

## **Dillman Elementary Campus Improvement Plan**

**2023-2024**

### **MISSION STATEMENT**

The mission of Muleshoe ISD is to graduate life-long learners and productive citizens by providing an instructional program and educational environment that develops the skills, attitudes and ethics necessary to meet the needs of a changing society.

### **VISION STATEMENT**

Muleshoe ISD graduates positive, ethical, and productive citizens who are life-long learners.

### **MISD GOALS**

1. MISD will implement strategies to retain at least 90% of all current staff and recruit new staff by showcasing facilities, staff and students on websites, on social media and other forms of media outlets weekly.
2. MISD will increase the percentage of students scoring at the Meets Level to 50%. For cohort groups that were at or above 50% on the 2023 STAAR, MISD will increase the number of students scoring at the Meets level by 10%.
3. MISD will make a commitment to maintain school safety for all stakeholders by implementing the following strategies throughout the 23-24 school year:
  - a) State required safety audits passed with 100% compliance
  - b) Conduct a strategic location needs assessment of guardians in the district
4. Muleshoe ISD leaders will develop mentoring strategies to promote school and community standards as measured each six weeks by a 5% reduction in discipline and obtaining 93% attendance.

**Goal 1:** MISD & Dillman Elementary will implement strategies to retain at least 90% of all current staff and recruit new staff by showcasing facilities, staff and students on websites, on social media and other forms of media outlets weekly.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Mentor/Mentee assignments	4	Principals, Director of Operations and Instruction, Mentors, 1st & 2nd Year teachers	Initial assignment with weekly check-ins between Mentors/Mentees	Local	Mentor form submission with specific, check-in points, Global PD resources.	Data from forms and data from debriefs between Instructional Coaches and Principals, Retention of Teachers
MISD MENTOR LIST + Principal Meeting	1	Principals/ Assistant Principals	Each 6 weeks	Local	Principal Documentation	End of year survey. Retention of Teachers
Lesson plan review & corresponding walkthroughs	3	Administrators	Weekly	Local	Beginning Teacher Checklist	End of year survey, Improved six weeks grades Reduced failure rate, Student success as evidenced by walkthrough documentation
"New-To-Teaching" Training	2	Instructional Coaches, Principals, Director of Operations and Instruction	Aug. 1, 2023	Local, ESSER, Title	Session Survey	Session survey feedback with accompanying analysis by Instructional Coaches and Principals, Retention of Teachers
District Wide Marketing Plan		Social Media Liaison, Principals, Teacher, Technology Director	Aug 1, 2023-May 24, 2024	Local	Social Media, Websites	Teacher Survey,, Social Media, Website, Talent Ed

**Goal 2:** Dillman Elementary will increase the percentage of students scoring at the Meets Level to 50%. For cohort groups that were at or above 50% on the 2023 CIRCLE, TX-KEA, TPRI, & TEMI, Dillman Elementary will increase the number of students scoring at the Meets level by 10%.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Administer a Beginning of Year, Middle of Year, & End of Year Assessment	2	Administrators, Teachers	September 2023- April 2023	Local, Title Part A Title II, Title III, Title IV	Assessments	Assessment Data in Eduphoria, Data Walls, CSP Agendas
Weekly CSP/Data Meetings in Each Core Subject Department	2	Administrators, Teachers	August 16, 2023- May 24, 2024	Local, Title I Title II, Title III, Title IV	CSP/Data Agenda/Forms	TX-KEA, CIRCLE, TPRI, TEMI Results
Common Assessments at Least Every 6 Weeks	2	Administrators, Teachers	August 16, 2023- May 24, 2024	Local, Title I Title II, Title III, Title IV	Common Assessment	Assessment Results
TLC Rigor Strategies Will Be Incorporated into Daily Teaching	1	Administrators, Teachers,	August 16, 2023- May 24, 2024	Local, Title I Title II, Title III, Title IV	Walk-Throughs, Evaluations	Assessment Results TX-KEA, CIRCLE, TPRI, TEMI Results
Dillman Will Offer Kids Quest Tutorials After School in the Spring	1	Administrators, Teachers, Paraprofessionals	January 2024- May 24, 2024	Title I Part A Title V	Teacher Portfolios, Teacher Payroll Sheets	Common Assessments, TX-KEA, CIRCLE, TPRI, TEMI Results
Dillman Will Offer Silver Star Tutorials during School	1	Administrators, Silver Star Retired Educators	October 2, 2023- May 3, 2024	ESSER III	Silver Star Portfolios, Teacher Payroll Sheets	Common Assessments, TX-KEA, CIRCLE, TPRI, TEMI Results

