

Magnolia Independent School District

District Improvement Plan

2022-2023

Accountability Rating: A



Mission Statement

The mission of the Magnolia Independent School District is to provide an educational environment that will enable all students to develop essential academic skills for a lifetime of learning and to prepare students to be responsible, contributing citizens in a diverse and changing world.

Vision

Magnolia ISD is dedicated to be the best district in the state of Texas.

Core Beliefs

Our plan is to empower all students by preparing them to excel and be future-ready. We do this by challenging students to develop critical thinking, problem-solving skills, life-long curiosity, civic responsibility, and preparation for life, career, and/or high education.

Knowledge is power. We want to engage our parents and the community with information that enables parents to help their children succeed in school.

Table of Contents

- Comprehensive Needs Assessment 4
 - Demographics 4
 - Student Learning 4
 - District Processes & Programs 6
 - Perceptions 7
- Priority Problem Statements 8
- Goals 9
 - Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students. 10
 - Goal 2: Magnolia ISD will continue to promote administrative efficiency and maximize resources. 22
 - Goal 3: Magnolia ISD will continue to provide a safe and secure environment for learning for all students. 25

Comprehensive Needs Assessment

Demographics

Demographics Summary

Magnolia ISD comprises over 13,000 students from a diverse background. Overall, our student population did not see any major changes from previous years however, there are some trends of note. According to the 2019-2020 TAPR report our student population is: 2.5% African American, 37% Hispanic, 56.8% White, 0.4% American Indian, 0.9% Asian, 0.1% Pacific Islander, and 2.3% two or more races. Our economically disadvantaged student population has also remained steady at 46.4%. EL student enrollment is on the rise as is our Dyslexia student population which represent 16.3% and 6.4%, respectfully. Additionally, students with disabilities has also increased to 1,454 from 1,272. Overall graduation rates increased slightly while overall dropout rate marginally decreased.

Demographics Strengths

- Graduation rates are improving while dropout rates are decreasing
- Increased number of identified Gifted and Talented students
- Attendance rates are improving
- Average teacher salary is increasing
- Increased number of College Ready Graduates
- Increased number of students enrolled in CTE

Problem Statements Identifying Demographics Needs

Problem Statement 1: There is an increased percentage of students qualifying as a student with Dyslexia or into Special Education. **Root Cause:** The MTSS/RtI process needs to be improved so that interventions show an increased success rate.

Student Learning

Student Learning Summary

Elementary

- Reading and math performance 3rd grade trend below the state average
- Writing performance in both 4th grade and 7th grade, particularly at the Meets and Masters level, trend below the state average
- Reading and math in 4th grade is at or above the state average

Intermediate/Junior High

- 5th grade reading and math are below the state average
- 5th grade science is above the state average
- 6th grade reading and math were close to or above the state average. Although their meets/masters gap widens for ESL/bilingual students
- 7th grade writing fell below the state average in Meets and Masters
- 8th grade reading, science and social studies were above the state average
- 8th grade math fell below the state average

High School

- English I, English II, Biology, and US History all were above the state average
- Algebra I is below the state average

CCMR

- College ready graduates are well above the state average
- TSI and AP/IB graduates are well above the state average
- Dual Course credits are below the state average
- CTE w/ IBC is below the state average

General

- There are many areas where student performance data is below the state average in Meets and Masters
- Overall CCMR percent is increasing

Student Learning Strengths

- Overall CCMR is above the state average
- Many academic areas are performing above the state average on state assessments
- High school state assessments are generally above the state average
- Our EB population is performing at or above the state in all grades and subjects

Problem Statements Identifying Student Learning Needs

Problem Statement 1: While our performance on elementary STAAR tests is above the state average in both reading and math, we saw decreases due to learning loss in Meets and Masters performances. **Root Cause:** - Full utilization of curriculum documents so standards based planning occurs - During collaborative planning, lessons are not always designed (and later delivered) aligned to standards - Need to disaggregate data and provide small group, differentiated instruction

