

Magnolia Independent School District

District Improvement Plan

2025-2026



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Comprehensive Needs Assessment

Demographics

Demographics Summary

Magnolia ISD comprises over 14,000 students from a diverse background. Overall, our student population did not see any major changes from previous years however, there are some trends of note. According to the latest enrollment data our ethnicity breakdown is: 2.8% African American, 39.7% Hispanic, 53.3% White, >1% Asian and 1.2% American Indian. Our economically disadvantaged student population is 48%. EB student enrollment is 19% and Dyslexia is 8.8.

Demographics Strengths

- Graduation rates are improving
- Offering TIA has afforded teachers the opportunity to earn more money
- The number of College and Career Ready Graduates remains strong

Problem Statements Identifying Demographics Needs

Problem Statement 1: There is an increased percentage of students qualifying as a student with Dyslexia or into Special Education.

Root Cause: Appropriate, early and effective intervention implementation improvements are needed

Problem Statement 2: Student attendance rates need to improve

Root Cause: There are fewer repercussions for truancy

Problem Statement 3: Enrollment continues to increase and is putting demands on staff and facilities.

Root Cause: Growth of the area

Problem Statement 4: Teacher salary scale has fallen behind neighboring districts.

Root Cause: VATRE did not pass and the state has not funded public schools

Student Learning

Student Learning Summary

Elementary

- All reading and math scores are well above the state average
- Increased our lead on the state in almost all areas

Intermediate/Junior High

- In most subjects, the approaches, meets, and masters percentages were at the state average
- Eighth grade math was below the state average

High School

- Almost all subjects were at or above the state average
- SAT and ACT scores are higher than the state average

Student Learning Strengths

- Overall CCMR is above the state average
- Many academic areas are performing above the state average on state assessments
- High school state assessments are generally above the state average
- Our EB population is performing at the state average

Problem Statements Identifying Student Learning Needs

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

Problem Statement 2: While all state assessed areas at the high school level are higher than the state average, in English I and II, we need to increase meets and masters

performance.

Root Cause: - Full utilization of curriculum documents so standards based planning occurs - During collaborative planning, lessons are not always designed (and later delivered) aligned to standards - Need to disaggregate data and provide targeted, differentiated instruction

Problem Statement 3: Algebra I needs to increase as it even with the state average.

Root Cause: - Full utilization of curriculum documents so standards based planning occurs - During collaborative planning, lessons are not always designed (and later delivered) aligned to standards - Need to disaggregate data and provide targeted, differentiated instruction

Problem Statement 4: We would like to increase ACT/SAT scores

Root Cause: Increase alignment with math and RLA classes is needed

Problem Statement 5: Intermediate and junior high reading, science, social studies, and math STAAR scores are generally above the state average, we need to increase our meets and masters performance.

Root Cause: - Curriculum documents need improvement so standards based planning occurs - During collaborative planning, lessons are not always designed (and later delivered) aligned to standards - Need to disaggregate data and provide targeted, differentiated instruction

Problem Statement 6: Special Education and EB performance has decreased from previous years

Root Cause: - Implementation of ELPS and Sheltered Instruction - Increased need for differentiated instruction

Problem Statement 7: 8th Grade Math is below the state average and not meeting district goals

Root Cause: - Full utilization of curriculum documents so standards based planning occurs - During collaborative planning, lessons are not always designed (and later delivered) aligned to standards - Need to disaggregate data and provide targeted, differentiated instruction

District Processes & Programs

District Processes & Programs Summary

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

District Processes & Programs Strengths

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

- Multiple systems in place that support quality instruction s
- Academic supports such as data protocols, increased content support from the curriculum department, academic coordinators, small group framework (elementary), behavior support, and improvements to SIT
- Campuses evaluate local and state assessment data to make instructional improvements
- Student teacher internship
- TIA

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1: Class sizes are larger than the state average.

Root Cause: Growing community and teacher shortage

Problem Statement 2: Despite recruitment efforts, there continues to be teacher shortages, especially in core and special education.

Root Cause: There is a state-wide teacher shortage especially in core subject areas and Special Education and we pay significantly less than neighboring districts.

Problem Statement 3: The turnover rate in MISD is very high.

