

# MIDLAND H S

## **Campus Improvement Plan**

2011/2012

*A Past to Remember, A Future to Mold!*

Date Reviewed: 09/16/11

Date Approved: 09/29/11

# MIDLAND H S

## **Mission**

*The administration and staff of MHS believe all students can learn and achieve skills necessary for their success as students and as responsible, contributing citizens. A collaborative learning community where faculty, staff, students, parents and community work as a team to provide opportunities that enable students to succeed, will promote an exemplary environment enabling all students to achieve excellence*

## **Vision**

*The academic and extra-curricular experiences at Midland High will educate students for their success today and tomorrow.*

### Nondiscrimination Notice

MIDLAND H S does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# MIDLAND H S Site Base

Name	Position
Alvarez, Bobby	PE/Health
Amburn, Cherylin	Social Studies
COTTLE, LORENZO	Teacher
Dominguez, Juan	Assistant Principal
Drozd, Jeri	PTA
England, Janet	Foreign Language
Hernandez, Yolanda	CTE
HIGHTOWER, CHRISTOPHE	Teacher
HOLDER, LINDA	Teacher
Horner, Jeff	Principal
Johnston, Annette	Librarian
KIDD, MELISSA	Teacher
MILES, PAMELA	Teacher
Morales, Andrea	Community
Nava-Williamson, Sherry	teacher
Renteria, Teresa	counselor
SMITH, JENNIFER	Teacher
Strambler, Takeira	SPED
Young, Pam	Foreign Language

# Comprehensive Needs Assessment 2011-2012

A comprehensive needs assessment using the most current information and data available was conducted.

## **Data Sources included:**

ACT, SAT, PSAT and AP Test Data

AEIS and Test Report Data (including demographic and sub-group data)

Spring 2011 TAKS data

PEIMS reports

Campus disaggregated data

AYP Data

Graduation and Completion Rate data

Campus and CEIC meetings and info including student survey data and attendance at events

2010-2011 Faculty and Department data

Spring, 2011 Campus Instructional Council

Summary of Findings

In Spring of 2011, Midland High School's CEIC analyzed the 2010 Accountability Data Tables received from the Texas Education Agency and other specific campus data from 2011 TAKS. The CEIC agreed that the priorities for the 2011-2012 school year will focus upon district and state goals as outlined by the Academic Excellence Indicator System (AEIS) as they relate to Midland High School's needs.

## **Reading/English Language Arts**

ELA scores in 2011 were at 90%. Subgroups for reading/ELA were 95% for White, 87% for African American and 86% for Hispanic. Economically disadvantaged students at MHS were at 84% passing. This is compared to ELA scores in 2010 at 85%. Subgroups for reading/ELA were 93% for White, 81% for African American and 80% for Hispanic. Economically disadvantaged students at MHS were at 77% passing in 2010. ELA had the greatest growth in all areas as compared to 2010.

## **Mathematics**

Mathematics scores in 2011 showed 75% meeting Standards. This is compared to 2010 that was 73%. Subgroups for mathematics were 86% for White, 66% for African American and 66% for Hispanic. Economically disadvantaged students at MHS were at 64% passing. All subgroup scores increased with the exception of the white subgroup. MHS used an exception in math for the ED subgroup to remain academically acceptable.

## **Social Studies**

MHS scored 91% on the Social Studies TAKS exam. The lowest subgroup on the Social Studies exam was the Economically Disadvantaged group with 86%. The white subgroup had 96% passing while the Hispanic subgroup had 88% passing. Economically disadvantaged students at MHS were at 86% passing. In 2011, there was little change as compared to 2010.

## **Science**

MHS had 74% of students pass compared to 74% in 2010. Subgroups were 88% for White, 63% for African American and 64% for Hispanic students. Economically disadvantaged students at MHS scored 58% meeting standard. MHS used Required Improvement (RI) in the ED subgroup to remain academically acceptable.

These scores represent the TAKS Met Standard including TAKS accommodated tests, TAKS M and TAKS-Alternative for the first time.

## **Completion Rate**

Completion rate for 2010 was 90.3% for all students as compared to 90.3% for the previous year. This is based on the class of 2010 and 2009 respectively.

The African American subgroup was at 86.2% (a 3% decrease). The Hispanic subgroup was 88.6% (2.3% increase) and white subgroup was 93.0% (1.1% decrease). The group of economically disadvantaged students was at a 84.8% completion rate.

#### Attendance Rate

Attendance for the 2009-2010 school year was 92.5%. This is compared to the 2010-2011 school year which was 91.9%. This is a decrease of .6% over the prior year. Compared to the MHS Campus group, our attendance rate is a full 3% lower.

#### Included Data

AP testing: MHS had a 19% of students score a 3 or higher in 2011, compared to 23% in 2010. This may be a reflection of offering several new AP classes for the first year(still under review). The five year trend shows an increase overall of the percentage scoring 3 or better. While the percentage decreased slightly, the percent of students recognized as AP scholars increased.

MHS had 73.2% of all graduates graduate with the Recommended High School Plan for the last reported class at the time of print. That percentage was up from 70.1% from the previous year.

ACT testing: MHS students scored on average 18.5 in English, 21.3 in Mathematics, 19.9 in Reading, 20.0 in Science with an overall composite of 20.0. The state averages were 19.6, 21.5, 20.7, 20.8 and 20.8, respectively. In 3 of the 4, the average score was below the designated college readiness benchmark. The exception was English, with a score of 0.5 above the college readiness benchmark.