Problem Statement 2: Grades 4 & 7 writing scores are lower than the state average in Meets and Masters performance. **Root Cause:** - Lack of aligned system for monitoring the growth of writing starting in kindergarten - A need for targeted teacher training and support needs - PLCs are not always planning for writing instruction in the same way they do for reading

Problem Statement 3: While all state assessed areas at the high school level are higher than the state average, there are multiple areas where learning loss occurred including English I, Algebra I, and Biology. **Root Cause:** - Full utilization of curriculum documents so standards based planning occurs - During collaborative planning, lessons are not always designed (and later delivered) aligned to standards - Need to disaggregate data and provide targeted, differentiated instruction

Problem Statement 4: Math in 5-8th grades saw large learning loss in Approaches, Meets, and Masters from prior years. **Root Cause:** - Full utilization of curriculum documents so standards based planning occurs - During collaborative planning, lessons are not always designed (and later delivered) aligned to standards - Need to disaggregate data and provide targeted, differentiated instruction

Problem Statement 5: ACT/SAT scores are not meeting district goals. **Root Cause:** Lack of student prep courses; more alignment with math and RLA classes is needed

Problem Statement 6: Intermediate and junior high reading and writing STAAR scores often fell below the state average in one or more of the three categories. **Root Cause:** - Curriculum documents need improvement so standards based planning occurs - During collaborative planning, lessons are not always designed (and later delivered) aligned to standards - Need to disaggregate data and provide targeted, differentiated instruction

Problem Statement 7: Certain populations such as special education students and EB pullout students are under performing **Root Cause:** - Implementation of ELPS and Sheltered Instruction - Increased need for differentiated instruction

Problem Statement 8: Intermediate and junior high reading scores stayed steady however, our masters performance is often below the state average. **Root Cause:** - Full utilization of curriculum documents so standards based planning occurs - During collaborative planning, lessons are not always designed (and later delivered) aligned to standards - Need to disaggregate data and provide targeted, differentiated instruction

Problem Statement 9: Science scores, while above the state average, saw drops in student performance particularly in 5th grade. **Root Cause:** - Full utilization of curriculum documents so standards based planning occurs - During collaborative planning, lessons are not always designed (and later delivered) aligned to standards - Need to disaggregate data and provide targeted, differentiated instruction

District Processes & Programs

District Processes & Programs Summary

Magnolia ISD works hard to recruit the best teachers in the state. In recent years, efforts have been made to increase teacher salaries and provide extra benefits such as stipends in high-needs areas, providing a district day-care, and a district medical clinic. New teachers to our district will attend a New Teacher Academy which, starting in the 2021-22 school year, will focus on major instructional initiatives. Teachers are selected by teams at the campus level and consideration of matching student need with teacher strength plays a role in teaching assignments. Starting in the 2021-22 school year, each campus has an academic coordinator that facilitates collaborative planning and ongoing best practices in the classroom. Additionally, starting in the 2021-22 school year, campuses will utilize an aligned method of disaggregating data so that each teacher and team can focus on specific needs to improve the academic performance of all students. Students who are not meeting academic standards are identified through the SIT process and are provided targeted support in areas of need.

District Processes & Programs Strengths

Magnolia ISD has the following strengths regarding district processes and programs:

- Systems in place that support quality instruction such as PLC, Rigor and Relevance
- New systems to be implemented in 2021-22 such as data protocols, increased content support from the curriculum department, academic coordinators, and improvements to SIT
- Campuses evaluate local and state assessment data to make instructional improvements

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1: New teachers often do not fully engage in district instructional initiatives. **Root Cause:** There is a need for year long mentorship program.

Problem Statement 2: Despite recruitment efforts, there continues to be teacher shortages in some areas. **Root Cause:** The universities are not producing enough graduates creating a state-wide teacher shortage.

Problem Statement 3: Technology infrastructure needs improvement to support increased demand. **Root Cause:** Need for updated infrastructure.

