

Maypearl Independent School District

District Improvement Plan

2024-2025 Priorities/Performance Objectives/Strategies



Mission Statement

The Mission of Maypearl ISD, a tradition-rich community, is to cultivate the unique potential of all students through innovative education.

Motto

Tradition - Pride - Purpose

Vision

Maypearl ISD, where all learners will embrace their unique potential to excel, serve others, and own their future.

Value Statement

Every student as our 1st priority
Building relationships
Safe, secure environments
Collaboration & teamwork for all
Commitment to excellence

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Priorities

Priority 1: Ensure student growth, wellness, and post-secondary readiness.

Performance Objective 1: Ensure Post-secondary readiness for each student.

- Measures:** PSAT (all Juniors take exam)
- EOC/STAAR Masters
- 3-8 MAP, SAT, and ACT projections
- TSIA (those wishing to take Dual Credit classes)





Strategy 1 Details	Reviews			
Strategy 1: 1.1.1: College 1.1.1A: Administer PSAT to all Juniors to better prepare them for the SAT Strategy's Expected Result/Impact: All Juniors take exam, likely to increase SAT scores (other schools only have their top 10% take the exam). Staff Responsible for Monitoring: High School Administrators, High School Counselor, Counselor Secretary, English Teachers	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
Strategy 2: 1.1.1 B: Analyze BOY, MOY, EOY MAP data projections, as well as the ACT and SAT Data. Strategy's Expected Result/Impact: Analysis will yield opportunities to adjust instruction and curriculum presented to a more individualized approach based on student need in conjunction with data results. Dual Credit Hours and/or number of students who complete an Associates Degree will be monitored to develop growth of program. Staff Responsible for Monitoring: Campus Administrators, Curriculum Director, Classroom Teachers	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
Strategy 3: Strategy 3: 1.1.1C: Administer Interim Assessments to ensure growth of EOC assessments. Strategy's Expected Result/Impact: More students will complete expectations for EOC results. Staff Responsible for Monitoring: High School Administrators, High School Teachers, and High School Counselor	Formative			Summative
	Nov	Feb	May	July

Strategy 4 Details	Reviews			
Strategy 4: 1.1.1D Ensure alignment of Interim Assessments to ensure growth on EOC Assessments (written-taught-assessed). Strategy's Expected Result/Impact: Growth on EOC Assessments as determined through data analysis. Staff Responsible for Monitoring: High School Administrators, High School Counselor, Classroom Teachers	Formative			Summative
	Nov	Feb	May	July
Strategy 5 Details	Reviews			
Strategy 5: 1.1.1E: Counselor activities and examples designed to encourage more students to attend college. Strategy's Expected Result/Impact: More students documented who enroll in college classes and students with post-secondary plans other than college. (i.e: workforce, etc.) Staff Responsible for Monitoring: High School Counselor, High School Administrators	Formative			Summative
	Nov	Feb	May	July
Strategy 6 Details	Reviews			
Strategy 6: 1.1.2 Career 1.1.2A Work to increase IBCs offered. 1.1.2B Clarify pathways to ensure students are completing the pathways. 1.1.2C Clarify pathways to ensure students are completing and prepared to pass the IBC. Strategy's Expected Result/Impact: 1.1.2AB: Completed pathway (move from 2-5) Enrollment in introductory courses Enrollment in CTE Courses 1.1.2B: High school Administrators & Counselor, Middle School Administrators, & Counselors collaborate to clarify pathways. 1.1.2C: Number of students taking classes which offer the IBC certification Increase CCMR points Increase number of Industry Based Certifications (IBC) Increase in number of students participating in IBC eligible courses Staff Responsible for Monitoring: High School and Middle School Administrators & Counselors, Curriculum Director	Formative			Summative
	Nov	Feb	May	July
Strategy 7 Details	Reviews			
Strategy 7: 1.1.13 Military: Increase number of students over 16 completing ASVAB test Strategy's Expected Result/Impact: Increase CCMR points Increase number of students taking ASVAB by 10% Staff Responsible for Monitoring: High School Administrator, High School Counselor	Formative			Summative
	Nov	Feb	May	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Priority 1: Ensure student growth, wellness, and post-secondary readiness.

Performance Objective 2: 1.2 Expand student leadership and involvement opportunities related to individual interest at all levels.