SAT testing: MHS Mean Scores for the full cohort, 2011, in Reading, Mathematics and Writing were 479, 512 and 464. This is compared to all students (nationally) as reported by College Board of 497, 514 and 489, respectively. In Texas, the average scores were 479, 502 and 465, respectively. MHS was at or above all Texas average scores but below the national average in all three scores. SAT reports for 244 MHS students were sent to 101 colleges or institutions. The largest percentage of reports went to Texas Tech(45.2%), followed by Texas A&M (27.1%) and University of Texas (22%).

#### Major outcomes of the needs assessment are:

1. Need to increase performance on measures used for college readiness in all areas.
2. Low academic performance by Economically Disadvantaged students in all areas.
3. Need to continue to improve/strengthen services for students with special needs.
4. Need to continue to prioritize support for 10th graders across the board.
5. Need to increase attendance rate.
6. Continued need to decrease dropout rate at MHS and increase completion rate.
7. Need to increase average passing rate for all students in all areas (as compared to state averages).
8. Need to strengthen the home-school relationship through parent involvement.
9. Need to continue to improve/strengthen services for LEP students.

Midland Senior High School will continue to use the following resources and strategies to improve and maintain in all areas of the Academic Excellence Indicator System (AEIS). These include PLC Teaming through common planning periods, Horizontal and Vertical Planning, Tutorials (AM & PM), Co-funded Content Mastery, Math, Science and Read 180/system 44 , Twilight labs, TAKS Pullouts for seniors and Saturday School. MHS will continue to use co-funded content mastery and will continue to work towards providing an Inclusive campus environment. MHS will use the Intensive Care list (ICU) to monitor, track and support students in need of assistance. MHS will also utilize High Schools that Work (HSTW), focusing on school improvement in different areas.

- 1.) Literacy across the curriculum
- 2.) Guidance and Advisory
- 3.) 9th grade transition
- 4.) Increased expectations, rigor, and relevance
- 5.) Challenging Senior year
- 6.) Grading/Redo Policy
- 7.) Programs of study (P.O.S.)
- 8.) Attendance

9.) Mandatory Extra Help

The staff at MHS will specifically focus on the needs of students. The strategies and actions used are described specifically in the 2011-2012 Campus Improvement Plan.

# Resources

Resource	Source	Amount
CTE Funds	Federal	\$0
English as a Second Language	Federal	\$0
IDEA Special Education	Federal	\$0
Activity Funds	Local	\$10,000
Local Funds	State	\$470,444
State Compensatory	State	\$0

# MIDLAND H S

**Goal 1.** Midland High School will support high academic standards.

**Objective 1.** The MHS Counseling Staff will be involved with 100% of our students developing college readiness skills.

**Objective 2.** Student scores will improve on PSAT, SAT, ACT tests by 5% overall.

**Objective 3.** Midland High School will prepare and align curriculum, instruction and assessment to STAAR!

**Objective 4.** Midland High School will maintain and use an ICU (intensive care list) as a campus to monitor and work with students on missing assignments.

**Objective 5.** CTE teachers will assess 100% of their students using bridges

**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 1.** The percentage of all subgroups will meet or exceed acceptable STAAR performance standards for recognized status in writing, reading, mathematics, social studies and science.

**Objective 2.** 100% of core teachers will be trained in the ELPS.

**Objective 3.** (Math)The percentage of all subgroups will meet or exceed acceptable TAKS performance standards in mathematics, with at least a 10% increase over last year improvement.

**Objective 4.** (Science) the percentage of all subgroups will meet or exceed acceptable TAKS performance standards in Science, with at least a 10% increase over last year improvement.

**Objective 5.** (Science) MSHS Science teachers will support the "at-risk" and ESL special populations through 10% increase in tutorial attendance over last year.

**Objective 6.** MHS will use a systematic approach to monitoring and assisting ESL students in need to increase success in credit accrual by 25% over last year.

**Objective 7.** 100% of core teachers of 10th grade students and all math and science teachers will meet regularly in PLC's to discuss strategies that work and are being used.

**Objective 8.** Teachers will pursue staff development opportunities which will enhance their ability to effectively prepare students, including special populations, for TAKS/AP/SAT/ACT/RPTE/THEA testing.

**Goal 3.** Midland High School will recruit, develop and support highly motivated staff members who maximize student success.

**Objective 1.** 100% of teachers will attend staff development which reinforces campus goals related to student performance, attendance, technology and curriculum/instruction.

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**Objective 2.** All (100%) first year teachers will be assigned mentors that will assist throughout the year.

**Goal 4.** Midland High School will prepare technologically advanced students.

**Objective 1.** Instructional staff use of technology will increase with the use of computerized grade books, the Internet, multimedia resources, and appropriate software.

**Objective 2.** MHS will use technology to increase teacher effectiveness

**Objective 3.** Teachers will use interactive white boards, document cameras, and projectors, the Internet, and appropriate software.

**Goal 5.** Midland High School will develop positive partnerships with the school community and business organizations.

**Objective 1.** MSHS teachers will actively communicate with parents regarding student achievement, increasing home- school communication by 3% over last year.

**Objective 2.** Midland High School will increase attendance by parents (by 30%)at all events intended to promote the academic success of students.

**Goal 6.** Midland High School will exercise fiscal responsibility.

**Objective 1.** All departments, under the guidance of the department chair, will create and follow a budget for each school year.

**Objective 2.** Individually and collectively, teachers will encourage fiscal responsibility by using school resources as efficiently as possible.

