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		Rev	riews	
Strategy 1: 1.1.1: College		Formative		Summative
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	Nov	Feb	May	July
Strategy 2 Details				
ategy 2: 1.1.1 B: Analyze BOY, MOY, EOY MAP data projections, as well as the ACT and SAT Data.		Formative		Summative
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	Nov	Feb	May	July
Strategy 3 Details		Rev	riews	_
Strategy 3: Strategy 3: 1.1.1C: Administer Interim Assessments to ensure growth of EOC assessments.	Formative			Summative
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	Nov	Feb	May	July

Strategy 4: 1.1.1D Ensure alignment of Interim Assessments to ensure growth on EOC Assessments (written-taught-			views	
	Formative			Summative
assessed).	Nov	Feb	May	July
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				
Start Responsible for Monitoring. Then beloof Administrators, Then beloof Counselor, Classroom Teachers				
Strategy 5 Details		Rev	views	'
Strategy 5: 1.1.1E: Counselor activities and examples designed to encourage more students to attend college.		Formative		Summative
Strategy's Expected Result/Impact:	Nov	Feb	May	July
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				
Strategy 6 Details		Reviews		
Strategy 6: 1.1.2 Career		Formative		
1.1.2A Work to increase IBCs offered. 1.1.2B Clarify pathways to ensure students are completing the pathways.	Nov	Feb	May	July
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				
Strategy 7 Details		Rev	views	
Strategy 7: 1.1.13 Military: Increase number of students over 16 completing ASVAB test	Formative			Summative
Strategy's Expected Result/Impact: Increase CCMR points	Nov	Feb	May	July
Increase number of students taking ASVAB by 10%			<u> </u>	
Staff Responsible for Monitoring: High School Administrator, High School Counselor				
No Progress Accomplished Continue/Modify	X Discor	<u>.</u>		

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 extacurricular activities such as: Hope Squad, NHS, NJHS, FFA, Student Council

Strategy 1 Details		Reviews			
Strategy 1: 1.2A Sustain and enhance service opportunities for students at all levels to be involved in their community.		Formative			
1.2B Align programs and opportunities K-12, as appropriate.	Nov	Feb	May	July	
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. Staff Responsible for Monitoring: Campus Administrators, Campus Counselors					
No Progress Accomplished Continue/Modify	X Discon	tinue			

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

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

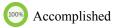
Measures: EOY MAP Growth Measures

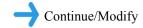
STAAR Growth Measure TELPAS Rating Growth

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

Strategy 4 Details	Reviews			
Strategy 4: 1.3D Monitor and evaluate progress of students participating in special programs to ensure growth in core areas		Formative		Summative
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	Nov	Feb	May	July
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. 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.				









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.

TCHATT Utilization Reports Hope Squad Pre/Post Surveys YES Survey Reports

Strategy 1 Details		Rev	views	
Strategy 1: 1.4A Provide a compiled resources list available for students, staff, and parents for the district.		Formative		Summative
Strategy's Expected Result/Impact: Supports provided for appropriate stakeholder's needs. Reduction in at-risk percentage.	Nov	Feb	May	July
Staff Responsible for Monitoring: Campus Counselors, Campus Administrators				
Strategy 2 Details		Rev	iews	
Strategy 2: 1.4B The Texas Child Health Access Through Telemedicine (TCHATT) is free to any student in the district for		Formative		Summative
four 30 minute sessions.	Nov	Feb	May	July
Strategy's Expected Result/Impact: Through TCHATT Utilization Reports, a decrease in students requiring this option, should also decrease the number and percentage of at-risk students.				
Staff Responsible for Monitoring: Campus Counselors, Campus Administrators				
Strategy 3 Details		Rev	views	
Strategy 3: 1.4C Parent guidance and parent coaching is free to the district.		Formative		Summative
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.	Nov	Feb	May	July
Staff Responsible for Monitoring: Campus Counselors, Campus Administrators				
Strategy 4 Details		Rev	views	
Strategy 4: 1.4D Hope Squad Suicide Prevention Program will be utilized through peer nominations to join.		Formative Sum		
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.	Nov	Feb	May	July
Staff Responsible for Monitoring: Campus Counselors, Campus Administrators				