Root Cause: Neighboring districts have higher salaries for teachers.

Perceptions

Perceptions Summary

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

Perceptions Strengths

The following are identified as strengths:

- Increased enrollment across the district
- SEL curriculum on all campuses
- Increased communication efforts
- All campuses have a law enforcement officer on campus
- Utilizing data programs to closely monitor enrollment and attendance trends

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Updates to processes and procedures counselors use at the campus level needs to be ongoing, including increased time spent with students supporting social/emotional needs.

Root Cause: Counselors have many responsibilities

Problem Statement 2: New communication efforts have been established but need to be monitored and continually improved.

Root Cause: Ongoing evaluation to improve engagements with parents and the school community is needed.

Problem Statement 3: Students with behavior issues need additional support

Root Cause: Lack of personnel

Priority Problem Statements

Goals

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

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

Evaluation Data Sources: Internal professional development planning documents.

Strategy 1 Details	Reviews		
Strategy 1: All instructional staff will receive ongoing training and support in the PLC process, focused on using student results to guide actions. Strategy's Expected Result/Impact: Increase in student achievement, reduction in the number of students receiving Tier III intervention services. Staff Responsible for Monitoring: Campus Administrators and Academic Coordinators Executive Director of Teaching and Learning Chief Academic Officer District Instructional Specialists Funding Sources: PLC Professional Development - 255 - Title II, PLC Professional Development - 289 - Title IV, District Instructional Specialists - 199 - State Comp Ed, Title I Academic Coordinators - 211 - Title I, Part A, Personnel - Instructional Coaches - 255 - Title II, Title I Instructional Specialists - 211 - Title I, Part A	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		
Strategy 2 Details	Reviews		
Strategy 2: All staff will participate in professional development, aimed at increasing rigor and relevance in instructional practices. Strategy's Expected Result/Impact: -Increase in level of Tier 1 instruction -Increase in teacher capacity Staff Responsible for Monitoring: Campus Administrators Executive Director of Teaching & Learning Chief Academic Officer District Instructional Specialists Funding Sources: Professional Development/Instructional Specialists - 211 - Title I, Part A, Professional Development/Instructional Specialists - 255 - Title II, Professional Development - 289 - Title IV, Professional Development & Academic Coordinators - 199 - State Comp Ed	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		



No Progress



Accomplished



Continue/Modify



Discontinue

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

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

Evaluation Data Sources: Frontline reports

Strategy 1 Details		Reviews		
Strategy 1: Review student data and make recommendations as needed. Strategy's Expected Result/Impact: Increase in student achievement of students with special needs Staff Responsible for Monitoring: Campus Administration and Special Education staff		Formative		Summative
		Nov	Feb	May
		Moderate Progress		
No Progress Accomplished Continue/Modify Discontinue				

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

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

Evaluation Data Sources: Internal planning documents

Strategy 1 Details	Reviews		
Strategy 1: High School counseling staff will meet with all students throughout high school to and develop a schedule of classes that supports their post-secondary plans. Strategy's Expected Result/Impact: Increase in the number of students enlisting in the armed forces, enrolling in college, and attending trade/technical school. Staff Responsible for Monitoring: College/Career Counselors High School Associate Principals High School Principals Chief Academic Officer Funding Sources: - 199 - CCMR	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		
Strategy 2 Details	Reviews		
Strategy 2: High school counseling staff conducts yearly course selection meetings with all students to ensure alignments of courses to post-secondary goals. Strategy's Expected Result/Impact: Increase graduation rate and the number of students college and career ready. Staff Responsible for Monitoring: High school counselors and administration	Formative		Summative
	Nov	Feb	May
	 Some Progress		
Strategy 3 Details	Reviews		
Strategy 3: College and Career Counselors provide guidance information to all classes on post-secondary options. Strategy's Expected Result/Impact: Increase graduation rate and the number of students college and career ready. Staff Responsible for Monitoring: College and Career Counselors provide guidance information to all classes on post-secondary options.	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		



