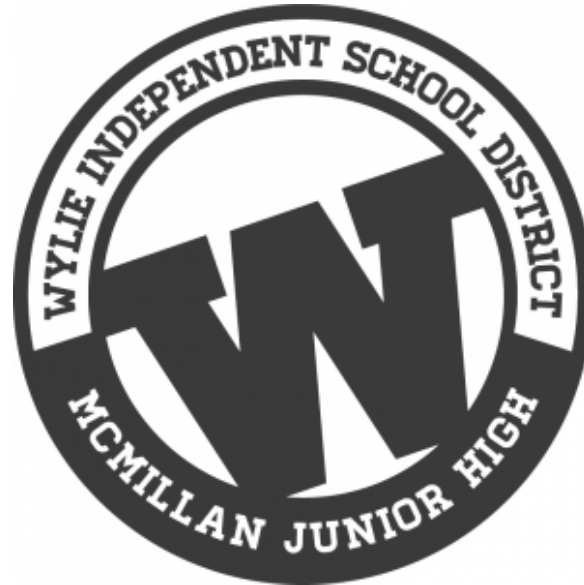


**Wylie Independent School District
McMillan Junior High School
2024-2025 Campus Improvement Plan**



Mission Statement

The community of McMillan Junior High will ensure that all students are engaged learners by providing a safe, dynamic environment that empowers individuals to reach their full potential as productive citizens by preparing them for the challenges, choices and high expectations for today and the future.

Vision

McMillan Jr. High will be a learning organization that has continuous learning for all involved within the organization.

Value Statement

- We believe it is our responsibility to educate students and encourage them to seek their individual potential.
- We believe that the process of learning through relevant and engaging activities increases student motivation.
- We believe communication and active participation between parents, teachers, and students create a collaborative bond for student success.
- We believe that instruction tailored for the needs of individual students in an academically challenging environment will foster the students' understanding and ability to succeed in life.
 - We believe in giving all students the tools they need to be successful.
 - As educators, we believe it is our responsibility to recognize and encourage student self-worth.
 - We believe in preparing students to become self-directed, lifelong learners who display responsibility and accountability.
- We believe that each student should have an equal opportunity to participate in the process of engaged learning in order to meet lifelong challenges.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	5
School Processes & Programs	6
Perceptions	7
Priority Problem Statements	8
Goals	9
Goal 1: Foster a strong sense of community & ethical values in our students.	9
Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.	19
Goal 3: Encourage involvement in extracurricular activities to enhance character development and academic success.	32
Goal 4: Attract, retain, develop, and value a quality staff.	35
Goal 5: Manage growth in a way that provides functional equity, financial responsibility, & assurance for all student needs.	40
Goal 6: Prepare students for a successful life beyond high school through experiences that prepare them for the future workforce.	42
Goal 7: Celebrate our excellence.	43
Goal 8: Continuously improve and prioritize safety measures to ensure the well-being and security of students and staff.	45

Comprehensive Needs Assessment

Demographics

Demographics Summary

All of our focus in instruction, socialization, and academic achievement will be directed at each and every student.

We will do what is necessary and needed for each student to achieve success.

We will utilize our PLCs and Academic Teaming to ensure every student is accounted for.

Demographics Strengths

Our African American and Hispanic population scored over 80% in all tested areas for the 2023-2024 school year.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Our Asian or White population did not reach their Domain 3 Target Rate for the 2023-2024 school year. **Root Cause:** We need to have a more specific focus on those students through advanced academics.

Student Learning

Student Learning Summary

All STAAR scores for 2023-2024 were 15% or higher than the State average.

Student Learning Strengths

Out of the 18 possible areas from all STAAR subjects, we had the highest scores in 12 of the 18 categories.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Scores in 8th grade history dropped. **Root Cause:** Students are still recovering their learning from post-pandemic.

School Processes & Programs

School Processes & Programs Summary

To improve student achievement, we have an established RtI program that provides daily time for extra instruction and remediation. In addition, all students are provided with interventions, re-teach opportunities, and extensions.

Struggling students are identified by looking through multiple sources of data; grades, formal assessments, and behavioral referrals. As needed, the academic team provides a plan of action for the students, including but not limited to parent conferences, mandatory tutorials, behavior/academic monitoring and other strategies.

We have established after school interventions for students who need help getting work completed.