Strategy 5 Details		Rev	views	
Strategy 5: 1.4E District-Wide Character Strong Curriculum provided for all students PK-12.		Formative		Summative
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.	Nov	Feb	May	July
Staff Responsible for Monitoring: Campus Counselors, Campus Administrators				
Strategy 6 Details		Rev	views	•
Strategy 6: 1.4F "Aim for Success" or "YES!" campus visits provided for K-12.	Formative			Summative
Strategy's Expected Result/Impact: Providing additional supports for students should support student mental heath and morale, and reduce numbers of at-risk students, as determined by YES Survey Reports after presentations.	Nov	Feb	May	July
Staff Responsible for Monitoring: Campus Counselors, Campus Administrators				
No Progress Continue/Modify	X Discor	itinue	1	1

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		Rev	views	
Strategy 1: 2.1A Improve compensation and benefits through budget recommendations based on research of surrounding	Formative Summati	Summative		
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. 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	Result/Impact: Increased staff recruitment d attendance at job fairs hosted by outside entities, as well as local MISD hosted job fairs.		May	July
Strategy 2 Details		Rev	iews	
Strategy 2: 2.1C Increase transparency and timeliness of compensation/benefits plan through emailed notification from		Formative		Summative
Superintendent to teachers of the package that has been approved by the board. Strategy's Expected Result/Impact: Increased staff recruitment and retention of existing staff. Staff Responsible for Monitoring: HR Director, Superintendent, Business Manager	Nov	Feb	May	July
No Progress Accomplished — Continue/Modify	X Discon	tinue		

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		Rev	iews	
Strategy 1: 2.2A Review, analyze, share results, and translate into follow-up actions based on staff surveys using the top	ed on staff surveys using the top Formative			Summative
3-5.	Nov	Feb	May	July
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.				
Staff Responsible for Monitoring: Campus Principals, HR Director, Assistant Superintendent, Superintendent				
Strategy 2 Details		Rev	iews	
Strategy 2: 2.2B Ensure faculty and staff feel confident in the Emergency Operating Procedures.		Formative		
Strategy's Expected Result/Impact: Improved staff perceptions regarding confidence in Emergency Operating Procedures.	Nov	Feb	May	July
Staff Responsible for Monitoring: Campus Principals, HR Director, Assistant Superintendent, Superintendent, MISD Police Chief & Officers				
Strategy 3 Details		Rev	iews	
Strategy 3: 2.2C Enhance and continuously improve district wellness plan through SHAC Committee Initiatives.		Formative		Summative
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.	Nov	Feb	May	July
Staff Responsible for Monitoring: SHAC Committee Members, Campus Principals, Campus Counselors, MISD Lead Nurse				
No Progress Accomplished — Continue/Modify	X Discor	ntinue		

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

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

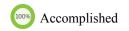
Performance Objective 1: 3.1 Increase parent satisfaction and engagement

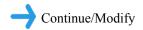
Measures: EOY Survey Data

Increased volunteer opportunities at each campus Consistent implementation of PTO and Booster program compliance

Strategy 1 Details		Reviews		
Strategy 1: 3.1A Implement efficient two-way communication using multiple methods to support community engagement.	munity engagement. Formative		Summative	
strategy's Expected Result/Impact: Continued communication through the following: Blackboard Mass Notifications Bemind 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 Staff Responsible for Monitoring: Campus Principals, Superintendent, Athletic Director, Technology Director,	Nov	Feb	May	July
Teachers, Counselors Strategy 2 Details		Rev	views	
Strategy 2: 3.1B Enhance district and campus volunteer opportunities.		Formative		Summative
Strategy's Expected Result/Impact: Continued volunteer opportunities through: MHS Mentor's Care, PTO, and added communication about volunteer activities Staff Responsible for Monitoring: Campus Principals, Superintendent, Teachers, Counselors	Nov	Feb	May	July
Strategy 3 Details		Rev	views	
Strategy 3: 3.1C Create and sustain PTO/Booster leadership training and support.	Formative Su			Summative
Strategy's Expected Result/Impact: Consistent implementation of PTO and Booster program compliance. Staff Responsible for Monitoring: Campus Principals, Superintendent, Atheltic Director, Teachers, Counselors	Nov	Feb	May	July