Measures: Numbers of students participating in extracurricular activities such as: Hope Squad, NHS, NJHS, FFA, Student Council

Strategy 1 Details	Reviews			
<p>Strategy 1: 1.2A Sustain and enhance service opportunities for students at all levels to be involved in their community. 1.2B Align programs and opportunities K-12, as appropriate.</p> <p>Strategy's Expected Result/Impact: Increase the number of students who earn the Community Service Cords at graduation. 60% of students involved in a club or organization.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Campus Counselors</p>	Formative			Summative
	Nov	Feb	May	July
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Priority 1: Ensure student growth, wellness, and post-secondary readiness.

Performance Objective 3: 1.3 Ensure student annual growth in academic core areas.

Measures: EOY MAP Growth Measures
 STAAR Growth Measure
 TELPAS Rating Growth

Strategy 1 Details	Reviews			
<p>Strategy 1: 1.3A Ensure systematic approach to looking at data through PLCs, Walk-throughs, Data Meetings and Interim Assessments for MAP Growth Measure @ BOY and MOY</p> <p>Strategy's Expected Result/Impact: EOY MAP Growth Measures should reflect improvement of students in all reporting categories. STAAR Growth Measure should increase for each student. TELPAS Rating Growth should increase from year to year.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Special Education Teachers, ESL teachers, and all classroom teachers responsible for any accommodations or modifications to curriculum.</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: 1.3B Analyze current instructional materials and alignment to TRS through findings reports and Interim Assessments for MAP Growth Measure @ BOY and MOY</p> <p>Strategy's Expected Result/Impact: EOY MAP Growth Measures should reflect improvement of students in all reporting categories. STAAR Growth Measure should increase for each student. TELPAS Rating Growth should increase from year to year.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Special Education Teachers, ESL teachers, and all classroom teachers responsible for any accommodations or modifications to curriculum.</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<p>Strategy 3: 1.3C Monitor and evaluate Tier 1 instruction and instructional strategies to ensure alignment and efficacy and Interim Assessments for MAP Growth Measure @ BOY and MOY</p> <p>Strategy's Expected Result/Impact: EOY MAP Growth Measures should reflect improvement of students in all reporting categories. STAAR Growth Measure should increase for each student. TELPAS Rating Growth should increase from year to year.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Special Education Teachers, ESL teachers, and all classroom teachers responsible for any accommodations or modifications to curriculum.</p>	Formative			Summative
	Nov	Feb	May	July

Strategy 4 Details	Reviews			
<p>Strategy 4: 1.3D Monitor and evaluate progress of students participating in special programs to ensure growth in core areas and Interim Assessments for MAP Growth Measure @ BOY and MOY; Special education progress reports, RTI progress reports, Grade reports for special education, RTI, ESL, and 504</p> <p>Strategy's Expected Result/Impact: EOY MAP Growth Measures should reflect improvement of students in all reporting categories. STAAR Growth Measure should increase for each student. TELPAS Rating Growth should increase from year to year.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Special Education Director and Teachers, ESL teachers, and all classroom teachers responsible for any accommodations or modifications to curriculum.</p>	Formative			Summative
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Priority 1: Ensure student growth, wellness, and post-secondary readiness.

Performance Objective 4: 1.4 Promote student health and wellness.





Measures: At-risk students across the district will be reduced by 10% by 2026.

TCHAT Utilization Reports

Hope Squad Pre/Post Surveys

YES Survey Reports

Strategy 1 Details	Reviews			
<p>Strategy 1: 1.4A Provide a compiled resources list available for students, staff, and parents for the district.</p> <p>Strategy's Expected Result/Impact: Supports provided for appropriate stakeholder's needs. Reduction in at-risk percentage.</p> <p>Staff Responsible for Monitoring: Campus Counselors, Campus Administrators</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: 1.4B The Texas Child Health Access Through Telemedicine (TCHAT) is free to any student in the district for four 30 minute sessions.</p> <p>Strategy's Expected Result/Impact: Through TCHAT Utilization Reports, a decrease in students requiring this option, should also decrease the number and percentage of at-risk students.</p> <p>Staff Responsible for Monitoring: Campus Counselors, Campus Administrators</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<p>Strategy 3: 1.4C Parent guidance and parent coaching is free to the district.</p> <p>Strategy's Expected Result/Impact: Through the Parent Coaching Utilization Reports, the number of parents signing up for such coaching should increase, and should then decrease the number of students who are categorized as at-risk.</p> <p>Staff Responsible for Monitoring: Campus Counselors, Campus Administrators</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 4 Details	Reviews			
<p>Strategy 4: 1.4D Hope Squad Suicide Prevention Program will be utilized through peer nominations to join.</p> <p>Strategy's Expected Result/Impact: Use of the Hope Squad Pre/Post Surveys should indicate an increase in student participation, accessing appropriate care, and reducing the number of at-risk students.</p> <p>Staff Responsible for Monitoring: Campus Counselors, Campus Administrators</p>	Formative			Summative
	Nov	Feb	May	July