No Progress



Accomplished



Continue/Modify



Discontinue

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

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

Evaluation Data Sources: Internal assessment and STAAR results

Strategy 1 Details	Reviews		
Strategy 1: Campuses will utilize the PLC process to monitor sub-population performance throughout the year and make on-time interventions. Strategy's Expected Result/Impact: Increase in overall student achievement; decrease in the amount of students needing to re-test in grades 5, 8, and high school. Staff Responsible for Monitoring: Principal and Academic Coordinator Funding Sources: Title I Instructional Coaches - 211 - Title I, Part A, Title I Academic Coordinators - 211 - Title I, Part A, Academic Coordinators - 199 - State Comp Ed	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		
No Progress Accomplished Continue/Modify Discontinue			

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

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

Evaluation Data Sources: Applications usage reports.

Strategy 1 Details	Reviews		
Strategy 1: Utilize Instructional Technology Specialists to partner with campus Digital Learning Leads to support teachers in using programs and technology tools, that are selected based on the needs of the grade level, as a part of their instructional delivery. Strategy's Expected Result/Impact: Strengthen teacher and staff knowledge of the programs and technology tools they use daily. Staff Responsible for Monitoring: Chief Academic Officer Director of Assessment and Instructional technology Funding Sources: Instructional Technology Specialists - 255 - Title II, Instructional Technology Specialists - 289 - Title IV	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		
Strategy 2 Details	Reviews		
Strategy 2: Provide enriched staff development to teachers covering existing technology programs as well as newly introduced programs. Strategy's Expected Result/Impact: Teachers will better serve their students by being more proficient using existing programs -e.g. Google, TEAMS and Canvas. Teachers will be better equipped to utilize programs so that the student online learning experience is improved. Enhance academic outcomes and digital literacy of students. Staff Responsible for Monitoring: Chief Academic Officer Director of Assessment & Instructional Technology Funding Sources: Instructional Technology Specialists - 255 - Title II, Programs - Wakelet And Securely - 289 - Title IV, - 289 - Title IV	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		
Strategy 3 Details	Reviews		
Strategy 3: Provide technology programs that supports, reading, math and other core instruction to high school students. Strategy's Expected Result/Impact: Increase student performance Staff Responsible for Monitoring: Chief Academic Officer Funding Sources: - 199 - State Comp Ed	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		



No Progress



Accomplished



Continue/Modify



Discontinue

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

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

Evaluation Data Sources: Checkout inventory

Strategy 1 Details	Reviews		
Strategy 1: Provide devices to teachers and professional staff in order to adequately access educational programs and materials. Strategy's Expected Result/Impact: Teachers and professional staff will have the necessary tools to access educational programs and materials to support instructional delivery to students. Staff Responsible for Monitoring: Director of Technology	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		
Strategy 2 Details	Reviews		
Strategy 2: Procure enough devices to provide all students in the classroom the ability to access educational programs via a device. Strategy's Expected Result/Impact: Enhance online learning experience Staff Responsible for Monitoring: Chief Academic Officer Technology Director	Formative		Summative
	Nov	Feb	May
	 Some Progress		
No Progress Accomplished Continue/Modify Discontinue			

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

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

Evaluation Data Sources: Dyslexia progress monitoring

Strategy 1 Details	Reviews		
Strategy 1: Staff will attend training and implement research-based strategies to increase achievement of dyslexia students. Strategy's Expected Result/Impact: Increase in student achievement, as evident on relevant summative assessments. Staff Responsible for Monitoring: Dyslexia Coordinator	Formative		Summative
	Nov	Feb	May
	Some Progress		
No Progress Accomplished Continue/Modify Discontinue			

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

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

Evaluation Data Sources: Intervention progress monitoring

Strategy 1 Details	Reviews		
Strategy 1: Create and train staff on aligned data disaggregation processes to provide small group (targeted) instruction. Strategy's Expected Result/Impact: Increased student achievement Increased student growth Increased Meets and Masters Funding Sources: Title I Academic Coordinators and Instructional Coaches - 211 - Title I, Part A, Academic Coordinators and Instructional Coaches - 199 - State Comp Ed, Title I Interventionists - 211 - Title I, Part A, Title II Instructional Specialists - 255 - Title II	Formative		Summative
	Nov	Feb	May
	 Considerable		
No Progress Accomplished Continue/Modify Discontinue			