Perceptions

Perceptions Summary

The overall attendance rate in Magnolia ISD is down slightly from last year. Additionally, enrollment rates in the early childhood classroom is declining. The implementation of SEL curriculum has helped support social/emotional learning on all campuses however, ongoing and centralized efforts need to be continued. To ensure effective communication, the district utilizes social media, web-pages, and communication systems that send out mass emails. Additionally, the district has increased efforts to send out information in both Spanish and English.

Perceptions Strengths

The following are identified as strengths:

- Increased enrollment in secondary schools
- SEL curriculum on all campuses
- Increased communication efforts

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Overall daily attendance rates are down. **Root Cause:** There is a need for an attendance officer (now filled) to engage with families of students with high absent rates.

Problem Statement 2: Many buildings need safety upgrades. **Root Cause:** Ongoing needs with the exponential growth the district is experiencing.

Problem Statement 3: Updates to processes and procedures counselors use at the campus level needs to be ongoing, including increased time spent with students supporting social/emotional needs. **Root Cause:** New district-level counselor will streamline duties and procedures.

Problem Statement 4: New communication efforts have been established but need to be monitored and continually improved. **Root Cause:** School messenger needs to be continually updated, an event for EB students to learn how to utilize the Parent Portal needs to occur, and the new website launch needs to be monitored.







Priority Problem Statements

Goals

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.

Performance Objective 1: Magnolia ISD will implement a systemic professional development plan, focused on increasing instructional levels and student results.






Evaluation Data Sources: Internal professional development planning documents.

Strategy 1 Details	Reviews		
<p>Strategy 1: All instructional staff will receive ongoing training and support in the PLC process, focused on using student results to guide actions.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement, reduction in the number of students receiving Tier III intervention services.</p> <p>Staff Responsible for Monitoring: Campus Administrators and Academic Coordinators Executive Director of Teaching and Learning Chief Academic Officer District Instructional Specialists</p> <p>Funding Sources: Personnel - 255 - Title II - \$157,500</p>	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: All staff will participate in professional development, aimed at increasing rigor and relevance in instructional practices.</p> <p>Strategy's Expected Result/Impact: -Increase in level of Tier 1 instruction -Increase in teacher capacity</p> <p>Staff Responsible for Monitoring: Campus Administrators Executive Director of Teaching & Learning Chief Academic Officer District Instructional Specialists</p>	Formative		Summative
	Dec	Mar	May
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.

Performance Objective 2: Magnolia ISD will identify special education students and provide them with supplemental instruction and support in a timely manner.









Evaluation Data Sources: Frontline reports

Strategy 1 Details	Reviews		
Strategy 1: Review student data and make recommendations as needed. Strategy's Expected Result/Impact: Increase in student achievement of students with special needs Staff Responsible for Monitoring: Campus Administration and Academic Coordinators	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.

Performance Objective 3: Magnolia ISD will implement a comprehensive plan so that all students graduate with a viable plan in the armed forces, college/university, or trade/technical school.






Evaluation Data Sources: Internal planning documents

Strategy 1 Details	Reviews		
<p>Strategy 1: High School counseling staff will meet individually with all seniors and develop post-secondary plans. Strategy's Expected Result/Impact: Increase in the number of students enlisting in the armed forces, enrolling in college, and attending trade/technical school. Staff Responsible for Monitoring: College/Career Counselors High School Associate Principals High School Principals Chief Academic Officer</p>	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: High school counseling staff conducts yearly course selection meetings with all students to ensure alignments of courses to post-secondary goals. Strategy's Expected Result/Impact: Increase graduation rate and the number of students college and career ready. Staff Responsible for Monitoring: High school counselors and administration</p>	Formative		Summative
	Dec	Mar	May
			
Strategy 3 Details	Reviews		
<p>Strategy 3: College and Career Counselors provide guidance information to all classes on post-secondary options. Strategy's Expected Result/Impact: Increase graduation rate and the number of students college and career ready. Staff Responsible for Monitoring: College and Career Counselors provide guidance information to all classes on post-secondary options.</p>	Formative		Summative
	Dec	Mar	May
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.