**Goal 7.** Midland High School will meet or exceed all state and federal standards for completion rate.

**Objective 1.** Opportunities will be provided for students to make up absences and work, to recapture failed academic credits, and to participate in supplemental programs intended to improve attendance by 2% and credit acquisition by 5%.

**Objective 2.** Midland High School will increase completion rate in all subgroups by a minimum of 5%.

**Goal 8.** Midland High School will actively utilize the School Health Advisory Committee goals from the State.

**Objective 1.** Midland High School will utilize evidence-based curricula in teaching alcohol use awareness, HIV prevention, and violence/abuse prevention

**Objective 2.** MHS will have a staff wellness program at least once a semester.

**Objective 3.** Counseling programs will include bullying and harassment prevention.

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**Goal 1.** Midland High School will support high academic standards.

**Objective 1.** The MHS Counseling Staff will be involved with 100% of our students developing college readiness skills.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Student scholarships will increase by 3% by providing scholarship information to be posted in senior English classes, on the MISD web site, and in the Midland Council of PTA scholarship booklet. (Target Group: All)	Campus counselors, Teacher(s)	October - May	(L)Instructional Services	Formative - Summary scholarship report through end of year data.
2. 100% of students in need will be connected with concurrent scholarships. (Target Group: All) (NCLB: 1)	Campus counselors	ongoing	(O)Grant funds	Formative - Amount of Scholarship money available & # of students enrolled in concurrent classes
3. 100% of seniors will complete the Texas Common Application in order to have a letter of acceptance when they graduate (Target Group: All) (NCLB: 1)	Campus counselors	ongoing	(L)Instructional Services, (O)Classroom Teachers	Formative - # of students enrolling in college.
4. Students will increase productivity, organization, and academic achievement through the use of school-wide binders. (Target Group: All)	Collegiate/Completion Coach, Communities in Schools Case Manager, Core Subject Teachers, Department Heads, Special Ed Teachers, Teacher(s)	each 6 weeks, daily	(O)Classroom Teachers	Formative - Continuous use and check for organization of materials.

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**Goal 1.** Midland High School will support high academic standards.

**Objective 2.** Student scores will improve on PSAT, SAT, ACT tests by 5% overall.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. PSAT tutorials will be given in October. (Target Group: All, GT)	Campus counselors, Counselor(s), Department Heads, Principal	September, 2011	(L)Activity Funds	Formative - psat results
2. Testing calendar that promotes timelines and strategies for college readiness will be developed and promoted. (Target Group: All)	Campus counselors, Principal	August, 2011	(O)Principal, (O)Supplemental Materials	Formative - College Readiness Data
3. Teachers will participate in strategy sessions at the department, campus, and district levels aimed at improving effectiveness of classroom instruction. (Title I SW: 3) (Target Group: All) (NCLB: 3)	Core Subject Teachers, Department Heads, Teacher(s)	Summer, September 2011, October 2011	(O)Classroom Teachers, (O)Designated Funds, (O)Local Districts, (O)Supplemental Materials, (S)Local Funds	Formative - Formulation of specific teaching strategies; six weeks grades and semester averages; TAKS test results
4. Teachers will pursue staff development opportunities which will enhance their ability to effectively prepare students, including special populations, for Pre-AP/AP/SAT/ACT/THEA/testing. (Target Group: All)	Principal, Teacher(s)	Fall 2011, spring and summer 2012	(L)Staff Development	Formative - PD records
5. Counselors will visit with 100% of students through English classes, then individually as needed. (Target Group: All) (NCLB: 1)	Campus counselors, Teacher(s)	October, May	(L)Instructional Services	Formative - Parent/student observation (formative) # of students enrolling in college (summative)

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**Goal 1.** Midland High School will support high academic standards.

**Objective 3.** Midland High School will prepare and align curriculum, instruction and assessment to STAAR!

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Core teachers will utilize CSCOPE as the guiding document to align instruction and assessment to STAAR. (Target Group: All)	Academic coaches, Assistant Principal(s), Core Subject Teachers, Principal	each 6 weeks, daily	(L)C-Scope Resource Bank	Formative - Instructional Focus Visits, Assessment Data, CSCOPE assessments

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**Goal 1.** Midland High School will support high academic standards.

**Objective 4.** Midland High School will maintain and use an ICU (intensive care list) as a campus to monitor and work with students on missing assignments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers and staff will check and utilize ICU list daily, working with students to turn in missing assignments. (Target Group: All) (NCLB: 1)	Academic coaches, Assistant Principal(s), Campus counselors, Campus Instructional Technologist, Collegiate/Completion Coach, Communities in Schools Case Manager, Core Subject Teachers, Counselor(s), Instructional Specialist, Principal, Special Ed Teachers, Teacher(s)	each 6 weeks, daily	(L)Instructional Services, (O)Principal	Formative - Daily monitoring of list, failure rates, comparison of missing work first semester to second semester, high stakes test results

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**Goal 1.** Midland High School will support high academic standards.