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

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

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

Strategy 1 Details	Reviews		
Strategy 1: Elevate PSAT/NMSQT awareness among staff, students, and parents as well as establish targeted high performing groups at each high school for focused preparation by promoting via district communication platforms and the district website. Strategy's Expected Result/Impact: Double the percent of NMSQT Commended/Finalists Staff Responsible for Monitoring: Director of Advanced Academics and designated Campus Administrators	Formative		Summative
	Nov	Feb	May
	 Considerable		
Strategy 2 Details	Reviews		
Strategy 2: Embed PSAT and SAT in Math and Language. Additionally, utilize advisory and other instructional minutes to provided targeted instruction. Strategy's Expected Result/Impact: Increased PSAT scores Staff Responsible for Monitoring: Chief Academic Officer Campus Principals	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

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

Evaluation Data Sources: Curriculum documents

Strategy 1 Details	Reviews		
Strategy 1: Revise and improve new curriculum documents in all four core content areas. Strategy's Expected Result/Impact: All instruction will be aligned to standards. Funding Sources: Personnel - 255 - Title II, - 199 - State Comp Ed, Personnel - 211 - Title I, Part A	Formative		Summative
	Nov	Feb	May
	 Considerable		
Strategy 2 Details	Reviews		
Strategy 2: Provide training on curriculum updates as needed to staff. Strategy's Expected Result/Impact: Teacher successful implementation Staff Responsible for Monitoring: Curriculum department and campus leadership	Formative		Summative
	Nov	Feb	May
	 Considerable		
No Progress Accomplished Continue/Modify Discontinue			

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

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

Evaluation Data Sources: Curriculum documents, professional learning attendance.

Strategy 1 Details		Reviews		
Strategy 1: Update curriculum documents that are aligned to standards, provide training and support to properly plan and utilize them including strategies that support EB students and integration of technology. Strategy's Expected Result/Impact: All instruction will be aligned to standards . Teachers will plan for and utilize instructional strategies that support EL students. Funding Sources: EB Instructional Coaches - 263 -Title III		Formative		Summative
		Nov	Feb	May
		 Considerable		
No Progress Accomplished Continue/Modify Discontinue				

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

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

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

Strategy 1 Details	Reviews		
Strategy 1: Collaborate with multiple departments to ensure new teachers are trained in PLC, Rigor and Relevance, Data Disaggregation, and content-specific needs. Strategy's Expected Result/Impact: New teachers will leave NTA understanding the foundational pieces of our instructional methodologies. Funding Sources: Resources for NTA - 255 - Title II	Formative		Summative
	Nov	Feb	May
	Moderate Progress		
No Progress Accomplished Continue/Modify Discontinue			

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

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

Strategy 1 Details	Reviews		
Strategy 1: High school counseling staff will conduct routine meetings and planning with students in the credit recovery program. Staff Responsible for Monitoring: Lead district counselor, high school counseling staff, high school principals	Formative		Summative
	Nov	Feb	May
	 Some Progress		
Strategy 2 Details	Reviews		
Strategy 2: High school counselors will meet with seniors at progress report and report card periods who are failing one or more subject areas to determine needed interventions and plan for credit recovery. Staff Responsible for Monitoring: Lead district counselor, high school counseling staff, high school principals	Formative		Summative
	Nov	Feb	May
	 Some Progress		
Strategy 3 Details	Reviews		
Strategy 3: Implement interventions that support behavior in elementary. Strategy's Expected Result/Impact: Increased academic achievement and graduation rates Staff Responsible for Monitoring: Exec. Director of Elementary Student Services	Formative		Summative
	Nov	Feb	May
	 Some Progress		
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

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

Evaluation Data Sources: Budget reports/Audit

Strategy 1 Details	Reviews		
Strategy 1: Constantly review non-instructional expenses. Strategy's Expected Result/Impact: Maximize instructional resources Staff Responsible for Monitoring: CFO	Formative		Summative
	Nov	Feb	May
	 Considerable		
Strategy 2 Details	Reviews		
Strategy 2: Ongoing accounting analysis. Strategy's Expected Result/Impact: Maximize instructional resources Staff Responsible for Monitoring: CFO	Formative		Summative
	Nov	Feb	May
	 Considerable		
Strategy 3 Details	Reviews		
Strategy 3: Continual review of MISD spending vs. state norms. Strategy's Expected Result/Impact: Maximize instructional resources Staff Responsible for Monitoring: CFO	Formative		Summative
	Nov	Feb	May
	 Accomplished		
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

