strengths

Midlothian High School academic strengths are:

- 98% of all students met standard on the TAKS Reading/ELA test
- 92% of all students met standard on the TAKS Math test
- 98% of all students met standard on the TAKS Science test
- 92% of all students met standard on the Social Studies test

Student Performance Needs

Performance on TAKS by subgroups lags behind the all students group in some areas, particularly in the African American, Hispanic and Economically Disadvantaged subgroups. Students from these subgroups will be a focus for interventions this school year.

- 70% of Economically Disadvantaged students in grade 10 met standard on the TAKS Math Test
- 74% of African American students in grade 10 met standard on the TAKS Science Test
- 75% of Economically Disadvantaged students in grade 10 met standard on the TAKS Science Test

Academic improvement for all students, especially students who are economically disadvantaged, continues to be a major area of focus at MHS. We are continually looking for new opportunities to create an environment where students can learn and teachers can teach.

Comprehensive Needs Assessment Data Documentation

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

- Review of district goals
- Review of campus goals
- Disaggregation longitudinal AEIS data
- Disaggregation current-year AEIS data
- Disaggregation AYP data
- Analysis of PBMAS data
- Professional learning communities discussions
- 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
- Campus faculty meeting discussions
- 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)
- Disaggregated Texas Assessment of Knowledge and Skills (TAKS) results
- Disaggregated TELPAS 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 High School students will have increased academic success through opportunities provided by the district

Performance Objective 1: Midlothian High School will earn a Recognized rating as defined by state guidelines and will meet PBMAS and AYP requirements as defined by NCLB


Summative Evaluation: TAKS, AEIS, AYP, and PBMAS reports

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Students will take unit assessments covering the TEKS/TAKS objectives adding reteach and remediation to lesson plans	Principal, Assistant Principals, Lead Teachers	Title II, Local budget, SCE	Unit assessment results				
Students will practice writing reflective pieces each six weeks for evaluation	Principal, Assistant Principal, Lead Teachers	Region 10, Title II, Reflective writing/holistic scoring guide for release TAKS	Departmental discussions, TAKS results				
Teachers will incorporate WOW design qualities into lessons	Principal, Assistant Principals, Lead Teachers	Title II, WOW Standard Bearer	Walkthroughs, lesson plans, departmental discussions				
Teachers will contribute to vertical team alignment	Principal, Assistant Principals, Lead Teachers	Local budget	Lesson Plans, Departmental team discussions				
TAKS training, Kilgo research, and INova data will be made available to teachers as resources for student progress/remediation	Principal, Assistant Principals, Lead Teachers	Local budget, workshops, conferences	TAKS results, classification promotion				
The number of students earning Commended on TAKS will increase	Principal, Assistant Principals, Lead Teachers	Local budget, Title II	TAKS results				
The number of discretionary placements in DAEP will be reduced	Principal, Assistant Principals, Staff, CIS, Movement Toward A Future Program	Secondary Allotment	DAEP reports				
Students will be given the opportunity to regain credit by utilizing A+ computer curriculum	Principal, Counseling Team	District budget	Number of students regaining credit				
Improve procedures to track students who withdraw, choose not to return to school, or leave the state for completion rate purposes.	Principal, Assistant Principals, Counseling Team, PEIMS staff	Local budget	Increase in the completion rate percentage.				

Continue to provide more opportunities for students to earn credit by taking on-line courses during the summer term	Principal, Counseling Team, Ron Bland	Local budget	Number of students taking and earning credit through on-line courses				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 2: Midlothian High School will improve college testing results for the SAT and ACT to exceed state criterion






Summative Evaluation: AEIS Reports, College Board Report

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Increase academic rigor to increase SAT/ACT scores	Principal, Assistant Principals, LEad Teachers	Spring SAT sessions, Local budget, On line access for students, Pay all Juniors to take PSAT	Departmental discussion, SAT/ACT results				
Offer Saturday sessions for potential NMSQT	Principal, Counseling team	Local budget	Number of student participating, number of National Merit Qualifiers				
Increase the number of students taking AP tests and increase the percent of students earning a 3 or higher on the test	Principal, Assitant Principals, Lead Teachers, Counseling Team	College Board materials, AP/PreAP Teachers	Increase in the number of students taking AP tests and earing a score of 3 or better				
Increase the percent of students taking Advanced Course/Dual Credit courses	Principal, Assistant Principals, Lead Teachers, Counseling Team	College Board Materials, Navarro College collaboration	Increased numbers in advanced/dual credit courses, SAT/ACT results, increased # of 3's on AP tests				
							

Performance Objective 3: Midlothian High School will increase technology infrastructure and curriculum capacities

Summative Evaluation: Number of technology credits teacher earn, Survey results, Technology Trainer evaluation


Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Midlothian High School will use technology to improve student proficiencies, academic achievement, and teacher effectiveness	Principal, Assistant Principals, Lead Teachers, Technology trainers, Media Specialist	Campus budget, Title IID, Instructional Technologist	Survey results				
Midlothian High School will provide a technology infrastructure to support the productivity and efficiency of the district	Executive Director of Technology, Instructional Technology Director, Principal	Local budget, Instructional Technologist	Data from programs, PowerSchool, Parent Link calling system				
Midlothian High School will provide training and promote opportunities for growth in the implementation of technology into the classroom	Principal, Assistant Principals, Lead Teachers, Technology Trainers	Title II, Local budget, Instructional Technologist	Number of trainings attended by teachers, number of credits earned per teacher/department				