**Objective 5.** CTE teachers will assess 100% of their students using bridges

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CTE teachers will utilize Bridges software to increase student awareness of post-secondary options. (Target Group: CTE)	Teacher(s)	On going	(F)CTE Funds	Bridges Data

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**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 1.** The percentage of all subgroups will meet or exceed acceptable STAAR performance standards for recognized status in writing, reading, mathematics, social studies and science.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All core teachers will participate in data disaggregation of Spring 2011 TAKS results to be used to formulate teaching strategies for the 2011-2012 school year. (Target Group: All)	Academic coaches, Core Subject Teachers, Department Heads, Special Ed Teachers, Teacher(s)	August, September 2011	(O)Classroom Teachers, (O)DMAC data, (O)TEKScore data	Formative - Data disaggregation tables
2. 80% formative and summative assessments, along with semester exams, will follow the style and format of STAAR tests. (Target Group: All)	Core Subject Teachers, Department Heads, Principal, Teacher(s)	Ongoing throughout the school year	(O)Classroom Teachers, (O)Designated Funds, (S)Local Funds	Six weeks and semester grades, Instructional Focus Visits, CSCOPE monitoring
3. Item analysis will be conducted for all fall benchmark tests and information gained will be used to modify teacher classroom strategies. (Target Group: All)	Core Subject Teachers, Department Heads, Teacher(s)	November, 2011	(O)Classroom Teachers, (O)DMAC data, (O)TEKScore data	Formative - Results on semester tests, December 2009 and TAKS tests, spring 2010
4. (Social Studies) Emphasis will be placed on reading across the curriculum with emphasis on comprehension and recognizing the main idea using activities at the upper tier of Bloom's Taxonomy (Target Group: All) (NCLB: 1)	Core Subject Teachers, Department Heads, Teacher(s)	August 2011 through May 2012	(L)C-Scope Resource Bank, (L)Staff Development, (O)Classroom Teachers, (O)Designated Funds	Formative - Semester test results in December 2010 and May 2011 as well as TAKS test results in the spring of 2011
5. (Social Studies) Teachers will incorporate into lesson plans appropriate assessment strategies for ESL and LEP students. (Target Group: ESL, LEP) (NCLB: 2)	Core Subject Teachers, Department Heads, Director of Bilingual/ESL, Special Ed Teachers, Teacher(s)	August 2011 through May 2012	(F)Bilingual Education , (F)English as a Second Language, (L)C-Scope Resource Bank, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Pre-AP Teacher, (O)Special Education Teachers, (O)Supplemental Materials	Formative - Lesson plan review, student performance, six weeks grades, semester averages, and TAKS testing results
6. (Social Studies) Teachers will incorporate into lesson plans and assessment appropriate materials for ESL/LEP students. (Target Group: ESL, LEP)	Core Subject Teachers, Department Heads, Director of Bilingual/ESL, Special Ed Teachers, Teacher(s), Teaching & Learning Department	August 2011 through May 2012	(F)English as a Second Language, (L)C-Scope Resource Bank, (L)Staff Development, (O)Classroom Teachers, (O)Local Districts, (O)Special Education Teachers, (O)Supplemental Materials	Formative - Improvement in six weeks grades, semester averages, and TAKS scores

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**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 1.** The percentage of all subgroups will meet or exceed acceptable STAAR performance standards for recognized status in writing, reading, mathematics, social studies and science.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. (Foreign Language/Fine Arts)Tutorial attendance will increase by 10% for students who are struggling to maintain passing grades and who fail to score satisfactorily on TAKS tests. (Target Group: H, AA, ECD, SPED)	Teacher(s)	ongoing	(O)Classroom Teachers	Lesson planning for deliberate instruction/Spring 2009 TAKS results/Staff development for curriculum improvement/Classroom participation and success
8. Teachers will encourage students to enroll in pre-AP, AP, and concurrent (dual credit) classes which will make their transition to college easier and more successful. (Target Group: All) (NCLB: 5)	Academic coaches, Campus counselors, Department Heads, Teacher(s)	Ongoing throughout the school year	(O)Classroom Teachers	Changes in numbers of students enrolled in concurrent classes and enrolling in college after graduation
9. (Language Arts) Teachers will incorporate AVID, SIOP, and Kagan strategies into instruction, using these 10% more often than last year. (Target Group: All) (NCLB: 1,2)	Academic coaches, Assistant Principal(s), Core Subject Teachers, Department Heads, Director of English Language Arts, Principal	Each Semester	(L)C-Scope Resource Bank, (L)Staff Development, (O)Classroom Teachers	IFV results
10. (Language Arts) Teachers will give a common assessment each 6 weeks, analyze results and create specific intervention plans. (Target Group: All) (NCLB: 1,2)	Core Subject Teachers, Department Heads, Director of English Language Arts	Each 6 Weeks	(L)C-Scope Resource Bank, (L)SchoolNet Data, (O)Classroom Teachers	Schoolnet Data
11. (Language Arts) Teachers will move towards a logical vertical alignment of curriculum and feasible horizontal alignment of curriculum. (Target Group: All) (NCLB: 1,2)	Academic coaches, Core Subject Teachers, Department Heads	August 2012	(L)C-Scope Resource Bank, (O)Classroom Teachers	Each 6 Weeks Junior teachers will assess horizontal alignment. Common Assessments, TAKS, and Core Exams will provide data of success, before spreading to Senior and Sophomore levels.
12. (Language Arts) Teachers will use LCD projectors, document cameras, whiteboards, and Online Textbook Ancillary materials to enhance the learning environment. (Target Group: All) (NCLB: 1,2)	Core Subject Teachers, Department Heads	Yearly	(O)Classroom Teachers, (O)Designated Funds, (O)Supplemental Materials	IFV results