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

Evaluation Data Sources: Budget reports/Audit

Strategy 1 Details	Reviews		
Strategy 1: Continually dissect operational and administrative costs Strategy's Expected Result/Impact: Reduce operational/administrative costs & maximize classroom dollars Staff Responsible for Monitoring: CFO	Formative		Summative
	Nov	Feb	May
	 Considerable		
Strategy 2 Details	Reviews		
Strategy 2: Focus (search for savings opportunities) on large ticket operational expenses such as utilities Strategy's Expected Result/Impact: Reduce operational/administrative costs & maximize classroom dollars Staff Responsible for Monitoring: CFO	Formative		Summative
	Nov	Feb	May
	 Considerable		
Strategy 3 Details	Reviews		
Strategy 3: Constant administrative and operational staffing review Strategy's Expected Result/Impact: Reduce operational/administrative costs & maximize classroom dollars Staff Responsible for Monitoring: CFO/Assistant Superintendent for Administration/HR Director	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

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

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

Strategy 1 Details	Reviews		
Strategy 1: Continual review of student attendance and PEIMS coding with a focus on special programs. Strategy's Expected Result/Impact: Maximize existing allotments Staff Responsible for Monitoring: CFO/Executive Director of HR/PEIMS Director	Formative		Summative
	Nov	Feb	May
	 Moderate Progress		
Strategy 2 Details	Reviews		
Strategy 2: Constant review of property tax collections Strategy's Expected Result/Impact: Maximize existing allotments Staff Responsible for Monitoring: CFO	Formative		Summative
	Nov	Feb	May
	 Accomplished		
Strategy 3 Details	Reviews		
Strategy 3: Seek new funding opportunities with focus on grants and "other" (such as TRE, Golden Yield Pennies, etc) Strategy's Expected Result/Impact: New/additional funding Staff Responsible for Monitoring: CFO	Formative		Summative
	Nov	Feb	May
	 Considerable		
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

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

Evaluation Data Sources: Hiring reports

Strategy 1 Details	Reviews		
Strategy 1: Provide a competitive employee benefit and compensation structure to attract and retain a highly qualified staff. Strategy's Expected Result/Impact: Increase teacher/employee retention rate. Staff Responsible for Monitoring: Human Resources	Formative		Summative
	Nov	Feb	May
	 Accomplished		
Strategy 2 Details	Reviews		
Strategy 2: Partner with universities from around the state to recruit highly qualified teachers and attend sponsored job fairs. Strategy's Expected Result/Impact: Increased number of highly qualified & highly trained applicants Staff Responsible for Monitoring: Human Resources	Formative		Summative
	Nov	Feb	May
	 Considerable		
Strategy 3 Details	Reviews		
Strategy 3: MISD will sponsor a local job fair to promote the district and recruit highly qualified staff. Strategy's Expected Result/Impact: Increase in district visibility; reduce vacancy times of posted positions. Staff Responsible for Monitoring: Human Resources	Formative		Summative
	Nov	Feb	May
	 Some Progress		
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

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

Evaluation Data Sources: Trained substitute listings.

Strategy 1 Details	Reviews		
Strategy 1: Provide a competitive substitute teacher compensation structure to attract and retain a highly qualified substitute teacher pool. Strategy's Expected Result/Impact: Increased number of available campus substitutes as compared to previous years. Increased number of degreed & degreed/certified substitutes as compared to previous years. Staff Responsible for Monitoring: Human Resources	Formative		Summative
	Nov	Feb	May
	Moderate Progress		
Strategy 2 Details	Reviews		
Strategy 2: MISD will sponsor a local job fair to promote the district and recruit a highly qualified substitute teacher pool. Strategy's Expected Result/Impact: Increase the number of qualified substitute teachers Staff Responsible for Monitoring: Human Resources	Formative		Summative
	Nov	Feb	May
	Some Progress		
No Progress Accomplished Continue/Modify Discontinue			

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

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

Evaluation Data Sources: Reports from communication applications.