We provide time everyday for formal and informal curriculum planning time for all core teachers.

One collaborative PLC meeting is held each week with agendas, norms, protocols, and learning specialists in attendance.

Students are placed on academic teams that meet daily to discuss academics, behaviors, interventions, extensions and social emotional needs of their students. Professional development is designed per teacher surveys, informal polling, and mostly through central office initiatives.

There is not an emphasis placed on identifying the different categories of students. All students receive what they need instructionally.

We are focused on all students in every classroom every day. This campus takes bullying seriously. Teams identify students and notify the counselors. All outcries are addressed and acted upon in accordance with the district policy and law.

School Processes & Programs Strengths

Teams meet regularly in PLCs to analyze data, design high-level instructional activities, and discuss remediation and re-teacher opportunities for all students.

There is a 32 minute period each day where all students receive needed interventions, in addition to their regular academic classes.

Academic teaming prevents students from "falling through the cracks" academically, behaviorally, and emotionally.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Reading scores have been plateauing the last several years. **Root Cause:** Students are coming into 7th grade reading below grade level. There has not been a reliable way to establish or assess reading levels in place.

Perceptions

Perceptions Summary

Students and parents believe McMillan Junior High is a safe place and that will provide what each student needs to be successful.

Perceptions Strengths

Over three quarters of students during the 2023-2024 school year believe McMillan Junior High is a safe, structured, supportive place to be.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Almost 10% of students feel they do not have a personal, supportive relationship with a teacher on campus. **Root Cause:** There needs to be more intentional and consistent time and effort placed on teachers building relationships with their students.





Priority Problem Statements

Goals

Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 1: Parents will actively engage in campus activities throughout the school year.





Evaluation Data Sources: parent survey data, parent check-in data, number of viewership on social media and school website, and feedback from parents on phone calls.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Parents will be invited to attend at least four activities on campus during a regular school day.</p> <p>Strategy's Expected Result/Impact: More parents participating in regular campus activities during the school day.</p> <p>Staff Responsible for Monitoring: Administration, Counselor, Teachers</p> <p>Title I: 4.1, 4.2</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Multiple sources of media (website, Facebook, Twitter, Peachjar, WCN, email and phone messages) will be used to communicate with students, parents, and the community of all school activities, accomplishments, and other news.</p> <p>Strategy's Expected Result/Impact: increased number of views on website, followers on Facebook, and feedback from parents on phone calls and email.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Media Specialist, Campus Secretary</p> <p>Title I: 4.1</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 2: Students will, learn about, review and develop character education through the four components of the Wylie Way per each nine week grading period.


Evaluation Data Sources: Completed activity documentation, student selections, student and parent surveys, number of activities held, spring survey feedback, and the total number of students recognized by academic teams.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Each nine week grading period a "Shining Way Student Award will be given out to a student exemplifies the tenets of The Wylie Way</p> <p>Strategy's Expected Result/Impact: Positive recognition of students and motivation for all to do their best.</p> <p>Staff Responsible for Monitoring: Principal, Campus Wylie Way Committee Representative</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: During the national "Anti-Bullying Week" students will receive daily reminders of how to prevent bullying and on one day students will join hands around the exterior of the building committing to end bullying.</p> <p>Strategy's Expected Result/Impact: Student recognition of what bullying , how to confront it and help prevent it on campus.</p> <p>Staff Responsible for Monitoring: Administration, Counselor</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: A committee of teachers and students will design activities and create opportunities for the campus to promote the goals of the nine weeks focus and to get student input into character education goals and activities.</p> <p>Strategy's Expected Result/Impact: Attention given to the character education of each student.</p> <p>Staff Responsible for Monitoring: Administration, Lead Teacher named to facilitate</p>	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Each week one Academic Team will choose a "Student of the Week." That student's name, and picture will be prominently displayed through campus media outlets.</p> <p>Strategy's Expected Result/Impact: Recognition of quality students and motivation for all students to adhere to the character tenets of the district</p> <p>Staff Responsible for Monitoring: Academic Team Leaders</p>	Formative		
	Dec	Mar	June
<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>			

Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 3: The campus will maintain a safe and disciplined environment conducive to student learning.





Evaluation Data Sources: The number of teachers present in the doorway during passing periods, periodic door checks throughout the day, and evidence of students following procedures in classroom walkthroughs and in a large group setting such as the cafeteria and assemblies.