Strategy 5 Details	Reviews			
<p>Strategy 5: 1.4E District-Wide Character Strong Curriculum provided for all students PK-12.</p> <p>Strategy's Expected Result/Impact: Providing character curriculum for all students should support student mental health and morale, and reduce numbers of at-risk students.</p> <p>Staff Responsible for Monitoring: Campus Counselors, Campus Administrators</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 6 Details	Reviews			
<p>Strategy 6: 1.4F "Aim for Success" or "YES!" campus visits provided for K-12.</p> <p>Strategy's Expected Result/Impact: Providing additional supports for students should support student mental health and morale, and reduce numbers of at-risk students, as determined by YES Survey Reports after presentations.</p> <p>Staff Responsible for Monitoring: Campus Counselors, Campus Administrators</p>	Formative			Summative
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Priority 2: Enhance faculty and staff recruitment, retention, and capacity building.

Performance Objective 1: 2.1 Increase teacher and staff recruitment and retention.

Measures: Retention increases in staff.

Improved retention rates of staff.





Results from at least 1 job fair each semester and timely hiring of qualified teachers

Strategy 1 Details	Reviews			
<p>Strategy 1: 2.1A Improve compensation and benefits through budget recommendations based on research of surrounding comparable districts. 2.1B Increase attendance at job fairs and host local MISD job fairs with resumes collected and distributed to principals based on campus needs.</p> <p>Strategy's Expected Result/Impact: Increased staff recruitment Increased and improved attendance at job fairs hosted by outside entities, as well as local MISD hosted job fairs. Staff Responsible for Monitoring: HR Director, Assistant Superintendent, Superintendent</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: 2.1C Increase transparency and timeliness of compensation/benefits plan through emailed notification from Superintendent to teachers of the package that has been approved by the board.</p> <p>Strategy's Expected Result/Impact: Increased staff recruitment and retention of existing staff. Staff Responsible for Monitoring: HR Director, Superintendent, Business Manager</p>	Formative			Summative
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Priority 2: Enhance faculty and staff recruitment, retention, and capacity building.

Performance Objective 2: 2.2 Increase satisfaction and engagement of all employees.





Measures: MOY and EOY survey results gauging employee satisfaction
Surveys of faculty and staff perceptions of safety

Strategy 1 Details	Reviews			
<p>Strategy 1: 2.2A Review, analyze, share results, and translate into follow-up actions based on staff surveys using the top 3-5.</p> <p>Strategy's Expected Result/Impact: Posting and sharing of MOY survey results will support needed improvements or changes and should reflect in EOY survey responses.</p> <p>Staff Responsible for Monitoring: Campus Principals, HR Director, Assistant Superintendent, Superintendent</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: 2.2B Ensure faculty and staff feel confident in the Emergency Operating Procedures.</p> <p>Strategy's Expected Result/Impact: Improved staff perceptions regarding confidence in Emergency Operating Procedures.</p> <p>Staff Responsible for Monitoring: Campus Principals, HR Director, Assistant Superintendent, Superintendent, MISD Police Chief & Officers</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<p>Strategy 3: 2.2C Enhance and continuously improve district wellness plan through SHAC Committee Initiatives.</p> <p>Strategy's Expected Result/Impact: SHAC Committee meetings 4/year and embedded wellness questions into EOY surveys should result in improved district wellness perceptions and initiatives.</p> <p>Staff Responsible for Monitoring: SHAC Committee Members, Campus Principals, Campus Counselors, MISD Lead Nurse</p>	Formative			Summative
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Priority 2: Enhance faculty and staff recruitment, retention, and capacity building.

Performance Objective 3: 2.3 Enhance faculty and non-instructional staff training and capacity building.