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

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

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

Evaluation Data Sources: Internal documents.

Strategy 1 Details	Reviews		
Strategy 1: Utilize tools to communicate with parents, students, staff: 1. Social media, School Messenger -- incorporate text messages; use this feature for safety protocols; monthly newsletters using Smore 2. Website -- news & announcements; events updated Strategy's Expected Result/Impact: Increase speed at which information is shared Staff Responsible for Monitoring: Director of Communications	Formative		Summative
	Nov	Feb	May
	 Considerable		
No Progress Accomplished Continue/Modify Discontinue			

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

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

Evaluation Data Sources: Eduphoria and other training reports

Strategy 1 Details	Reviews		
Strategy 1: All campus staff will receive suicide/mental health awareness annually. Strategy's Expected Result/Impact: Increased staff awareness of students in crisis and procedures of how to report students in need. Staff Responsible for Monitoring: Guidance Counselors Principals Student Services	Formative		Summative
	Nov	Feb	May
	Accomplished		
No Progress Accomplished Continue/Modify Discontinue			

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

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

Evaluation Data Sources: Crisis plan

Strategy 1 Details	Reviews		
Strategy 1: Student Services will address updates and new source data in Magnolia ISD Handbook. Strategy's Expected Result/Impact: Increased staff awareness of crisis plans Staff Responsible for Monitoring: Directors of Student Service	Formative		Summative
	Nov	Feb	May
	 Accomplished		
Strategy 2 Details	Reviews		
Strategy 2: Director of Safety and Security will monitor and address any safety concerns on MISD campuses. - Update campus emergency maps and exterior door numbering for first responders. - Oversee facility improvements. Strategy's Expected Result/Impact: Provide a safe learning environment Staff Responsible for Monitoring: Director of Safety and Security Student Services	Formative		Summative
	Nov	Feb	May
	 Considerable		
No Progress Accomplished Continue/Modify Discontinue			

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

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

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

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

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

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

Strategy 1 Details	Reviews		
Strategy 1: Utilize social media to communicate to the MISD community. Strategy's Expected Result/Impact: Increased community participation in MISD events Staff Responsible for Monitoring: Director of Communications	Formative		Summative
	Nov	Feb	May
	 Considerable		
Strategy 2 Details	Reviews		
Strategy 2: Continue the community newsletter for members to sign-up to receive district news. Strategy's Expected Result/Impact: More awareness of what is happening in MISD Staff Responsible for Monitoring: Executive Director of Communications	Formative		Summative
	Nov	Feb	May
	 Considerable		
No Progress Accomplished Continue/Modify Discontinue			

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

Performance Objective 9: Improve student performance through evidence-based practices that address physical and mental health.

Strategy 1 Details	Reviews		
Strategy 1: Schools will continue using character-building lessons through a district-approved curriculum. Strategy's Expected Result/Impact: Increased student knowledge of identified character traits. Staff Responsible for Monitoring: Campus Administrators Executive Director of Teaching & Learning Chief Academic Officer Funding Sources: SEL Curriculum - 289 - Title IV	Formative		Summative
	Nov	Feb	May
	 Considerable		
Strategy 2 Details	Reviews		
Strategy 2: Magnolia ISD will partner with Yes-to-Youth counseling services so that more topic-related groups can be offered to students. Strategy's Expected Result/Impact: Improved SEL and mental health for students Staff Responsible for Monitoring: Campus counselors Funding Sources: Local Partnership - 199 - State Comp Ed	Formative		Summative
	Nov	Feb	May
	 Considerable		
Strategy 3 Details	Reviews		
Strategy 3: Magnolia ISD will implement positive behavior interventions and support, including actions that integrate best practices on grief-informed and trauma-informed care. Strategy's Expected Result/Impact: improved student mental health Staff Responsible for Monitoring: Campus staff	Formative		Summative
	Nov	Feb	May
	 Some Progress		