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**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 1.** The percentage of all subgroups will meet or exceed acceptable STAAR performance standards for recognized status in writing, reading, mathematics, social studies and science.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
13. (Language Arts) Teachers will employ the use of the Reading Coach in classrooms for instructional advice and co-teaching situations 5% more than the previous year. (Target Group: SPED) (NCLB: 1,2)	Academic coaches, Core Subject Teachers	Each 6 Weeks	(L)Staff Development, (O)Classroom Teachers	IFV results, Tracking Chart
14. (Language Arts) At-risk students will be identified as having not previously scored TAKS or previously fell below 2125 score on the previous years test. TAKS tutorials and pull-outs will be employed to improve the chances of gains on TAKS. (Target Group: All) (NCLB: 1,2)	Academic coaches, Core Subject Teachers, Department Heads	March 2012	(L)SchoolNet Data, (O)Classroom Teachers	Schoolnet data, TAKS results
15. (Language Arts) Read180 and System 44 will be employed so all students will read on grade level. (Target Group: All, ESL, LEP, SPED, AtRisk) (NCLB: 1,2)	Academic coaches, Core Subject Teachers, Counselor(s), Department Heads, Director of English Language Arts, Director of K-12 Literacy, Principal, Special Ed Teachers, Teacher(s)	May 2013	(L)SchoolNet Data, (O)Classroom Teachers, (O)Designated Funds, (O)Principal, (O)Supplemental Materials	Lexile Scores, Schoolnet data
16. (Social Studies) The percentage of students achieving commended performance on the TAKS test will exceed 35% for sophomores and exceed 45% for juniors. (Target Group: All) (NCLB: 1,2,3,4,5)	Core Subject Teachers, Department Heads, Principal, Special Ed Teachers, Teacher(s), Teaching & Learning Department	August 2011 through May 2012	(L)C-Scope Resource Bank, (L)Instructional Services, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Pre-AP Teacher, (O)Principal, (O)Special Education Teachers	Formative - Actual percentage of students achieving commended performance on the Spring 2011 TAKS test in social studies
17. Percentage of students scoring 3,4 or 5 on AP tests will improve at least 10%. (Target Group: All)	Exec Dir of Student Scholar Development, Principal, Teacher(s)	June, 2011	(L)Staff Development	AP results from April, 2011

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**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 2.** 100% of core teachers will be trained in the ELPS.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Intensive assistance will be provided for ESL students who are struggling to maintain passing grades and who fail to score satisfactorily on benchmark tests and appropriate TAKS tests. (Target Group: LEP) (NCLB: 2)	Principal	Fall 2011	(O)Designated Funds	Formative - lesson plans, SD sign in sheets
2. IFV's and walkthroughs will look to identify ELPS utilization. (Target Group: ESL, Migrant)	Assistant Principal(s), Principal	each 6 weeks	(L)Staff Development	IFV results and data

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**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 3.** (Math)The percentage of all subgroups will meet or exceed acceptable TAKS performance standards in mathematics, with at least a 10% increase over last year improvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. (Math) Teachers will participate in strategy sessions aimed at improving effectiveness of classroom instructions through math collaboratives, math workshops, and common planning times. (Target Group: H, AA, ECD, ESL, GT)	Teacher(s)	twice each 6 weeks	(O)Classroom Teachers	Meeting minutes
2. (Math) Math teachers will incorporate AVID and SIOP strategies into instruction, using these strategies 10% more often than last year. (Target Group: All)	Core Subject Teachers, Teacher(s)	Each 6 weeks.	(O)Classroom Teachers	IFV results
3. (Math and Science)Monitor progress of all at risk students with TAKS scores below 2250 with CIT tracking chart. (Target Group: H, AA, ECD, ESL)	Core Subject Teachers, Department Heads, Principal	Ongoing throughout the year.	(L)Instructional Services, (L)SchoolNet Data, (O)Classroom Teachers	CIT SLR's each 6 weeks
4. (Math) Give Common Assessments each 6 weeks, analyze the results and provide intervention in specified areas. (Target Group: All)	Core Subject Teachers, Department Heads, Instructional Technology Dept., Principal	Each 6 weeks	(L)C-Scope Resource Bank, (L)SchoolNet Data	schoolnet data
5. (Math)Use manipulatives to present concepts and assist comprehension. (Target Group: All)	Core Subject Teachers	Ongoing throughout the year.	(O)Grant funds, (O)Local Budget Data	IFV results
6. (Math)Integrate the use of the graphing calculator to encourage HOTS. (Target Group: All)	Core Subject Teachers	Ongoing throughout the year.	(O)Designated Funds, (O)Local Budget Data	IFV results, TAKS results
7. (Math) Use interactive white boards, document cameras, tablets, and classroom performance systems to enhance teaching and learning. (Target Group: All)	Core Subject Teachers	Ongoing throughout the year.	(O)Designated Funds	IFV's, walkthroughs
8. (Math)MHS will use co-teachers in selected math classes having special populations to support 100% of identified students. (Target Group: SPED)	Campus counselors, Core Subject Teachers, Department Heads, Director of Special Education, Principal	Ongoing throughout the year.	(O)Special Education Teachers	master schedule review, 6 weeks grades, ARD data