Strategy 1 Details	Formative Reviews		
Strategy 1: Through the Wylie Way pilot program, all teachers will greet students at door of classroom while supervising hallway. Strategy's Expected Result/Impact: Fosters building relationships with students. Staff Responsible for Monitoring: Campus Administrators	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: All exterior doors will be kept locked throughout the day except for one leading into the main office. Strategy's Expected Result/Impact: Prevention of unofficial visitors entering the campus Staff Responsible for Monitoring: Campus Administrators	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Academic teams will establish a "reward" system to provide positive reinforcement for students exhibiting respectful behavior, completed work and outward exhibits of the qualities of the Wylie Way. Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Administration, Academic Team Leads	Formative		
	Dec	Mar	June
			

Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 4: Each student will have an effective personal relationship with at least one teacher or staff member on campus.





Evaluation Data Sources: Student Survey Results

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Students will be assigned an Advisory Teacher and will meet for a 30 minute period with that teacher each day.</p> <p>Strategy's Expected Result/Impact: Personal relationships will be established between students and teachers. Students will have an advocate to help them with academics and social interactions.</p> <p>Staff Responsible for Monitoring: Administrator, Team Leaders</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: By November 1, each student will fill out one note card with the name of a teacher or staff member that they have an effective personal relationship with and then will be repeated in the spring.</p> <p>Strategy's Expected Result/Impact: The names of students who have not built a personal relationship with a teacher will be known and actions, activities, strategies will be used to help students build that relationship.</p> <p>Staff Responsible for Monitoring: Campus Administration</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: At least four opportunities for teachers to eat lunch with their students in the cafeteria will be scheduled.</p> <p>Strategy's Expected Result/Impact: None</p> <p>Staff Responsible for Monitoring: Administration, teachers</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 5: By the end of the 2nd 9 weeks, adults and students will have a common understanding regarding the core values of CARING/GIVING





Evaluation Data Sources: Number of food items collected, and Student Spring survey feedback.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Students and staff will participate in district food drive</p> <p>Strategy's Expected Result/Impact: This will be a campus community service project that will teach enable students to know what it is like to help the community.</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative		
	Dec	Mar	June
<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>			

Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 6: By the end of the 3rd 9 weeks, adults and students will have a common understanding regarding the core values of GRIT/
PREPARATION





Evaluation Data Sources: Student Participation, and student end of year survey feedback.

Strategy 1 Details	Formative Reviews		
Strategy 1: Implement all activities on the "Day of Day of Grit" Strategy's Expected Result/Impact: Student participation in activities and feedback on end of year survey Staff Responsible for Monitoring: Principal and Administrative Staff	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Plan "Going the Distance" Activities in February Strategy's Expected Result/Impact: Student participation in activities and feedback on end of year survey. Staff Responsible for Monitoring: Principal and Administrative Staff	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Implement College Week the first week of March Strategy's Expected Result/Impact: Student participation in activities and feedback from end of year survey. Staff Responsible for Monitoring: Principal and Administrative Staff	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Foster a strong sense of community & ethical values in our students.





Performance Objective 7: By the end of the 4th 9 weeks, adults and students will have a common understanding regarding the core values of GRATITUDE/ CELEBRATION.

Evaluation Data Sources: None

Strategy 1 Details	Formative Reviews		
Strategy 1: Implement Ripples of Hope Month in April Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Principal and Administrative Staff	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Celebrate Teacher Appreciation Week in May Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Principal and Administrative Staff	Formative		
	Dec	Mar	June
<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>			

Goal 1: Foster a strong sense of community & ethical values in our students.





Performance Objective 8: From the results of the campus character survey, we will enhance/remediate the value of school spirit.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Through four academic awards ceremonies at the end of each grading term, students will be recognized for grades, attendance, character responsibility and other citizenship qualities.</p> <p>Strategy's Expected Result/Impact: Number of recognition given to students and results from end of year survey.</p> <p>Staff Responsible for Monitoring: Principal and Academic Team Leaders</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: A Principal Student Advisory Committee will be established. The committee members will be eighth graders and their role will be to advise campus administrators on school concerns from their perspectives.</p> <p>Strategy's Expected Result/Impact: Participation of students and results from end of year survey.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: At least four pep rallies/assemblies will be held with students participating in new traditions such as chants, dance moves, skits and games.</p> <p>Strategy's Expected Result/Impact: Student participation in pep rally\assembly activities.</p> <p>Staff Responsible for Monitoring: Principal and School Spirit Faculty Committee.</p>	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: A school store will be established to sell school spirit wear and supplies.</p> <p>Strategy's Expected Result/Impact: Amount of good sold.</p> <p>Staff Responsible for Monitoring: Principal and School Spirit Faculty Committee.</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 9: An attendance rate of at least 98% \ Quartile #1 will be achieved at the completion of the 2020-21 school year.