Performance Objective 4: Magnolia will demonstrate an increase of 5% on state assessments in the Approaches, Meets, and Masters categories.







Evaluation Data Sources: Internal assessment and STAAR results

Strategy 1 Details	Reviews		
<p>Strategy 1: Campuses will monitor sub-population performance throughout the year and make on-time interventions.</p> <p>Strategy's Expected Result/Impact: Increase in overall student achievement; decrease in the amount of students needing to re-test in grades 5, 8, and high school.</p> <p>Staff Responsible for Monitoring: Principal and Academic Coordinator</p> <p>Funding Sources: Personnel - 255 - Title II - \$81,000</p>	Formative		Summative
	Dec	Mar	May
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.

Performance Objective 5: Magnolia ISD will assist staff and students in utilizing technology programs and devices for teaching and learning.







Evaluation Data Sources: Applications usage reports.

Strategy 1 Details	Reviews		
<p>Strategy 1: Utilize Instructional Technology Specialists to partner with campus Digital Learning Leads to support teachers in using programs and technology tools as a part of their instructional delivery.</p> <p>Strategy's Expected Result/Impact: Enhance teacher and staff knowledge of the programs and technology tools they use daily.</p> <p>Staff Responsible for Monitoring: Chief Academic Officer Director of Assessment and Instructional technology</p> <p>Funding Sources: Personnel - 255 - Title II - \$160,000</p>	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: Provide enriched staff development to teachers covering existing technology programs as well as newly introduced programs.</p> <p>Strategy's Expected Result/Impact: Teachers will better serve their students by being more proficient using existing programs -e.g. Google, TEAMS and Canvas. Teachers will be better equipped to utilize programs so that the student online learning experience is improved.</p> <p>Staff Responsible for Monitoring: Chief Academic Officer Director of Assessment & Instructional Technology</p> <p>Funding Sources: Personnel - 255 - Title II - \$160,000</p>	Formative		Summative
	Dec	Mar	May
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.

Performance Objective 6: Magnolia ISD will provide mobile devices for students and staff for accessing digital materials and programs.






Evaluation Data Sources: Checkout inventory

Strategy 1 Details	Reviews		
<p>Strategy 1: Provide new devices to teachers and professional staff in order to adequately access educational programs and materials. Strategy's Expected Result/Impact: Teachers and professional staff will have the necessary tools to access educational programs and materials to support instructional delivery to students. Staff Responsible for Monitoring: Director of Technology</p>	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: Procure enough devices to provide all students in the classroom the ability to access educational programs via their device. Strategy's Expected Result/Impact: Enhance online learning experience Staff Responsible for Monitoring: Chief Academic Officer Technology Director</p>	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.

Performance Objective 7: Magnolia ISD will provide a research-based dyslexia intervention program.






Evaluation Data Sources: Dyslexia progress monitoring

Strategy 1 Details	Reviews		
Strategy 1: Staff will attend training and implement research-based strategies to increase achievement of dyslexia students. Strategy's Expected Result/Impact: Increase in student achievement, as evident on relevant summative assessments. Staff Responsible for Monitoring: Dyslexia Coordinator	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.

Performance Objective 8: Magnolia ISD will identify students in need of intervention and provide targeted instruction that meets individual needs.






Evaluation Data Sources: Intervention progress monitoring

Strategy 1 Details	Reviews		
Strategy 1: Create and train staff on aligned data disaggregation processes to provide small group (targeted) instruction. Strategy's Expected Result/Impact: Increased student achievement Increased student growth Increased Meets and Masters	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.

Performance Objective 9: Magnolia ISD will increase PSAT results thereby increasing the number of National Merit Scholars.








