

# **Maypearl Independent School District**

## **Maypearl High School**

### **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

# Table of Contents

Priorities ..... 4

    Priority 1: Ensure student growth, wellness, and post-secondary readiness. .... 4

    Priority 2: Enhance faculty and staff recruitment, retention, and capacity building. .... 11

    Priority 3: Sustain high levels of stakeholder satisfaction and engagement. .... 14

    Priority 4: Increase effectiveness and transparency of finance operations and facilities. .... 17

# Priorities

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

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

**Measures:** PSAT  
EOC/STAAR Masters  
SAT and ACT Projections  
TSI (Dual Credit Classes)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> MHS will offer the TSI, SAT, PSAT, and ASVAB in order to gauge students preparedness for post-secondary readiness.  <b>Strategy's Expected Result/Impact:</b> Increased post-secondary readiness <b>Staff Responsible for Monitoring:</b> Counselor, Campus Administration  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> We will offer our Seniors College Bridge in order to remediate any low areas in Math or Reading as indicated by TSI.  <b>Strategy's Expected Result/Impact:</b> Improved performance in low areas as identified by TSI data. <b>Staff Responsible for Monitoring:</b> Counselor, Campus Administration  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Nov	Feb	May	July

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> In partnerships with Navarro and TSTC, MHS students will have the opportunity to enroll in both dual credit academic and CTE courses. <b>Strategy's Expected Result/Impact:</b> This will allow students to graduate high school with college credit. <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Nov	Feb	May	July
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> By offering a variety of CTE pathways, students will be able to gain workplace training if their future plans involve entering the workforce upon graduation. <b>Strategy's Expected Result/Impact:</b> Increase in CCMR points and to give our students the training and preparation they will need to enter the workforce. <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor, CTE Teachers  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Nov	Feb	May	July
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> MHS will provide multiple opportunities for students to view available programs in our partnership with local colleges and universities. All Seniors will attend at least one college and career fair throughout the course of the school year. <b>Strategy's Expected Result/Impact:</b> This will allow our students to explore their options in order to help them make the best possible decision regarding their future. <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Nov	Feb	May	July
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> All MHS Juniors will take the PSAT test. <b>Strategy's Expected Result/Impact:</b> To better prepare our students for the SAT test. <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Nov	Feb	May	July



No Progress



Accomplished



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

**Performance Objective 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, FFA, and Student Council.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Throughout the duration of the school year, our students will have the option to participate in sponsored programs including but not limited to NHS, Hope Squad, FFA, and Student Council. <b>Strategy's Expected Result/Impact:</b> Enhance student leadership and contribute to the school culture and climate. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Leadership positions related to the workforce will be provided through practicum and internship experience as well as the Chic-Fil-A leadership program. <b>Strategy's Expected Result/Impact:</b> Enhance student leadership and preparation for life after high school. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> MHS will enhance community service opportunities for students to be involved in their local community. <b>Strategy's Expected Result/Impact:</b> Increase the number of students who earn community service hours at graduation and to give back to those in need around our community. <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor, MHS Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
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**Priority 1:** Ensure student growth, wellness, and post-secondary readiness.

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

**Measures:** EOY MAP Growth  
STAAR Growth  
TELPAS Growth

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> MHS teachers will develop, implement, and monitor a plan to provide specialized instruction for all students during the school day. Instruction will be adjusted according to data from formative assessments, summative assessments, and MAP.  <b>Strategy's Expected Result/Impact:</b> Increased MAP growth and fewer students not meeting state expectations on STAAR. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Classroom instruction will be aligned to the district scope and sequence and TEKS will include rigor, challenging material, critical inquiry, and evidence of purposeful reading and writing.  <b>Strategy's Expected Result/Impact:</b> Increase in student performance in class, higher growth in MAP, and fewer students not meeting state level expectations on STAAR. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff  <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> MAP (Algebra 1, English I-II) will be used to improve student performance. Teachers will use RIT scores and the learning continuum to inform differentiated instruction.  <b>Strategy's Expected Result/Impact:</b> Increase in MAP growth (MCG) and better performance on STAAR. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff	Formative			Summative
	Nov	Feb	May	July



Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Core subject areas (Math, Science, Social Studies, English) will meet regularly as a professional learning community to analyze formative and summative assessment data in order to identify gaps in learning and to drive future instruction. <b>Strategy's Expected Result/Impact:</b> Increased student performance on MAP and STAAR. <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
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**Priority 1:** Ensure student growth, wellness, and post-secondary readiness.