Evaluation Data Sources: Final School Report Card

Strategy 1 Details	Formative Reviews		
Strategy 1: Home visits will be made to students who are habitually absent from school. Strategy's Expected Result/Impact: students will return to school Staff Responsible for Monitoring: Assistant Principal responsible for attendance accountability	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Students with perfect attendance per grading period will be recognized and rewarded during the Academic Awards Assembly Strategy's Expected Result/Impact: Increased attendance rate Staff Responsible for Monitoring: Principal	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 10: McMillan Junior High will provide a bully-free environment in all of the classroom.

Evaluation Data Sources: Student survey and Teacher Survey





Strategy 1 Details	Formative Reviews		
Strategy 1: Through the district character education program all tenets will be addressed and acted upon in advisory class. Strategy's Expected Result/Impact: Bully-Free classroom environments Staff Responsible for Monitoring: Principal	Formative		
	Dec	Mar	June
<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>			

Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 1: At least 80% of all students will meet growth expectations or exceed growth expectations on all 2025 STAAR tests.

Evaluation Data Sources: Student performance data on unit assessments, checkpoints, data reports, MAP data and reports, and STAAR results.
 Walkthrough data, T-TESS documentation.
 Student Discipline Data.
 Student Reflection sheets data.
 PLC Meeting agendas, lesson plans , and main minutes of meetings.
 Student attendance in enrichment activities.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Interdisciplinary/Academic Teaming will be continue for the 2024-25 school year. Strategy's Expected Result/Impact: Student performance data on unit assessments, checkpoints and STAAR results. Staff Responsible for Monitoring: Campus Administration, PLC teams</p> <p>Title I: 2.4</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Ensure alignment of curriculum, instruction, and assessment with student expectations by utilizing campus-wide PLC protocols Strategy's Expected Result/Impact: Walk-throughs, results on unit assessments, TTESS documents. Staff Responsible for Monitoring: Campus Administration, Curriculum Specialists, Teachers</p> <p>Title I: 2.5</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Teachers will meet for one 40 minute PLC each week to discuss, collaborate, analyze data, and design learning activities that meets the needs of all students. Strategy's Expected Result/Impact: Meeting agendas, lesson plans, minutes from meetings. Staff Responsible for Monitoring: Administration, Curriculum Leaders, team leads.</p> <p>Title I: 2.4, 2.6</p>	Formative		
	Dec	Mar	June





Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Progress monitoring through unit assessments, teacher made assessments, curriculum checkpoints, and teacher assessments will occur on each student in each core subject.</p> <p>Strategy's Expected Result/Impact: Data reports, progress of students</p> <p>Staff Responsible for Monitoring: Campus administration, faculty</p> <p>Title I: 2.4, 2.5</p>	Formative		
	Dec	Mar	June
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Students will be given the MAPS assessments in Math and Reading three times during the year to all students to determine interventions and RTI requirements</p> <p>Strategy's Expected Result/Impact: MAP reports and data</p> <p>Staff Responsible for Monitoring: Teachers, Administration</p> <p>Title I: 2.4</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 2: McMillan Junior High will obtain seven STAAR accountability distinctions for the 2024-25 school year.