Strategy 4 Details		Reviews		
Strategy 4: Magnolia ISD will offer a variety of oppurtunities to improve students' physical health including, physical education classes, athletics, marching band, and ROTC. Strategy's Expected Result/Impact: Improved physical health for students.		Formative		Summative
		Nov	Feb	May
		 Moderate Progress		
No Progress Accomplished Continue/Modify Discontinue				

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

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

Evaluation Data Sources: Board policy, instructional materials

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

Title I

Descriptor 1: Student Progress Monitoring and Supports

1.1: Developing and implementing a well-rounded program of instruction to meet the academic needs of all students;

Goal 1, Performance Objective 1, Strategies 1 & 2

All instructional staff will receive ongoing training and support in the PLC process, focused on using student results to guide actions.

Increase in student achievement, reduction in the number of students receiving Tier III intervention services.

1.2: Identifying students who may be at risk for academic failure;

Goal 1, Performance Objective 4, Strategy 1

1.3: Providing additional educational assistance to individual students the LEA or school determines need help in meeting the challenging State academic standards;

Goal 1, Performance Objective 2, Strategies 1 & 2.

Goal 1, Performance Objective 7, Strategy 1.

Goal 1, Performance Objective 11.

1.4: Identifying and implementing instructional and other strategies intended to strengthen academic programs and improve school conditions for student learning;

Goal 1, Performance Objective 2, Strategies 1 & 2.

Goal 1, Performance Objective 5.

Goal 3, Performance Objective 4.

Goal 3, Performance Objective 9, Strategies 1 & 2.

Descriptor 2: Teacher Quality

Goal 3, Performance Objective 1, Strategies 2 & 3.

Goal 3, Performance Objective 2.

Descriptor 3: School Improvement and Support Activities

No schools identified for "School Improvement".

Descriptor 4: Measure of Poverty

Use Child Nutrition reports to determine poverty criteria by the number of students receiving "Free & Reduced Meals". Rank all campuses and then serve eligible campuses based on ranking and grade span grouping (Elementary and Middle Schools).

Descriptor 5: Nature of Programs

Processes & Programs Summary.

School-wide programs will utilize an aligned method of disaggregating data so that each teacher & team can focus on specific needs to improve the academic performance of ALL students. Targeted Assistance campuses will use child nutrition reports as well as student data to identify students. Students who are not meeting academic standards are identified through the SIT process and are provided targeted support in areas of need.

Descriptor 6: Services to Homeless Children and Youth

Homeless Needs Assessment data. Meeting with Student Services/Homeless Liason.

Descriptor 7: Parent and Family Engagement Strategy

Perceptions Summary - Problem Statement 2

Goal 3, Performance Objective 3, Strategy 1

District PFE Policy added as an addendum.

Descriptor 8: Early Childhood Education Programs and Transition Plans

N/A - No district reservation for preschool.

Descriptor 9: Identification of Eligible Children – Targeted Assistance Program

Eco-Dis indicator, state and local assessment scores, STAAR scores, and TELPAS scores will be used to determine eligibility.

Descriptor 10: Middle to High School/High School to Postsecondary Transitions

10.1: Coordination with institutions of higher education, employers, and other local partners;

Goal 1, Performance Objective 3, Strategies 1-3.

Goal 1, Performance Objective 5, Strategy 3.

Goal 1, Performance Objective 13, Strategy 1 & 2.

10.2: Increased student access to early college high school or dual or concurrent enrollment opportunities, or career counseling to identify student interests and skills;

Goal 1, Performance Objective 3, Strategy 1-3.

Goal 1, Performance Objective 9, Strategy 1 & 2.

Descriptor 11: Discipline Disproportionality

Goal 3, Performance Objective 9, Strategies 1 & 2.

Descriptor 12: Coordination and Integration

12.1: Academic and career and technical education content through coordinated instructional strategies, that may incorporate experiential learning opportunities and promote skills attainment important to in-demand occupations or industries in the State;

N/A

12.2: Work-based learning opportunities that provide students in-depth interaction with industry professionals and, if appropriate, academic credit;

N/A

Descriptor 13: Other Proposed Uses of Funds

13.1: Assist schools in identifying and serving gifted and talented students;

N/A

13.2: Assist schools in developing effective school library programs to provide students an opportunity to develop digital literacy skills and improve academic achievement.