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**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 4.** (Science) the percentage of all subgroups will meet or exceed acceptable TAKS performance standards in Science, with at least a 10% increase over last year improvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. (Science) Administer common unit assessments at 6 ,9 and 27 weeks , analyse the results and provide interventions using tracking charts (Target Group: All) (NCLB: 1)	Academic coaches, Department Heads, Director of Math & Science, Principal, Teacher(s), Teaching & Learning Department	Fall 2011-Spring 2012	(L)C-Scope Resource Bank, (L)SchoolNet Data, (O)Classroom Teachers, (O)Principal	Formative - Exam Results
2. (Science and Math) All grade level science students will use Study Island software with an increase of 10% over last year. (Target Group: All) (NCLB: 1)	Campus Instructional Technologist, Department Heads, Director of Math & Science, Principal, Teacher(s), Teaching & Learning Department	Fall 2011 - Spring 2012	(O)Designated Funds, (O)Local Budget Data	Formative - Study Island Data Bank and results
3. (Science) MHS will utilize co-teachers in selected classes having special populations (Target Group: All) (NCLB: 1,2)	Director of Bilingual/ESL, Principal, Special Ed Teachers, Teacher(s)	Fall 2011-Spring 2012	(F)Bilingual Education , (F)IDEA Special Education, (F)Title III, Part A - LEP, (O)Classroom Teachers, (O)Local Districts, (O)Special Education Teachers	Formative - 6-week and semester grades, ARD data
4. (Science) All science teachers will participate in common planning periods, lesson planning and PLC's aimed at improving classroom instruction and strategies. (Target Group: All) (NCLB: 1,2)	Academic coaches, Assistant Principal(s), Department Heads, Principal, Teacher(s)	Fall 2011 - Spring 2012	(O)Classroom Teachers, (O)Local Districts, (O)Principal	Formative - 6, 9, and 27 week exam data and aggregation, 6-week and semester grades
5. (Science) All students will be provided the opportunity to be involved in Science UIL, adding a UIL science course. (Target Group: All) (NCLB: 1,2,3,4,5)	Department Heads, Principal, Teacher(s)	Fall 2011 0 Spring 2012	(L)Instructional Services	Formative - UIL competition and results
6. (Science) All students will provided the opportunity to be involved in field trips to the Blakemore Planetarium, Sibley Nature Center, geology field trips and build to learn projects such as trebuches, walk on water, and landscape renovations (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Department Heads, Director of Math & Science, Principal, Teacher(s), Teaching & Learning Department	Fall 2011 - Spring 2012	(L)Activity Funds	Formative - Authentic Evaluation

# MIDLAND H S

**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 4.** (Science) the percentage of all subgroups will meet or exceed acceptable TAKS performance standards in Science, with at least a 10% increase over last year improvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. (Science) The percentage of all subgroups will meet or exceed commended performance on AP exams, with at least a 30% over last years performance. (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Department Heads, Director of Math & Science, Principal, Teacher(s), Teaching & Learning Department	Fall 2011-Spring 2012	(L)Staff Development	Formative - AP Exam Scores

# MIDLAND H S

**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 5.** (Science) MSHS Science teachers will support the "at-risk" and ESL special populations through 10% increase in tutorial attendance over last year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. (Science) At-Risk students will be included in TAKS tutorials, TAKS Pull-Outs and TAKS Blitz Saturdays (Target Group: All, ESL, Migrant, LEP, AtRisk) (NCLB: 1,2)	Academic coaches, Department Heads, Director of Math & Science, Principal, Teacher(s), Teaching & Learning Department	Fall 2011-Spring 2012	(L)C-Scope Resource Bank, (L)SchoolNet Data, (O)Classroom Teachers, (O)Local Districts, (O)Principal, (O)TEKScore data	Formative - TAKS test results, passing rate and accountability
2. (Science) All science teachers will incorporate AVID, SIOP and Academic Language strategies into curriculum and instruction. (Target Group: All) (NCLB: 1,2)	Academic coaches, Department Heads, Director of Math & Science, Principal, Teacher(s), Teaching & Learning Department	Fall 2011-Spring 2012	(F)Bilingual Education , (F)English as a Second Language, (O)Classroom Teachers, (O)Local Districts, (O)Principal, (O)Supplemental Materials	Formative - 6, 9, and 27 week exams and 6-week and semester grades

# MIDLAND H S

**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 6.** MHS will use a systematic approach to monitoring and assisting ESL students in need to increase success in credit accrual by 25% over last year.

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Evaluation</b>
1. Utilize duplicate forms and checklists to ensure teachers are aware of needs of LEP students. (Target Group: ESL, LEP)	Director of Bilingual/ESL, Principal	September 2011	(F)Bilingual Education	Formative - forms on file

# MIDLAND H S

**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 7.** 100% of core teachers of 10th grade students and all math and science teachers will meet regularly in PLC's to discuss strategies that work and are being used.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will utilize instructional strategies that are proven to enhance student success (Best Practices). (Target Group: All)	Academic coaches, Core Subject Teachers, Department Heads, Principal	minimum of twice each 6 weeks	(O)Classroom Teachers	PLC agendas, minutes

# MIDLAND H S

**Goal 2.** Midland High School will uniformly use effective instructional strategies.

**Objective 8.** Teachers will pursue staff development opportunities which will enhance their ability to effectively prepare students, including special populations, for TAKS/AP/SAT/ACT/RPTE/THEA testing.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. (Social Studies) Specific staff development opportunities related to ESL/LEP strategies will be sought out and attended by teachers as appropriate. (Title I SW: 3,4) (Target Group: All) (NCLB: 3)	Core Subject Teachers, Department Heads, Director of Bilingual/ESL, Director of Special Education, Principal, Teaching & Learning Department	summer of 2011	(F)Bilingual Education , (F)English as a Second Language, (O)Classroom Teachers, (O)Designated Funds, (O)Local Districts, (O)Principal, (O)Supplemental Materials	Formative - Overall student performance on standardized assessments such as semester exams and TAKS tests as well as student six-weeks and semester averages
2. All pre-AP and AP teachers will attend AP Summer Institute conferences no later than the start of the 2011-2012 school year. (Target Group: All, GT) (NCLB: 3)	Department Heads, Principal, Teacher(s), Teaching & Learning Department	Summer 2011	(O)Classroom Teachers, (O)Designated Funds, (O)Local Districts, (O)Pre-AP Teacher, (O)Principal, (S)Local Funds	Formative - Number of teachers attending AP Summer Institutes (including UTPB)

# MIDLAND H S

**Goal 3.** Midland High School will recruit, develop and support highly motivated staff members who maximize student success.