Evaluation Data Sources: None

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Ensure alignment of curriculum, instruction, and assessment with student expectations by utilizing campus-wide PLC protocols</p> <p>Strategy's Expected Result/Impact: Walk-throughs, results on unit assessments, T-TESS</p> <p>Staff Responsible for Monitoring: Campus Administration, Curriculum Specialists, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Interdisciplinary/Academic Teaming will continue for the 2024-25 school year.</p> <p>Strategy's Expected Result/Impact: Student performance at grading periods and STAAR results and fewer discipline referrals.</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>Title I: 2.6</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: All students will be given opportunities to participate in enrichment activities during Advisory Period three out of five week days.</p> <p>Strategy's Expected Result/Impact: Number of students in attendance at enrichment activities.</p> <p>Staff Responsible for Monitoring: Teachers, Campus Administration</p> <p>Title I: 2.6</p>	Formative		
	Dec	Mar	June





Strategy 4 Details	Formative Reviews		
Strategy 4: Students will reflect on and use their data from formative assessments given Strategy's Expected Result/Impact: Student data reflection sheets Staff Responsible for Monitoring: Students, Teachers Title I: 2.6	Formative		
	Dec	Mar	June
<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>			

Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 3: Programs will be in place, and daily opportunities will be available for interventions, remediation, and extensions for student to receive to enhance their educational progress.

Evaluation Data Sources: Analysis of students participating in the different programs and data received from district assessments, term grades and STAAR results.





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Before and after school tutorials will be held for students needing remediation and interventions. Strategy's Expected Result/Impact: Number of students in attendance at sessions. Staff Responsible for Monitoring: Teachers, Campus Administration</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: For all students who are identified as in need of interventions time will be provided during the school day for specific remediation. Strategy's Expected Result/Impact: 2025 STAAR Reading scores will increase by 5% for all students who didn't pass prior STAAR. Staff Responsible for Monitoring: Administration, after school staff member</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Students will be screened and progress will be monitored three times during the year in the areas of Reading and Math by using MAP Strategy's Expected Result/Impact: Progress will be closely monitored for all students and needed interventions or extensions will be provided on a regular basis. Staff Responsible for Monitoring: Administration and ELAR Teachers</p> <p>Title I: 2.4, 2.6</p>	Formative		
	Dec	Mar	June

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: G\T students will have opportunities through Advisory Period to receive additional extensions of learning to better help them reach the Advanced Level on all STAAR Tests</p> <p>Strategy's Expected Result/Impact: Extensions provided for students who show they have mastered material. There will be more students reach master level on STAAR.</p> <p>Staff Responsible for Monitoring: All Teachers and Advanced Academic Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative		
	Dec	Mar	June
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Time during the school day will be provided for LEP students to attend sessions that will enhance writing and reading instruction.</p> <p>Strategy's Expected Result/Impact: TELPAS Scores, 2025 STAAR results.</p> <p>Staff Responsible for Monitoring: Principal, ESL Teacher</p>	Formative		
	Dec	Mar	June
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Each Academic Team will have a teacher representative to monitor RtI students and report back to the academic team.</p> <p>Strategy's Expected Result/Impact: RtI students will receive required interventions. Skill gaps will close and assessment scores will improve.</p> <p>Staff Responsible for Monitoring: Administration, Team Leaders</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative		
	Dec	Mar	June
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Time during the school day will be provided for SPED students to attend sessions that will enhance writing and reading instruction.</p> <p>Strategy's Expected Result/Impact: Skill gaps will be closed and assessment scores will increase.</p> <p>Staff Responsible for Monitoring: Administration, SPED Case Managers</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative		
	Dec	Mar	June
<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>			

Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 4: Opportunities will be provided for professional development sessions for teachers to keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.





Evaluation Data Sources: None

Strategy 1 Details	Formative Reviews		
Strategy 1: Teachers will be given opportunities to attend after-school PD sessions provided by the district. Strategy's Expected Result/Impact: Professional development opportunities for teachers Staff Responsible for Monitoring: Campus Administrators, ESC Professional Development Department, Curriculum Specialists	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Teachers will be expected to observe other teachers in same content and different content areas at least two times during the year. Strategy's Expected Result/Impact: Teacher feedback reports Staff Responsible for Monitoring: Campus Administrators, Campus Curriculum Leaders	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Teachers will continue to be trained in Cain and Laird's Fundamental Five. Strategy's Expected Result/Impact: Data from the Fundamental Five walk-through forms. Staff Responsible for Monitoring: Principal and Administrative Staff	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 5: Over 50% of all Special Education students will perform at Phase 1 Level 2 on the 2025 ELA STAAR test.