**Performance Objective 4:** Promote student health and wellness.

- Measures:** Reduce the number of students labeled "At-risk"
- TCHATT Reports
  - Parent Coaching Utilization Reports
  - Hope Squad Surveys
  - YES Surveys

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> MHS will participate in safety week, hello week, and a variety of health and wellness related programs addressing bullying, vaping, sexual health, human trafficking, CPR, and mental health awareness. <b>Strategy's Expected Result/Impact:</b> To promote safety and social/emotional health. <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> MHS counseling will push out weekly guidance/character lessons during advisory and visit with every grade level each six weeks on emotional health and healthy living. <b>Strategy's Expected Result/Impact:</b> Increased knowledge and emotional well-being. <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor	Formative			Summative
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**Priority 2:** Enhance faculty and staff recruitment, retention, and capacity building.

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

**Measures:** Retention increases in staff  
Improved retention rates of staff  
Results from at least two job fairs each semester and timely hiring of qualified staff.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> MHS will utilize all of our social media platforms in order to showcase all of the great things that are happening in our district and on campus. <b>Strategy's Expected Result/Impact:</b> Increase the number of teachers wanting to work in Maypearl ISD. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> MHS will build capacity with our paraprofessionals and encourage them to obtain their teaching degree and look to hire from within whenever possible. <b>Strategy's Expected Result/Impact:</b> Increase capacity (paraprofessionals) and keep the great people that are already employed with our district. <b>Staff Responsible for Monitoring:</b> Campus Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	Formative			Summative
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**Priority 2:** Enhance faculty and staff recruitment, retention, and capacity building.

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

**Measures:** MOY and EOY Surveys (Employee Satisfaction)  
Surveys of faculty and staff perceptions of safety

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> MHS will create a culture of positivity and inclusivity where teachers feel supported and nurtured. We will work together to create supportive and caring conditions for all staff members. <b>Strategy's Expected Result/Impact:</b> Increased teacher retention. <b>Staff Responsible for Monitoring:</b> Campus Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> MHS will create a leadership team composed of teachers, paraprofessionals, and support staff to ensure that all stakeholders have a voice in campus decision making. <b>Strategy's Expected Result/Impact:</b> Increased teacher retention, voice, and capacity. <b>Staff Responsible for Monitoring:</b> Campus Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> MHS will ensure the safety and security of all staff members by consistently adhering to all district and state mandated guidelines. <b>Strategy's Expected Result/Impact:</b> The safety of our students and staff. <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
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**Priority 2:** Enhance faculty and staff recruitment, retention, and capacity building.

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

**Measures:** Verified teacher and staff certificates of completion  
PD Sign-In sheets and agendas  
Staff compliance of the EOP and consistent feedback

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All MHS staff will participate in campus and district professional development in order to improve campus culture, student learning outcomes, and build capacity. <b>Strategy's Expected Result/Impact:</b> Staff will improve their practices as they implement strategies learned from training. <b>Staff Responsible for Monitoring:</b> Campus Administration, District Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Campus professional development will focus on improving instruction, classroom management, and capacity to analyze data in an effort to guide future instruction and meet the needs of every student. <b>Strategy's Expected Result/Impact:</b> Staff will improve their practices as they implement strategies learned from training. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff  <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> MHS staff will complete all of their required compliance trainings and will be thoroughly trained on campus emergency procedures. Safety drills will be completely monthly. <b>Strategy's Expected Result/Impact:</b> The campus will be prepared for emergencies. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff	Formative			Summative
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**Priority 3:** Sustain high levels of stakeholder satisfaction and engagement.