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.	Formative			Summative
Strategy's Expected Result/Impact: Continued communication via the following: District Facebook Page District X Page	Nov	Feb	May	July
District Instagram Page Athetics 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				
Strategy 2 Details	Reviews			•
Strategy 2: 3.2B Enhance school, business, and church partnerships		Formative		Summative
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	Nov	Feb	May	July
Staff Responsible for Monitoring: Campus Principals, Superintendent, Teachers, Counselors				
Strategy 3 Details	Reviews			
Strategy 3: 3.2C Enhance district and campus volunteer opportunities	Formative Su			Summative
Strategy's Expected Result/Impact: Continued volunteer opportunities through: MHS Mentor's Care	Nov	Feb	May	July
PTO Booster Clubs				
Added communication about volunteer opportunities				
Staff Responsible for Monitoring: Campus Principals, Superintendent, Teachers, Counselors				









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		Formative		
Strategy's Expected Result/Impact: Generate an age-appropriate student survey	Nov	Feb	May	July
Staff Responsible for Monitoring: Campus Principals, Campus Counselors, HR Director				
Strategy 2 Details		Reviews		
Strategy 2: 3.3C Enhance district and campus volunteer opportunities		Formative		
Strategy's Expected Result/Impact: Continued volunteer opportunities through:	Nov	Feb	May	July
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				
Stari Responsible for Monitoring. Campus Etinopais, Campus Counscior				
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No Progress Accomplished Continue/	Modify X Discor	ntinue		

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			
rategy 1: 4.1A Complete assessment of existing facilities needs and embed in long-range facility plan		Formative		
Strategy's Expected Result/Impact: MISD Bond successfully passed in Spring 2024. Construction of uprades and additions to district begin in Fall 2024, with estimated completion in 2027.	Nov	Feb	May	July
Staff Responsible for Monitoring: Superintendent, Operations Director, Business Manager, Facility Assessment Committee Members				
Strategy 2 Details	Reviews			'
Strategy 2: 4.1B Complete assessment of new facility needs and embed in long-range facility plan.		Formative		
Strategy's Expected Result/Impact: Facility Assessment Committee creates and prioritizes working list of new facilities, and timeline of need.	Nov	Feb	May	July
Staff Responsible for Monitoring: Superintendent, Facility Assessment Committee members				
Strategy 3 Details	Reviews			
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.	Formative			Summative
	Nov	Feb	May	July
Staff Responsible for Monitoring: Superintendent, Facility Assessment Committee members				
No Progress Continue/Modify	X Discor	ntinue	,	,

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			
Strategy 1: 4.2A Create a budget that prioritizes faculty/staff growth and development through future-ready learning	Formative		Summative	
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. Staff Responsible for Monitoring: Campus Principals, Staff, Superintendent	Nov	Feb	May	July
Strategy 2 Details		Rev	views	•
trategy 2: 4.2B Develop an Administrators' School Finance Initiative including training and quarterly procedures.	Formative Su			Summative
Strategy's Expected Result/Impact: Administrators with a better understanding of operational efficiency and effectiveness when it comes to their department budgets. Staff Responsible for Monitoring: Superintendent, Campus Principals	Nov	Feb	May	July
No Progress Continue/Modify	X Discor	ntinue		

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.

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	Formative			Summative
Strategy's Expected Result/Impact: Functioning committee that meets regularly to discuss and advise on district needs.	Nov	Feb	May	July
Staff Responsible for Monitoring: Superintendent, Long-term Community Advisory Committee members				
Strategy 2 Details	Reviews			•
trategy 2: 4.3B Continue and enhance transparency efforts with fiscal matters.	Formative Summative			
Strategy's Expected Result/Impact: Updated Financial Transparency page on District's website.	Nov	Feb	May	July
Staff Responsible for Monitoring: Superintendent, Long-term Community Advisory members, Technology Director/Support				
No Progress Accomplished — Continue/Modify	X Discor	itinue		

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