Evaluation Data Sources: PSAT results and numbers of National Merit Scholars.

Strategy 1 Details	Reviews		
<p>Strategy 1: Elevate PSAT/NMSQT awareness among staff, students, and parents as well as establish targeted high performing groups at each high school for focused preparation by promoting via district communication platforms and the district website.</p> <p>Strategy's Expected Result/Impact: Double the percent of NMSQT Commended/Finalists from 2% (2019) to 4% of 11th grade testers.</p> <p>Staff Responsible for Monitoring: Director of Advanced Academics and designated Campus Administrators</p>	Formative		Summative
	Dec	Mar	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.

Performance Objective 10: Magnolia ISD will ensure that teachers have the tools and training they need to align instruction to the Texas Essential Knowledge and Skills by providing updated curriculum documents and quality resources.







Evaluation Data Sources: Curriculum documents

Strategy 1 Details	Reviews		
<p>Strategy 1: Revise and improve new curriculum documents in all four core content areas. Strategy's Expected Result/Impact: All instruction will be aligned to standards. Funding Sources: Personnel - 255 - Title II - \$157,500</p>	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: Provide training on curriculum updates as needed to staff. Strategy's Expected Result/Impact: Teacher successful implementation Staff Responsible for Monitoring: Curriculum department and campus leadership</p>	Formative		Summative
	Dec	Mar	May
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.

Performance Objective 11: Magnolia ISD will ensure that English Learners are provided quality instruction that meets their unique needs by providing updated curriculum documents, quality resources and targeted professional learning to teachers.







Evaluation Data Sources: Curriculum documents, professional learning attendance.

Strategy 1 Details	Reviews		
<p>Strategy 1: Create curriculum documents that are aligned to standards and provide training to properly plan and utilize them including strategies that support EB students.</p> <p>Strategy's Expected Result/Impact: All instruction will be aligned to standards . Teachers will plan for and utilize instructional strategies that support EL students.</p>	Formative		Summative
	Dec	Mar	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.








Performance Objective 12: Magnolia ISD will provide a New Teacher Academy that ensures all new teachers understand major district instructional initiatives.

Evaluation Data Sources: New Teacher Academy agenda and attendance records.

Strategy 1 Details	Reviews		
<p>Strategy 1: Collaborate with multiple departments to ensure new teachers are trained in PLC, Rigor and Relevance, Data Disaggregation, and content-specific needs.</p> <p>Strategy's Expected Result/Impact: New teachers will leave NTA understanding the foundational pieces of our instructional methodologies.</p>	Formative		Summative
	Dec	Mar	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Magnolia ISD will develop and enhance a culture that values outstanding instruction and high achievement for all students.








Performance Objective 13: Magnolia ISD will take measures to decrease drop-out rates and increase graduation rates.

Strategy 1 Details	Reviews		
Strategy 1: High school counseling staff will conduct routine meetings and planning with students in the credit recovery program. Staff Responsible for Monitoring: Lead district counselor, high school counseling staff, high school principals	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
Strategy 2: All school counselors will conduct student and/or parent meetings after a student has incurred 6 unexcused absences in order to determine the root cause and provide strategies and interventions to reduce educational gaps. Staff Responsible for Monitoring: Lead district counselor, high school counseling staff, high school principals	Formative		Summative
	Dec	Mar	May
			
Strategy 3 Details	Reviews		
Strategy 3: High school counselors will meet with seniors at progress report and report card periods who are failing one or more subject areas to determine needed interventions and plan for credit recovery. Staff Responsible for Monitoring: Lead district counselor, high school counseling staff, high school principals	Formative		Summative
	Dec	Mar	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Magnolia ISD will continue to promote administrative efficiency and maximize resources.

Performance Objective 1: Magnolia ISD will continually monitor instructional versus non-instructional allocation of funds and strive to maintain or increase instructional expenses as a percentage of general fund expenses.