Evaluation Data Sources: None

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Students will complete three writing passages throughout the school year leading up to the Writing STAAR test. The samples will be scored using a rubric that will evaluate progress made and interventions will be put in place based on individual student's progress.</p> <p>Strategy's Expected Result/Impact: Writing skills for all students will increase but specific attention will be placed on EL students preparation for TELPAS</p> <p>Staff Responsible for Monitoring: ELA teachers, Writing Specialist</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative		
	Dec	Mar	June
<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>			

Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 6: Over 50% of all Special Education students will meet minimum standards on the Reading, Math, Science and Social Studies 2025 STAAR Test

Evaluation Data Sources: District assessments and STAAR results.





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: All Special Education students will receive individualized interventions, remediation and enhancement as needed prior to the STAAR Tests.</p> <p>Strategy's Expected Result/Impact: Each student will receive direct help with meeting their academic needs.</p> <p>Staff Responsible for Monitoring: Administration, Science and Special Education staff.</p>	Formative		
	Dec	Mar	June
<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>			

Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 7: Interventions, re-teach and extensions will be provided to all economically disadvantaged, at-risk, ELL and dyslexic students.

High Priority

Evaluation Data Sources: District assessments, progress monitoring through MAP tests and 2025 STAAR tests

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Thirty minute during the regular school day will be provided for interventions, re-teach and extension opportunities for al sub groups and special needs students</p> <p>Strategy's Expected Result/Impact: None</p> <p>Staff Responsible for Monitoring: None</p>	Formative		
	Dec	Mar	June
<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>			


Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.


Performance Objective 8: Campus will ensure compliance with the Local Wellness Policy through implementation of the District Wellness Plan in the areas of Nutrition Promotion, Nutrition Education, Physical Activity and School-Based Activity.

Evaluation Data Sources: None

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The Campus/District shall consistently promote healthy nutrition messages, including food and beverage advertisements accessible to students during the school day, and share educational information to promote healthy nutrition choices and positively influence the health of students.</p> <p>Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Principal</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: The Campus/District shall deliver nutrition education that fosters a lifestyle of healthy eating behaviors through integration of nutrition education into appropriate curriculum areas and provision of professional development to staff responsible for nutrition education.</p> <p>Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Principal</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: The Campus/District shall provide an environment that fosters a lifestyle of physical activity and fitness behaviors through integration into appropriate curriculum areas and provision of professional development to staff responsible for physical activity. The employees in order to promote enjoyable life-long physical activity for District employees and students.</p> <p>Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Principal</p>	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: The District shall encourage students, parents, staff and community members to use the District's recreational facilities, such as tracks, playgrounds, and the like that are available for use outside of the school day in accordance with district policy.</p> <p>Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Principal</p>	Formative		
	Dec	Mar	June

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 9: Our Campus will offer more event to the community to open up a larger volume of parental involvement and engagement.





Evaluation Data Sources: Parent and community turnout through PTA events and different events on campus

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: With constant/intentional communication to our school families and community members should increase participation. Strategy's Expected Result/Impact: Better climate among the community and parents. Staff Responsible for Monitoring: Principal</p>	Formative		
	Dec	Mar	June
<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>			

Goal 3: Encourage involvement in extracurricular activities to enhance character development and academic success.

Performance Objective 1: All eighth grade students will work with parents and administration to develop a plan for course selection and possible career experiences at the high school level.





Evaluation Data Sources: Eighth grade student graduation plans.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Each 7th grade student will take career inventory/aptitude survey.</p> <p>Strategy's Expected Result/Impact: Provides a starting point for students to begin thinking about the careers they will choose and decisions that will need to be made.</p> <p>Staff Responsible for Monitoring: Campus administrators, counselor</p> <p>Title I: 4.2</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: 8th grade students will work with parents and high school counselors in selecting courses for the freshman year.</p> <p>Strategy's Expected Result/Impact: Develops the high school plan that students will follow.</p> <p>Staff Responsible for Monitoring: Counselor</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Students in their ELA class will view videos over different careers on "Mapping Your Future Mondays."</p> <p>Strategy's Expected Result/Impact: Students will be exposed to different careers learning about what they are and what preparations need to be made.</p> <p>Staff Responsible for Monitoring: Counselor, ELA teachers</p> <p>Title I: 2.5</p>	Formative		
	Dec	Mar	June
<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>			

Goal 3: Encourage involvement in extracurricular activities to enhance character development and academic success.

Performance Objective 2: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.