**Objective 1.** 100% of teachers will attend staff development which reinforces campus goals related to student performance, attendance, technology and curriculum/instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will attend staff development training to increase their awareness of strategies and activities which will ensure student success. (Target Group: All)	Department Heads, Principal, Teacher(s)	ongoing	(L)Staff Development	Teacher evaluation through PDAS formative and summative Appraisals Spring 2010
2. (Language Arts) The department will begin to utilize more common planning periods for grade and subject level for collaboration and to increase student performance, when possible. (Target Group: All)	Counselor(s), Department Heads, Principal	once a year	(O)Classroom Teachers	Formative - master schedule, plc notes

# MIDLAND H S

**Goal 3.** Midland High School will recruit, develop and support highly motivated staff members who maximize student success.

**Objective 2.** All (100%) first year teachers will be assigned mentors that will assist throughout the year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. First year teachers will have a mentor teacher by department. (Target Group: All)	Principal, Teacher(s)	Assigned August 2011	(O)Classroom Teachers	Formative - teacher retention rate for 1st year teachers.

# MIDLAND H S

**Goal 4.** Midland High School will prepare technologically advanced students.

**Objective 1.** Instructional staff use of technology will increase with the use of computerized grade books, the Internet, multimedia resources, and appropriate software.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All teachers will use test-generating software as much possible and as often as appropriate to create assessments correlated to TAKS/TEKS/Student Expectations. (Target Group: All)	Department Heads, Principal, Teacher(s)	Ongoing throughout the school year	(O)Classroom Teachers, (O)Designated Funds, (S)Local Funds	Student performance on semester exams in December 2009 and TAKS tests in the spring of 2010
2. 100% of teachers will participate in training in the use of existing and newly-acquired technology. (Target Group: All)	Campus Instructional Technologist, Core Subject Teachers, Department Heads, Instructional Technology Dept., Teacher(s)	Summer 2011, August, January and as needed	(O)Classroom Teachers, (O)Designated Funds, (O)Local Districts, (O)Principal, (S)Local Funds	Formative - Improvement in six weeks grades, semester averages; performance on spring 2010 TAKS tests

# MIDLAND H S

**Goal 4.** Midland High School will prepare technologically advanced students.

**Objective 2.** MHS will use technology to increase teacher effectiveness

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 100% of core teachers will access and utilize benchmark results and student data through schoolnet. (Target Group: All) (NCLB: 1)	Teacher(s)	ongoing	(L)SchoolNet Data, (L)Staff Development	Formative - TAKS Spring 2011 summary, CSCOPE assessments
2. Teachers will utilize Gradespeed to record grades and as a source of information for contacting parents. (Target Group: All)	Teacher(s)	ongoing	(O)Classroom Teachers	Number of parent contacts Parent satisfaction
3. 100% of teachers will increase their use electronic media (email, Twitter, parent newsletters, parent connect) to communicate with faculty, administration, staff, and parents. (Target Group: All)	Teacher(s)	ongoing	(L)Staff Development, (O)Classroom Teachers	Formative - Teacher communication logs
4. Teachers will use interactive whiteboards where available in preparation and presentation of lessons using best practices. (Target Group: All)	Teacher(s)	ongoing	(O)Designated Funds	PDAS

# MIDLAND H S

**Goal 4.** Midland High School will prepare technologically advanced students.

**Objective 3.** Teachers will use interactive white boards, document cameras, and projectors, the Internet, and appropriate software.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Read 180, System 44, A+ and TxVSN software will be utilized to meet needs of students in reading improvement and credit recovery. (Target Group: All)	Campus counselors, Collegiate/Completion Coach, Instructional Technology Dept., Principal, Teacher(s)	ongoing	(F)IDEA Special Education, (F)Title XIV - ARRA State Stabilization Fund, (L)Activity Funds, (O)Grant funds, (O)Local Budget Data	data derived from said programs

# MIDLAND H S

**Goal 5.** Midland High School will develop positive partnerships with the school community and business organizations.

**Objective 1.** MSHS teachers will actively communicate with parents regarding student achievement, increasing home- school communication by 3% over last year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All (100%) teachers will maintain and submit contact logs for each six weeks which will be submitted to the department chair, appraiser and academic dean. (Target Group: All)	Department Heads, Principal, Teacher(s)	ongoing	(O)Classroom Teachers, (O)Principal	PDAS
2. Midland High School will seek to partner with additional business and community organizations to be partners in education (PIE). (Target Group: All)	Principal, Superintendent(s)	Fall 2011		PIE feedback, spring and summer

# MIDLAND H S

**Goal 5.** Midland High School will develop positive partnerships with the school community and business organizations.

**Objective 2.** Midland High School will increase attendance by parents (by 30%) at all events intended to promote the academic success of students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. MHS will change Bulldog Extravaganza to "passport to success", to increase student and parent knowledge and participation in the registration process. (Target Group: All)	Campus counselors, Counselor(s), Principal, Teacher(s)	Fall 2011 to January 2012		Passport to Success attendance logs