Evaluation Data Sources: Budget reports/Audit

Strategy 1 Details	Reviews		
Strategy 1: Constantly review non-instructional expenses. Strategy's Expected Result/Impact: Maximize instructional resources Staff Responsible for Monitoring: CFO	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
Strategy 2: Ongoing accounting analysis. Strategy's Expected Result/Impact: Maximize instructional resources Staff Responsible for Monitoring: CFO	Formative		Summative
	Dec	Mar	May
			
Strategy 3 Details	Reviews		
Strategy 3: Continual review of MISD spending vs. state norms. Strategy's Expected Result/Impact: Maximize instructional resources Staff Responsible for Monitoring: CFO	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Magnolia ISD will continue to promote administrative efficiency and maximize resources.

Performance Objective 2: Magnolia ISD will continually dissect and limit operational and administrative costs.









Evaluation Data Sources: Budget reports/Audit

Strategy 1 Details	Reviews		
Strategy 1: Continually dissect operational and administrative costs Strategy's Expected Result/Impact: Reduce operational/administrative costs & maximize classroom dollars Staff Responsible for Monitoring: CFO	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
Strategy 2: Focus (search for savings opportunities) on large ticket operational expenses such as utilities Strategy's Expected Result/Impact: Reduce operational/administrative costs & maximize classroom dollars Staff Responsible for Monitoring: CFO	Formative		Summative
	Dec	Mar	May
			
Strategy 3 Details	Reviews		
Strategy 3: Constant administrative and operational staffing review Strategy's Expected Result/Impact: Reduce operational/administrative costs & maximize classroom dollars Staff Responsible for Monitoring: CFO/Assistant Superintendent for Administration/HR Director	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Magnolia ISD will continue to promote administrative efficiency and maximize resources.

Performance Objective 3: Magnolia ISD will strive to increase available resources by maximizing existing allotments and seeking new and alternative funding sources.








Evaluation Data Sources: PEIMS Reports/Tax Collection Reports/Texas Education Agency

Strategy 1 Details	Reviews		
Strategy 1: Continual review of student attendance and PEIMS coding Strategy's Expected Result/Impact: Maximize existing allotments Staff Responsible for Monitoring: CFO/Executive Director of HR/PEIMS Director	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
Strategy 2: Constant review of property tax collections Strategy's Expected Result/Impact: Maximize existing allotments Staff Responsible for Monitoring: CFO	Formative		Summative
	Dec	Mar	May
			
Strategy 3 Details	Reviews		
Strategy 3: Compare budgetary allocations (inputs) to student performance (outputs), particularly for Title I campuses Strategy's Expected Result/Impact: Maximize use of existing allotments Staff Responsible for Monitoring: CFO/Chief Academic Officer	Formative		Summative
	Dec	Mar	May
			
Strategy 4 Details	Reviews		
Strategy 4: Seek new funding opportunities with focus on grants and "other" (such as TRE, Golden Yield Pennies, etc) Strategy's Expected Result/Impact: New/additional funding Staff Responsible for Monitoring: CFO	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: Magnolia ISD will continue to provide a safe and secure environment for learning for all students.

Performance Objective 1: Magnolia ISD will recruit, develop and retain the highly qualified staff, including teachers, counselors, and administrators required to provide the best educational experience for all students.







Evaluation Data Sources: Hiring reports

Strategy 1 Details	Reviews		
Strategy 1: Provide a competitive employee benefit and compensation structure to attract and retain a highly qualified staff. Strategy's Expected Result/Impact: Increase teacher/employee retention rate. Staff Responsible for Monitoring: Human Resources	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
Strategy 2: Partner with universities from around the state to recruit highly qualified teachers and attend sponsored job fairs. Strategy's Expected Result/Impact: Increased number of highly qualified & highly trained applicants Staff Responsible for Monitoring: Human Resources	Formative		Summative
	Dec	Mar	May
			
Strategy 3 Details	Reviews		
Strategy 3: MISD will sponsor a local job fair to promote the district and recruit highly qualified staff. Strategy's Expected Result/Impact: Increase in district visibility; reduce vacancy times of posted positions. Staff Responsible for Monitoring: Human Resources	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: Magnolia ISD will continue to provide a safe and secure environment for learning for all students.