- Measures: Verified teacher certificates of completion
- Sign-in sheets for PD opportunities for teachers and staff, saved as documentation
- Verified staff certificates of completion
- Staff compliance of the EOP and consistent feedback as changes are needed and/or occur


Strategy 1 Details	Reviews			
Strategy 1: 2.3A Ensure that faculty training is research-based, job-embedded and sustained over time. Strategy's Expected Result/Impact: Training scheduled based on needs of campuses throughout the year and SMORE updates for summer continuing education. Staff Responsible for Monitoring: Campus Principals, Curriculum Director, Special Programs Director	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
Strategy 2: 2.3B Ensure that non-instructional staff training is job-embedded and sustained over time. Strategy's Expected Result/Impact: Compliance trainings are completed Needs-based trainings are scheduled and completed throughout the year Staff Responsible for Monitoring: Campus Principals, Curriculum Director, Special Programs Director	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
Strategy 3: 2.3C Sustain and continually improve the Emergency Operations Plan Strategy's Expected Result/Impact: Training completed Drills completed with debrief Table Top Exercises conducted Staff Responsible for Monitoring: Campus Principals, MISD Police Chief, and Officers, Assistant Superintendent	Formative			Summative
	Nov	Feb	May	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Priority 3: Sustain high levels of stakeholder satisfaction and engagement.


Performance Objective 1: 3.1 Increase parent satisfaction and engagement

Measures: EOY Survey Data
 Increased volunteer opportunities at each campus
 Consistent implementation of PTO and Booster program compliance

Strategy 1 Details	Reviews			
<p>Strategy 1: 3.1A Implement efficient two-way communication using multiple methods to support community engagement.</p> <p>Strategy's Expected Result/Impact: Continued communication through the following: Blackboard Mass Notifications Remind District Facebook Page District X Page Athletic X Pages SportsYou Email Campus Newsletters-Smore YouTube Channel (One-Way Communication) Parent Nights Anonymous Tip Line-HelpMe</p> <p>Staff Responsible for Monitoring: Campus Principals, Superintendent, Athletic Director, Technology Director, Teachers, Counselors</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: 3.1B Enhance district and campus volunteer opportunities.</p> <p>Strategy's Expected Result/Impact: Continued volunteer opportunities through: MHS Mentor's Care, PTO, and added communication about volunteer activities</p> <p>Staff Responsible for Monitoring: Campus Principals, Superintendent, Teachers, Counselors</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<p>Strategy 3: 3.1C Create and sustain PTO/Booster leadership training and support.</p> <p>Strategy's Expected Result/Impact: Consistent implementation of PTO and Booster program compliance.</p> <p>Staff Responsible for Monitoring: Campus Principals, Superintendent, Athletic Director, Teachers, Counselors</p>	Formative			Summative
	Nov	Feb	May	July

 No Progress

 Accomplished

 Continue/Modify


 Discontinue


Priority 3: Sustain high levels of stakeholder satisfaction and engagement.


Performance Objective 2: 3.2 Increase community stakeholder satisfaction and engagement.

Measures: EOY Survey data regarding communication
 Display of partnership between MISD and local churches and business
 Increased volunteer opportunities at all campuses

Strategy 1 Details	Reviews			
Strategy 1: 3.2A Implement efficient two-way communication using multiple methods to support community engagement. Strategy's Expected Result/Impact: Continued communication via the following: District Facebook Page District X Page District Instagram Page Athletics X Pages YouTube Page-One Way Communication Parent Nights Anonymous Tip Line-HelpMe Community participation in SHAC, campus, and district committees through review of meeting minutes Staff Responsible for Monitoring: Campus Principals, Superintendent, Athletic Director, Technology Director, Teachers, Counselors	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
Strategy 2: 3.2B Enhance school, business, and church partnerships Strategy's Expected Result/Impact: Continued collaboration with local churches for annual needs for faculty and students Continued partnerships with businesses for job fairs and teacher/student recognition Recognize and appreciate the collaboration and partnerships with churches and businesses Staff Responsible for Monitoring: Campus Principals, Superintendent, Teachers, Counselors	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
Strategy 3: 3.2C Enhance district and campus volunteer opportunities Strategy's Expected Result/Impact: Continued volunteer opportunities through: MHS Mentor's Care PTO Booster Clubs Added communication about volunteer opportunities Staff Responsible for Monitoring: Campus Principals, Superintendent, Teachers, Counselors	Formative			Summative
	Nov	Feb	May	July

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Priority 3: Sustain high levels of stakeholder satisfaction and engagement.