**Goal 3:** MISD & Dillman Elementary will make a commitment to maintain school safety for all stakeholders by implementing the following strategies throughout the 23-24 school year:

- a) State required safety audits passed with 100% compliance
- b) Conduct a strategic location needs assessment of guardians in the district

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Conduct strategic location needs assessment.	1	Safety Committee, Director of Operations and Instruction, Director of Maintenance	August 16, 2023- September 23, 2024	Local, TEA, Texas State Safety Center, Region 17	Documentation of Assessment	Assessment results
Update Emergency Operations Plan (EOP) and add additional appendix and annex for district safety.	1	Safety Committee, Director of Operations and Instruction	August 16, 2023- October 12, 2023	Local, TEA, Texas State Safety Center, Region 17	Documentation of a update EOP	Documentation of results of compliance with State of Texas
Regular interior and exterior door checks are documented daily.	1	Safety Committee Local PD, SO, Campus Principals	August 16, 2023- May 24, 2024	Local, TEA, Texas State Safety Center, Region 17	Documentation of checks from self audit	100% secure of all door checks
A police presence before school and after school while additional walkthroughs during the day at each campus.	1	Safety Committee, Director of Operations and Instruction, Police Chief and Sheriff	August 16, 2023- May 24, 2024	Local, TEA, Texas State Safety Center, Region 17	A visual indication of more presence of law enforcement participation of campus and throughout district	A reduction in student discipline and evidence of a more secure district.
Add, train and place additional guardians in strategic locations within the district and campuses for the security of students, staff and stakeholders with the district.	1	Safety Committee, Director of Operations and Instruction and Superintendent of Schools.	August 16, 2023- May 24, 2024	Local, TEA, Texas State Safety Center, Region 17	Confidential Documentation of guardians.	Confidential Documentation of guardians.

**Goal 4: Dillman Elementary leaders will develop mentoring strategies to promote school and community standards as measured each six weeks by a 5% reduction in discipline and obtaining 93% attendance.**

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Strategies for Empowering Students and Teachers Through Data Ownership	1	Principal, Teachers, SHAC committee	August 16, 2023-May 24, 2024	Local	School wide attendance, discipline records, sign in sheets for students and parents	Survey to students and parents
Educational based lessons on healthy lifestyles and safety	1	Principal, Teachers, SHAC committee, P.E. Teacher	August 16, 2023-May 24, 2024	Local	School wide attendance, discipline records, lesson plans	Survey to students and parents
Community Helper Presentations: Police Officers, EMS, "Say no to drugs" presentation	1	Principal, Teachers,	August 16, 2023-May 24, 2024	Local	Planning Documentation, Sign-in Documentation	Survey to students and parents
Shining STAR Program	1	Principal, Assistant Principal, Student Services, Coor., Teachers	August 16, 2023-May 24, 2024	Local	Monthly drawing documentation, Shining Star Certificates, discipline records	Discipline records, assessment data
Character Counts/ Kindness Superheroes	1	Principal, Assistant Principal, Student Services, Coor., Teachers	August 16, 2023-May 24, 2024	Local	Lesson plans, Monthly nomination documentation, Superhero Picture Wall, Classroom Signature Posters, discipline records	Discipline records, assessment data
1st & 2nd Grade Behavior Incentive Program	1	Principal, Assistant Principal, Student Services, Coor., Teachers	August 16, 2023-May 24, 2024	Local	Six weeks planning documentation, student lists, discipline records, incentive photo wall	Discipline records, assessment data
Attendance Incentives: Six weeks drawings, perfect attendance mini prizes, popcorn parties for meeting class attendance goals, extra recess for grade level attendance competition, yearly attendance medals	1	Principal, Assistant Principal, Student Services, Coor., Teachers	August 16, 2023-May 24, 2024	Local	Planning documentation, pictures, poster, awards assembly documentation, attendance committee meeting sign-in sheets	Attendance records, assessment data

Attendance Parent Notification Process	1	Principal, Assistant Principal, Teachers	August 16, 2023-May 24, 2024	Local	Phone call logs, parent letters, court documentation	Attendance records, assessment data
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