**Performance Objective 1:** Increase parent satisfaction and engagement.

- Measures:** EOY Survey Data  
Increased volunteer opportunities  
Consistent implementation of PTO and Booster Club compliance

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> MHS will host a variety of events (Fish Camp, Senior Parent Night, CTE Night, Etc.) for parents to connect and stay informed about their child's education. <b>Strategy's Expected Result/Impact:</b> 100% of parents participate in an least one event throughout the school year. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> MHS will use our weekly campus newsletter, mass email, and social media so that parents are aware of upcoming campus activities, events, and expectations. <b>Strategy's Expected Result/Impact:</b> MHS parents stay informed of upcoming events and activities. <b>Staff Responsible for Monitoring:</b> Campus Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> MHS staff will build in time for parent conferences at least once a year to review student performance, address concerns, and highlight positive behavior. <b>Strategy's Expected Result/Impact:</b> Increased student achievement and parental involvement. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
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**Priority 3:** Sustain high levels of stakeholder satisfaction and engagement.

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

**Measures:** EOY Survey (Communication)  
Display of partnership between MHS and community  
Increased volunteer opportunities

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Social media celebrations and campus information will be posted multiple times a week using through our various platforms. These posts are meant to share information and showcase instruction, student learning, and fun. <b>Strategy's Expected Result/Impact:</b> To keep all stakeholders informed and to continue to build on the positive perception of Maypearl High School. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> MHS will seek to enhance our partnerships with local businesses and churches in order to create a positive relationship with our community stakeholders. <b>Strategy's Expected Result/Impact:</b> Improved relationships with our community. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> MHS will look to create additional volunteer opportunities for our parents and community stakeholders. <b>Strategy's Expected Result/Impact:</b> Increase the number of people involved and connected with our campus. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff	Formative			Summative
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**Priority 3:** Sustain high levels of stakeholder satisfaction and engagement.

**Performance Objective 3:** Increase student satisfaction and engagement.

**Measures:** Action plan based on survey data  
Student leadership committee created  
Display and recognition of student volunteer activities

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> MHS will create a student leadership council that will focus on student voice, campus improvement, and district improvement initiatives.  <b>Strategy's Expected Result/Impact:</b> Increase student leadership, capacity, and voice. <b>Staff Responsible for Monitoring:</b> Campus Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> MHS will enhance campus volunteer opportunities for students and continue our current opportunities through hope squad, student council, national honor society, AG, etc.  <b>Strategy's Expected Result/Impact:</b> Increased our number of student volunteers and seek new opportunities. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> MHS will create an age-appropriate student survey so that we can better meet the needs of our students.  <b>Strategy's Expected Result/Impact:</b> Improved campus culture. <b>Staff Responsible for Monitoring:</b> Campus Administration, MHS Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
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**Priority 4:** Increase effectiveness and transparency of finance operations and facilities.

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

**Measures:** Fully developed long-range facility improvement plan approved by Board of Trustees and annually reviewed by the Long-Term Advisory Committee.  
Post plan to district website after approved by Board of Trustees and add updates to the plan over time when approved by the Board of Trustees.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> MHS will create a budget that prioritizes teacher and staff growth and development, future-ready learning experiences, and facility improvements. <b>Strategy's Expected Result/Impact:</b> Fiscal responsibility <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
	Nov	Feb	May	July
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**Priority 4:** Increase effectiveness and transparency of finance operations and facilities.

**Performance Objective 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.  
Detailed budget requests, more efficient use of resources, and cost-savings.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> MHS administration will work within the financial parameters of the campus budget to provide for instructional needs. <b>Strategy's Expected Result/Impact:</b> Fiscal responsibility and ensuring that our teachers have what they need to be successful. <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> MHS will ensure efficient use of district resources by working to eliminate programs, resources, or supplies not being used so that the budget is used for relevancy. <b>Strategy's Expected Result/Impact:</b> We will ensure that our budget is being used for programs and resources that are needed for student success. <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> MHS will work with directors of curriculum, technology and business office to identify needs in elective and core content departments. <b>Strategy's Expected Result/Impact:</b> We will ensure that the needs of our students are being met while being financially responsible. <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
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**Priority 4:** Increase effectiveness and transparency of finance operations and facilities.

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

**Measures:** Increase stakeholder awareness of funding and finance.  
Increase community involvement and backing when it comes to fiscal matters.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> MHS will conduct an annual needs assessment is completed by all grade level teams, special programs, and specials staff so that we prioritize technology, supplies and resources that are needed to support student success. <b>Strategy's Expected Result/Impact:</b> We will have accurate data to support the needs of our staff and students. <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
	Nov	Feb	May	July
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