N/A

Assurances

Statutorily Required Assurances

The LEA Plan must include assurances that the LEA will:

1. Ensure migratory children and formerly migratory children eligible to receive services are selected to receive services on the same basis as other children [Section 1112(c)(1)].
2. Provide services to eligible children attending private schools in accordance with section 1117, and timely and meaningful consultation with private school officials [Section 1112(c)(2)].
3. Participate, if selected, in the National Assessment of Educational Progress in reading and math in grades 4 and 8 [Section 1112(c)(3)].
4. Coordinate and integrate services with other English learners, children with disabilities, migratory children, American Indian, Alaska Native, and Native Hawaiian children, and homeless children and youths to increase program effectiveness, eliminate duplication, and reduce fragmentation [Section 1112(c)(4)].
5. Collaborate with State or local child welfare agency to—
 - Designate a point of contact if the corresponding child welfare notifies the LEA, in writing, that the agency has designated an employee to serve as a point of contact for the LEA;
 - Develop and implement clear written procedures governing how transportation to maintain children in foster care in their school of origin (when in their best interest) will be provided, arranged, and funded for the duration of the time in foster care. [Section 1112(c)(5)]. (For details of what these procedures must ensure, see Children in Foster Care.)
6. Ensure all teachers and paraprofessionals working in Title I, Part A, supported programs meet applicable State certification and licensure requirements [Section 1112(c)(6)].
7. For LEAs using Title I, Part A funds to provide early childhood education services to low-income children, ensure that services comply with performance standards of the Head Start Act [Section 1112(c)(7)].
8. Notify the parents of each student attending any school receiving Title I, Part A funds of the Parents' Right-To-Know [Section 1112(e)(1)].
9. Notify the parents of each student attending any school receiving Title I, Part A funds of Testing Transparency [Section 1112(e)(2)].
10. Implement an effective means of outreach to parents of English learners [Section 1112(e)(3)(C)].

Signature indicates the 10 assurances are included in the LEA Plan Signature of Assurance

District Funding Summary

211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Title I Instructional Specialists		\$0.00
1	1	1	Title I Academic Coordinators		\$0.00
1	1	2	Professional Development/Instructional Specialists		\$0.00
1	4	1	Title I Instructional Coaches		\$0.00
1	4	1	Title I Academic Coordinators		\$0.00
1	8	1	Title I Interventionists		\$0.00
1	8	1	Title I Academic Coordinators and Instructional Coaches		\$0.00
1	10	1	Personnel		\$0.00
3	3	1	PFE Activities		\$0.00
3	3	1	Title I Parent Involvement Coordinators		\$0.00
Sub-Total					\$0.00
255 - Title II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	PLC Professional Development		\$0.00
1	1	1	Personnel - Instructional Coaches		\$0.00
1	1	2	Professional Development/Instructional Specialists		\$0.00
1	5	1	Instructional Technology Specialists		\$0.00
1	5	2	Instructional Technology Specialists		\$0.00
1	8	1	Title II Instructional Specialists		\$0.00
1	10	1	Personnel		\$0.00
1	12	1	Resources for NTA		\$0.00
Sub-Total					\$0.00
263 -Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	11	1	EB Instructional Coaches		\$0.00
Sub-Total					\$0.00

289 - Title IV					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	PLC Professional Development		\$0.00
1	1	2	Professional Development		\$0.00
1	5	1	Instructional Technology Specialists		\$0.00
1	5	2	Programs - Wakelet And Securely		\$0.00
1	5	2			\$0.00
3	9	1	SEL Curriculum		\$0.00
Sub-Total					\$0.00
199 - State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	District Instructional Specialists		\$0.00
1	1	2	Professional Development & Academic Coordinators		\$0.00
1	4	1	Academic Coordinators		\$0.00
1	5	3			\$0.00
1	8	1	Academic Coordinators and Instructional Coaches		\$0.00
1	10	1			\$0.00
3	9	2	Local Partnership		\$0.00
Sub-Total					\$0.00
199 - CCMR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1			\$0.00
Sub-Total					\$0.00