Evaluation Data Sources: Graduation rate

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Students will be offered and encouraged to attend before and after school tutorials and Thursday evening school. Strategy's Expected Result/Impact: Provide needed opportunities for students to succeed and to keep pace with the required learning. Staff Responsible for Monitoring: Campus administration and teachers</p> <p>Title I: 2.4</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: The school counselors will provide opportunities for students to plan their high school career path when registering for high school classes. Strategy's Expected Result/Impact: Student will develop their high school graduation plan providing them with direction and motivation to succeed. Staff Responsible for Monitoring: Counselor</p> <p>Title I: 2.4</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: Encourage involvement in extracurricular activities to enhance character development and academic success.

Performance Objective 3: Each student will improve by over 10% on the state Fitness Gram.





Evaluation Data Sources: Results from the Fitness Gram administered in the spring.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Additional physical activities and incentives will be planned and implemented by the P.E. staff at least once per month</p> <p>Strategy's Expected Result/Impact: Students will get more involved and active in their personal health education.</p> <p>Staff Responsible for Monitoring: Campus administrators and P.E. teachers</p>	Formative		
	Dec	Mar	June
<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>			

Goal 4: Attract, retain, develop, and value a quality staff.

Performance Objective 1: Qualified and highly effective personnel will be recruited, developed and trained.





Evaluation Data Sources: Results from teacher evaluations, STAAR scores and teacher retention

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: For each new hire, a team of teacher leaders in that discipline will participate in the interview process.</p> <p>Strategy's Expected Result/Impact: Teachers take ownership in building the academic team thus encouraging them to make sure the new teacher is well taken care of.</p> <p>Staff Responsible for Monitoring: Teacher Leaders, Administration</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Each new hire will have a "mentor" or "buddy" teacher to help be inducted to the faculty of McMillan.</p> <p>Strategy's Expected Result/Impact: New teachers will be provided with meaningful professional relationships with another teacher that will help support them with quick and quality assistance at all times.</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Attract, retain, develop, and value a quality staff.

Performance Objective 2: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.





Evaluation Data Sources: More expert engaging class activities will be designed that will provide students with the best opportunity to success.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Working with the district professional development department, all teachers will complete contractual professional development requirements prior to the first day of school</p> <p>Strategy's Expected Result/Impact: Teacher will receive continuing professional development to keep up with new learning and best strategies for teaching their students.</p> <p>Staff Responsible for Monitoring: Teachers, Principal</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: At least four times during the year, teachers will attend and participate in highly-effective and ongoing professional development presentation by an educational expert.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets, handouts and agendas from sessions.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.5, 2.6</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Attract, retain, develop, and value a quality staff.

Performance Objective 3: Technology will be implemented and used to increase the effectiveness of student learning, instructional management and staff development.


Evaluation Data Sources: Technology will be a seamless part of daily activities in the classroom providing students with more opportunity for success.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will utilize google classroom and online textbooks, and each student will have use of a Chromebook in class for instructional purposes.</p> <p>Strategy's Expected Result/Impact: Seamless use of technology during each lesson activity.</p> <p>Staff Responsible for Monitoring: Campus administrators, teachers</p> <p>Title I: 2.5, 2.6</p>	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 4: Attract, retain, develop, and value a quality staff.

Performance Objective 4: Teachers and will be recognized regularly for their positive contributions to the learning organization.


Evaluation Data Sources: None

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Once a week a teacher or staff member will be chosen to receive a front row parking spot for doing work above and beyond what is expected. as nominated by their peers</p> <p>Strategy's Expected Result/Impact: Morale boost for teachers</p> <p>Staff Responsible for Monitoring: Campus administrators</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: A "compliments bulletin board" will be utilized for teachers to make note of accomplishments of other teachers in the organization.</p> <p>Strategy's Expected Result/Impact: number of compliments posted</p> <p>Staff Responsible for Monitoring: Campus administrators and teachers</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: A "Compliment White Board" will be used to post teacher compliments and complements from parents, community members and other stakeholders.</p> <p>Strategy's Expected Result/Impact: None</p> <p>Staff Responsible for Monitoring: Administration with help from Campus Secretary</p>	Formative		
	Dec	Mar	June
			

Goal 4: Attract, retain, develop, and value a quality staff.

Performance Objective 5: By the end of the 2024-25 school year, all language arts teachers who teach EL students will have their ESL Supplemental Certification.