Performance Objective 2: Magnolia ISD will recruit, develop and retain the most qualified substitute teacher candidates in order to continue to provide the best educational experience for all students in the absence of teachers/staff.






Evaluation Data Sources: Trained substitute listings.

Strategy 1 Details	Reviews		
<p>Strategy 1: Provide a competitive substitute teacher compensation structure to attract and retain a highly qualified substitute teacher pool. Strategy's Expected Result/Impact: Increased number of available campus substitutes as compared to previous years. Increased number of degreed & degreed/certified substitutes as compared to previous years. Staff Responsible for Monitoring: Human Resources</p>	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: MISD will sponsor a local job fair to promote the district and recruit a highly qualified substitute teacher pool. Strategy's Expected Result/Impact: Increase the number of qualified substitute teachers Staff Responsible for Monitoring: Human Resources</p>	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: Magnolia ISD will continue to provide a safe and secure environment for learning for all students.

Performance Objective 3: Magnolia ISD will increase student, parent, employee and community interaction with the district.






Evaluation Data Sources: Reports from communication applications.

Strategy 1 Details	Reviews		
<p>Strategy 1: Offer programs and increase participation for each of the target audiences:</p> <p>1. Student -- Highlight student accomplishments in various programs showcasing all the ways to be involved in MISD.</p> <p>2. Parent -- Parent Engagement Nights and Superintendent Parent Leadership Program</p> <p>3. Encourage parent and community participation in the District Education Improvement Committee, campus site-based committees, Magnolia Education Foundation, and parent/community engagement nights.</p> <p>4. Community -- Partner with our schools in scholarships for our students; student of the month sponsor; Teacher of the Year sponsor; membership in Chamber and Rotary.</p> <p>Strategy's Expected Result/Impact: Increase the opportunities for community/parent involvement; increase parent awareness of issues impacting students; solicit input on district direction</p> <p>Staff Responsible for Monitoring: Director of Communications</p> <p>Funding Sources: Parent Night speaker - 211 Title I, Part A - \$3,500</p>	Formative		Summative
	Dec	Mar	May
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: Magnolia ISD will continue to provide a safe and secure environment for learning for all students.

Performance Objective 4: Magnolia ISD will use existing and emerging technologies to enhance district communications.






Evaluation Data Sources: Internal documents.

Strategy 1 Details	Reviews		
Strategy 1: Utilize tools to communicate with parents, students, staff: 1. School Messenger -- incorporate text messages; use this feature for safety protocols; monthly newsletters using Smore 2. Website -- news & announcements; events updated Strategy's Expected Result/Impact: Increase speed at which information is shared Staff Responsible for Monitoring: Director of Communications	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: Magnolia ISD will continue to provide a safe and secure environment for learning for all students.

Performance Objective 5: Magnolia ISD will train all campus staff on suicide, mental health, child sexual abuse, and other child endangerment issues.






Evaluation Data Sources: Eduphoria and other training reports

Strategy 1 Details	Reviews		
<p>Strategy 1: All campus staff will receive suicide/mental health awareness in the fall and spring semester.</p> <p>Strategy's Expected Result/Impact: Increased staff awareness of students in crisis and procedures of how to report students in need.</p> <p>Staff Responsible for Monitoring: Guidance Counselors Principals Student Services</p>	Formative		Summative
	Dec	Mar	May
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: Magnolia ISD will continue to provide a safe and secure environment for learning for all students.

Performance Objective 6: Magnolia ISD will increase crisis plan efficiency and effectiveness to include new protocols.