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

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


Performance Objective 1: The number of students referred to the office for disciplinary reasons will be reduced by 10%

Summative Evaluation: DAEP Reports, Summer PEIMS Submission Reports

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Administrative and Counseling programs will aid students in resolving conflicts with each other, such as bullying, dating violence, and sexual harassment	Principal, Assitant Principals, Counseling Team	Campus budget, Teen Dating Violence awareness week and tool kit	Reduction in the number of incidences related to bullying, dating violence, and sexual harassment				
The student success initiative will work to build relationships with students in both academic and behavioral areas via adult mentoring program	Principal, Assistant Principals, Counseling Team	Local budget	Number of teachers participating in the program, student academic progress				
Teachers at Midlothian High School continue to adopt the idea to GO 2, doing more than what is required to help each student be successful both academically and socially.	All Staff	Local budget	Teacher surveys, student surveys				
Incorporate Dr. Cupp's experiences to our most troubled students, Hope+Desire=Expectations	All Staff	High School Allotment	Academic progress of Cupp's kids				
							

Performance Objective 2: The number of students failing the 9th grade will be reduced by 20%


Summative Evaluation: Discipline data, PEIMS data, Grade Distributions Reports

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Student success initiative will work to build relationships with freshmores (9+) in both academic and behavioral areas via adult mentoring program, Movement Towards A Future	Principal, Counseling Team, Dena Petty, Mentor Coordinator	Local budget	Number of students in the program, academic results				
Student success initiative will identify new students to MHS and provide transition and academic support for student success	Principal, Assistant Principals, Counseling Team	Local budget	Academic progress of new students to the district				
Continue to improve the P.A.S.S. (Panther After School Scholars) program, an after school program focused to meet the needs of struggling students	Principals, Assistant Principals, Counseling Team	Local budget	Academic progress of students in the program				
							

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

Performance Objective 1: Midlothian High School will provide salaries, benefits, incentives, and working conditions that are conducive to recruiting and retaining a highly qualified staff

Summative Evaluation: HQ reports

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Midlothian High School administrators will attend the district job fair and college job fairs to seek out the best possible teaching staff	Principal	Local budget	Number of job fairs attended, number of teachers hired from job fairs				
New teachers to Midlothian High School will participate in the MISD First Year Teacher Academy	Principal	Local budget	Walkthroughs, formal observations, number of new teachers retained				
New teachers to Midlothian High School will be provided a buddy teacher to assist them in transitioning to the Midlothian High School routine	Principal	Local budget	Feedback from new teachers				
							

Performance Objective 2: Midlothian High School will provide comprehensive, research-based professional development


Summative Evaluation: Campus staff deveopment surveys

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
First Year MHS teachers will participate in the MISD First Year Teacher Academy	Principal	Local budget , Title II, MEF Grant	Number of First-year teachers attending trainings				
Midlothian High School teachers will be given the opportunity to attend WOW conferences and other quality staff development workshops	Principal	Title II, local budget	Number of workshops attended				
Midlothian High School teachers particiapte in technology trainings through their departmental meetings as well opprtunities provided by the library media specialist	Principal, Technology trainers, media specialist	Title II Part D, local budget	Number of technolog/ycredit hours earned per teacher				

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

Performance Objective 1: Midlothian High School will provide the community with information related to our educational mission and vision.

Summative Evaluation: Campus website reports

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Midlothian High School will provide information to the community via our campus website	Principal, Technology Liason, Ron Bland	Local budget	Number of visitors that access our website				
							

Performance Objective 2: Midlothian High School will provide involvement opportunities for students, community members, parents and business owners to be a part of the educational planning process.

Summative Evaluation: MHS Campus Improvement Committee minutes, Lead Teacher agendas, Student Council meeting agendas, Focus groups meetings

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Midlothian High School students will have a voice in some of the decision related to school processes	Principal	Local budget	Number of students submitting information in suggestion boxes				
Parents, community members, and business owners can have input in the educational process at MHS	Principal	Local budget	Sign-In sheets from the SBDM committee				
Teachers and staff will be given an opportunity to provide input concerning the overall health of the organization via the OHI in March 2010	Principal	District budget	OHI survey results				

State Compensatory

Budget for Midlothian High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-11-6129-00-001-024000	6112 Classroom Subs	\$31,750.00
199-11-6119-00-001-024000	6119 Salary Professional	\$159,600.00
	6100 Subtotal:	\$191,350.00

2009-2010 Campus Advisory Committee

Committee Role	Name	Position	Signature
Administrator	Becky Blackburn		
Administrator	Kelly Johnson		
Business Representative	Armando Ferraez		
Business Representative	John Johnson		
Classroom Teacher	Tim Reed		
Classroom Teacher	Ray Hydes		
Classroom Teacher	Ellen Hayden		
Classroom Teacher	Larry Doran		
Classroom Teacher	Leigh Dopson		
Classroom Teacher	Shanna Harlow		
Classroom Teacher	Marci Bonebrake		
Classroom Teacher	Dee Wilson		
Classroom Teacher	Sharon Zabloski		
Committee Member	Patsy Sanders		
Committee Member	Angie Middleton		
District-level Professional	Diane Foster		
Non-classroom Professional	Susie Yarbro		
Non-classroom Professional	David Moore		
Parent	Joe Windsor		
Parent	Sarah Hardin		

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