Performance Objective 3: Increase student satisfaction and engagement





Measures: Follow-up action plan created based on survey data
 Committee created and meeting and timelines defined
 Display and recognition of student volunteer activities

Strategy 1 Details	Reviews			
Strategy 1: 3.3A Involve students in the district improvement initiatives Strategy's Expected Result/Impact: Generate an age-appropriate student survey Staff Responsible for Monitoring: Campus Principals, Campus Counselors, HR Director	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
Strategy 2: 3.3C Enhance district and campus volunteer opportunities Strategy's Expected Result/Impact: Continued volunteer opportunities through: Hope Squad MHS Student Council MHS National Honor Society MMS National Junior Honor Society Ag Program\ Maypearl Youth Programs MMS Safety Patrol Football Mentor Program Continued communication through school personnel of volunteer opportunities Staff Responsible for Monitoring: Campus Principals, Campus Counselor	Formative			Summative
	Nov	Feb	May	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Priority 4: Increase effectiveness and transparency of finance operations and facilities.

Performance Objective 1: 4.1 Develop and sustain systematic and transparent long-range facility planning.





Measures: Fully develop long-range Facility Improvement Plan approved by Board of Trustees. Plan will be annually reviewed by Long-Term Advisory Committee to add updates over time once approved by the Board of Trustees.

Strategy 1 Details	Reviews			
<p>Strategy 1: 4.1A Complete assessment of existing facilities needs and embed in long-range facility plan Strategy's Expected Result/Impact: MISD Bond successfully passed in Spring 2024. Construction of upgrades and additions to district begin in Fall 2024, with estimated completion in 2027. Staff Responsible for Monitoring: Superintendent, Operations Director, Business Manager, Facility Assessment Committee Members</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: 4.1B Complete assessment of new facility needs and embed in long-range facility plan. Strategy's Expected Result/Impact: Facility Assessment Committee creates and prioritizes working list of new facilities, and timeline of need. Staff Responsible for Monitoring: Superintendent, Facility Assessment Committee members</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<p>Strategy 3: 4.1C Recommend and communicate long-range facility plan. Strategy's Expected Result/Impact: Present for approval by Board of Trustees in a Regular Board Meeting as a Public Hearing for additional feedback. Staff Responsible for Monitoring: Superintendent, Facility Assessment Committee members</p>	Formative			Summative
	Nov	Feb	May	July
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Priority 4: Increase effectiveness and transparency of finance operations and facilities.

Performance Objective 2: 4.2 Ensure systematic and transparent operational efficiency and effectiveness.





Measures: Data proven results of new programs, new courses, and existing offerings that enhance future-ready learning experiences provided by campus/department Detailed budget requests, more efficient use of resources allocated to their department or campus, and cost-savings across the district

Strategy 1 Details	Reviews			
<p>Strategy 1: 4.2A Create a budget that prioritizes faculty/staff growth and development through future-ready learning experiences.</p> <p>Strategy's Expected Result/Impact: Budget-request opportunities from campus staff and administration that align with district goals and initiatives for future-ready learning experiences. Research and apply for grants that enhance our ability to offer new courses.</p> <p>Staff Responsible for Monitoring: Campus Principals, Staff, Superintendent</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: 4.2B Develop an Administrators' School Finance Initiative including training and quarterly procedures.</p> <p>Strategy's Expected Result/Impact: Administrators with a better understanding of operational efficiency and effectiveness when it comes to their department budgets.</p> <p>Staff Responsible for Monitoring: Superintendent, Campus Principals</p>	Formative			Summative
	Nov	Feb	May	July
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Priority 4: Increase effectiveness and transparency of finance operations and facilities.

Performance Objective 3: 4.3 Educate, engage, and increase transparency with the community on fiscal matters and alternative funding sources.

Measures: Increase stakeholder awareness of School District funding and finance.
 Increase community involvement and backing when it comes to fiscal matters of the district.

Strategy 1 Details	Reviews			
Strategy 1: 4.3A Convert Facility Assessment Committee to Long-term Community Advisory Committee Strategy's Expected Result/Impact: Functioning committee that meets regularly to discuss and advise on district needs. Staff Responsible for Monitoring: Superintendent, Long-term Community Advisory Committee members	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
Strategy 2: 4.3B Continue and enhance transparency efforts with fiscal matters. Strategy's Expected Result/Impact: Updated Financial Transparency page on District's website. Staff Responsible for Monitoring: Superintendent, Long-term Community Advisory members, Technology Director/Support	Formative			Summative
	Nov	Feb	May	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				