Evaluation Data Sources: Crisis plan

Strategy 1 Details	Reviews		
<p>Strategy 1: Student Services will address updates and new source data in Magnolia ISD Handbook. New EOP (downloaded on all staff phones) will address response in crisis.</p> <p>Strategy's Expected Result/Impact: Increased staff awareness of crisis plans</p> <p>Staff Responsible for Monitoring: Directors of Student Service</p>	Formative		Summative
	Dec	Mar	May
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: Magnolia ISD will continue to provide a safe and secure environment for learning for all students.






Performance Objective 7: Procure and install new network infrastructure to either replace out-dated equipment and/or install in locations of need.

Evaluation Data Sources: Staff and students will have the ability to access the network and perform all educational functions without any lag or disruptions.

Strategy 1 Details	Reviews		
Strategy 1: Improve the effectiveness of access points by installing new and/or replacing outdated equipment to improve wireless connectivity.	Formative		Summative
	Dec	Mar	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			


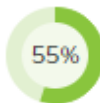






Goal 3: Magnolia ISD will continue to provide a safe and secure environment for learning for all students.

Performance Objective 8: Magnolia ISD will increase social media presence (Instagram, Twitter, Facebook)

Strategy 1 Details	Reviews		
Strategy 1: Utilize social media to communicate to the MISD community. Strategy's Expected Result/Impact: Increased community participation in MISD events Staff Responsible for Monitoring: Director of Communications	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
Strategy 2: Create a community Newsletter for members to signup to receive district news. Strategy's Expected Result/Impact: More awareness of what is happening in MISD Staff Responsible for Monitoring: Executive Director of Communications	Formative		Summative
	Dec	Mar	May
	N/A	N/A	
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: Magnolia ISD will continue to provide a safe and secure environment for learning for all students.










Performance Objective 9: Magnolia ISD will implement positive behavior interventions and support, including actions that integrate best practices on grief-informed and trauma-informed care.

Strategy 1 Details	Reviews		
<p>Strategy 1: Elementary schools will implement Second Step character-building lessons and secondary schools will implement Character Strong character-building lessons.</p> <p>Strategy's Expected Result/Impact: Increased student knowledge of identified character traits.</p> <p>Staff Responsible for Monitoring: Campus Administrators Executive Director of Teaching & Learning Chief Academic Officer</p>	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: Magnolia ISD will partner with Yes-to-Youth counseling services so that more topic-related groups can be offered to students.</p> <p>Strategy's Expected Result/Impact: Improved SEL for students</p> <p>Staff Responsible for Monitoring: Campus counselors</p>	Formative		Summative
	Dec	Mar	May
			
Strategy 3 Details	Reviews		
<p>Strategy 3: Magnolia ISD will have SEL counselors staffed at all junior high and high school campuses</p> <p>Strategy's Expected Result/Impact: Offer more counseling services to students</p> <p>Staff Responsible for Monitoring: Counselors</p>	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: Magnolia ISD will continue to provide a safe and secure environment for learning for all students.

Performance Objective 10: In Magnolia ISD dating violence is not tolerated. The district has adopted a dating violence policy and procedures for reporting, informing parents, guidelines for students who are victims, and is providing instructional materials as a means of prevention.

Evaluation Data Sources: Board policy, instructional materials

Strategy 1 Details	Reviews		
Strategy 1: Reporting procedures are outlined in board policy for both students and employees. In addition, the reporting and parental notification procedures are detailed in the MISD Student Handbook for parents.	Formative		Summative
	Dec	Mar	May
			
Strategy 2 Details	Reviews		
Strategy 2: Corrective action for students who are victims are outlined in board policy and may include counseling to the victim, safety planning, referrals to local resources, follow-up inquiries, and in general an increased focus on mental health safety.	Formative		Summative
	Dec	Mar	May
			
Strategy 3 Details	Reviews		
Strategy 3: Preventative age-appropriate educational material which includes the definition, signs, and dangers of dating violence as well as resources for seeking help is available to all students and parents on each campus and electronically on campus websites.	Formative		Summative
	Dec	Mar	May
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			