# MIDLAND H S

**Goal 6.** Midland High School will exercise fiscal responsibility.

**Objective 1.** All departments, under the guidance of the department chair, will create and follow a budget for each school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will communicate regularly concerning budgetary needs, with 100% of budget accounts being utilized with no accounts being overdrawn. (Target Group: All)	Department Heads, Principal, Teacher(s)	Ongoing	(F)Bilingual Education , (F)CTE Funds, (F)English as a Second Language	End of year budget review

# MIDLAND H S

**Goal 6.** Midland High School will exercise fiscal responsibility.

**Objective 2.** Individually and collectively, teachers will encourage fiscal responsibility by using school resources as efficiently as possible.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will reduce costs by 5% for the use of paper, printer cartridges, and other consumable resources without sacrificing the quality of classroom instruction. (Target Group: All)	Department Heads, Teacher(s)	Ongoing throughout the semester	(O)Classroom Teachers	Campus budget expenditures

# MIDLAND H S

**Goal 7.** Midland High School will meet or exceed all state and federal standards for completion rate.

**Objective 1.** Opportunities will be provided for students to make up absences and work, to recapture failed academic credits, and to participate in supplemental programs intended to improve attendance by 2% and credit acquisition by 5%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Departmental and individual tutorials for students having difficulties in a class will be provided by departmental tutors and all teachers, with an increase of 5% attendance in all tutorials. (Target Group: All) (NCLB: 1)	Principal, Teacher(s)	ongoing	(F)CTE Funds, (L)Activity Funds, (O)Classroom Teachers	Formative: # of students attending Summative: Six weeks grades
2. CIS will provide services to students needing them, with a minimum of 120 students being serviced. (Target Group: AtRisk) (NCLB: 1)	Counselor(s), Family & Community Partnership Coordinator	ongoing	(L)Activity Funds, (O)Designated Funds, (O)Local Budget Data	Formative: #of students participating Summative: six weeks grades

# MIDLAND H S

**Goal 7.** Midland High School will meet or exceed all state and federal standards for completion rate.

**Objective 2.** Midland High School will increase completion rate in all subgroups by a minimum of 5%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus counselors will maintain a spreadsheet which documents progress of students who are not on track with their cohort (Target Group: All)	Campus counselors, Principal	July 2011 to July 2012	(S)Local Funds	Formative - Tracking Charts, meeting agendas
2. Utilize a thorough and efficient leaver report with accurate coding by tracking withdrawals/leavers (Zero coding errors) -At Risk Students will be required to meet with a counselor before being withdrawn from school -Training on completion rate issues for all counselors, administrators and campus clerks to insure more accurate coding (Target Group: All)	Campus counselors, Principal	ongoing	(L)SchoolNet Data, (L)Staff Development	Leaver report
3. Continue to utilize the recovery lab from 4-9 (using A+) and increase the use of optional flexible scheduling to meet the needs of all students (Target Group: All)	Counselor(s), Principal	August, 2011	(S)Optional End of Year Program	Formative - Master schedule review, sign in sheets for OFSDP
4. Maintain an accurate cohort tracking system by working with the district dropout prevention coordinator and MFHS principal to maintain leaver reports (Target Group: All)	Assistant Principal(s), Counselor(s), Principal	ongoing	(O)Principal, (S)State Compensatory	cohort tracking charts, meeting agendas
5. Continue counselor support for at risk students (12th grade and 9th grade) by keeping the collegiate coach position. (Target Group: All, H, AA, ECD, ESL, Migrant, SPED, GT, CTE, AtRisk)	Counselor(s), Exec Dir of Student Scholar Development	August 2011	(F)CTE Funds, (S)State Compensatory	Formative - Staffing report

# MIDLAND H S

**Goal 8.** Midland High School will actively utilize the School Health Advisory Committee goals from the State.

**Objective 1.** Midland High School will utilize evidence-based curricula in teaching alcohol use awareness, HIV prevention, and violence/abuse prevention

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. MHS will teach HIV prevention by utilizing Midland Area Aids Support (MAAS) through health classes. (Target Group: All)	Core Subject Teachers, Department Heads, Instructional Facilitator	Through each semester	(F)Title IV Safe and Drug Free, (O)Classroom Teachers	Formative - Student feedback reports, teacher feedback, Instructional focus visits
2. MHS will teach alcohol awareness by utilizing Palmer Drug Abuse (PDAP) through health classes. (Target Group: All)	Core Subject Teachers, Teacher(s)	Once each semester	(F)Title IV Safe and Drug Free	Formative - Student surveys
3. MHS will teach violence/abuse prevention in the regular school curriculum and with PDAP presenters in health classes. (Target Group: All)	Teacher(s)	each semester	(F)Title IV Safe and Drug Free	Summative - instructional focus visits, semester exam data

# MIDLAND H S

**Goal 8.** Midland High School will actively utilize the School Health Advisory Committee goals from the State.

**Objective 2.** MHS will have a staff wellness program at least once a semester.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. MHS will promote the "biggest loser" contest in the spring. (Target Group: All)	Principal, Teacher(s)	January to April	(O)Classroom Teachers	Formative - Teacher input (informal) and results (confidential)
2. MHS will offer the staff workout room (faculty lounge off of the library) and the weight room to all staff daily. (Target Group: All)	Principal, Teacher(s)	daily through the year	(O)Designated Funds	Formative - Staff surveys

# MIDLAND H S

**Goal 8.** Midland High School will actively utilize the School Health Advisory Committee goals from the State.

**Objective 3.** Counseling programs will include bullying and harassment prevention.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Midland High School personnel will be trained in bullying and harassment prevention. (Target Group: All)	Principal	August, 2011	(O)District Staff	Formative - staff development records

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2011/2012 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.