Evaluation Data Sources: None

Strategy 1 Details	Formative Reviews		
Strategy 1: The campus administration team will audit their RLA teachers to determine who is in need of the ESL certification. Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Administrative Team	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Work in collaboration with Special Services for non-ESL certified teachers to obtain their ESL certification by covering the costs associated with the assessment. Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Special Services Department	Formative		
	Dec	Mar	June
			

Goal 5: Manage growth in a way that provides functional equity, financial responsibility, & assurance for all student needs.

Performance Objective 1: Teachers will have access to equitable resources and technology across classrooms.





Evaluation Data Sources: None

Strategy 1 Details	Formative Reviews		
Strategy 1: The Media Specialist will be available to all teachers to help integrate technology into classroom activities Strategy's Expected Result/Impact: Teachers will have a reliable source for help and suggestions in utilizing technology in the classroom Staff Responsible for Monitoring: Media Specialist	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: The campus IT Specialist will be available to problem solve, and create solutions for technology issues and resources Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Administration	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Every student will be given a Chromebook in the campus 1:1 initiative Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Administration, Media Specialist, Teachers	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: All teachers will utilize Google Classroom in order to bridge classroom learning at home Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Administration, Teachers	Formative		
	Dec	Mar	June
<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>			

Goal 5: Manage growth in a way that provides functional equity, financial responsibility, & assurance for all student needs.

Performance Objective 2: Students will have daily access to resources and technology devices across classrooms.


Evaluation Data Sources: None

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Each student will have a chromebook to use during all class periods. Strategy's Expected Result/Impact: Seamless use of technology in all lessons and all classrooms. Staff Responsible for Monitoring: Campus administrators, teachers</p> <p>Title I: 2.5</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: The Media Specialist will be available to all teachers to help integrate technology into classroom activities. Strategy's Expected Result/Impact: Feedback from teachers, students and Media Specialist. Staff Responsible for Monitoring: Media Specialist</p> <p>Title I: 2.5</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 6: Prepare students for a successful life beyond high school through experiences that prepare them for the future workforce.

Performance Objective 1: At least 85% of all students will participate in an extra-curricular, co-curricular, or campus club\activity for during the current school year.





Evaluation Data Sources: The number of students involved will be higher than 85% of the enrolled students.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The names students who are not involved in any extra-curricular, co-curricular and clubs will be identified and a survey will be given to them to register interests outside of school.</p> <p>Strategy's Expected Result/Impact: More students will become involved in a campus activities.</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: At least two new student clubs in addition to those already formed will be made available for students to join based from interest surveys.</p> <p>Strategy's Expected Result/Impact: More students will become involved in campus activities.</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative		
	Dec	Mar	June
			

Goal 7: Celebrate our excellence.

Performance Objective 1: Students will be recognized frequently and on a regular basis for academic achievement and exhibiting the Wylie Way





Evaluation Data Sources: None

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Through their academic teams, students will receive regular recognition for academic achievement and character accomplishments.</p> <p>Strategy's Expected Result/Impact: Students will be rewarded for exhibiting character and academic traits at a high level.</p> <p>Staff Responsible for Monitoring: Academic Team Leaders, Principal and Administration Staff.</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: One student per week will be chosen as "Student of the Week" by one of the Academic Teams</p> <p>Strategy's Expected Result/Impact: Student recognition</p> <p>Staff Responsible for Monitoring: Academic Teams</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 7: Celebrate our excellence.

Performance Objective 2: Regular use of social media; Facebook, Twitter, email and periodical publications will provide notification of student, teacher and staff accomplishments.





Evaluation Data Sources: The number students and parents using social media to keep in touch and communicate with the campus.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: All communication concerning upcoming events, student recognitions, student news, overall information will utilize all media available and appropriate.</p> <p>Strategy's Expected Result/Impact: Clear, consistent and accurate information will be dispensed by the campus on an on-going basis</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 4.1, 4.2</p>	Formative		
	Dec	Mar	June
<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>			

Goal 8: Continuously improve and prioritize safety measures to ensure the well-being and security of students and staff.

Performance Objective 1: During the 2024-25 school year, an armed security guard or School Resource Officer (SRO) will be on campus daily.

Evaluation Data Sources: None

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: SRO will regularly conduct door checks and monitor hallways. Strategy's Expected Result/Impact: Increased safety measures and security of campus. Staff Responsible for Monitoring: School Resource Officer (SRO) and Administration.</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			