

Meadow Independent School District
District Improvement Plan
2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

Meadow ISD is learning-centered environment the reflects an active partnership of students, staff, parents, and community which places all students in a position to achieve their full potential.

"Providing a Pathway for Success"

Core Beliefs

These following belief statements represent the fundamental convictions, values, and character of Meadow ISD, and will be reflected through our behaviors and district improvement efforts.

- We believe our faculty and staff will provide dynamic and rewarding learning experiences.
- We believe that every student can learn regardless of gender, ethnicity, and socioeconomic status.
- We believe that schools should be a safe and secure environment that values individuality by threatening all members of the school community with dignity and respect.
- We believe in recognizing, celebrating, and enthusiastically supporting student success and the contributions of our colleagues throughout the year.
- We believe in promoting community service, individual worth, and respect for cultural diversities and contributions of others.

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Goals

Goal 1: Student Growth and Success: Meadow ISD will focus on learning for all students through quality instruction, instructional support, professional learning, and engaging instructional strategies to realize increased scores for all subgroups on all assessments as reflected on the Texas Accountability and Performance Report (TAPR).

Performance Objective 1: Student achievement and progress levels for each reading, math, and language usage assessment identified on NWEA will increase by 2% from BOY to EOY.

Evaluation Data Sources: Assessment results for each of the identified assessments will be compared from BOY to EOY.





Strategy 1 Details	Reviews			
<p>Strategy 1: 1) Provide supplemental resources, professional development, and/or intervention opportunities to improve academic performance of students to close the achievement gaps in reading, writing and math including that of students in special populations.</p> <p>Strategy's Expected Result/Impact: Improved scores on district and state assessments.</p> <p>Staff Responsible for Monitoring: Secondary Principal, Elementary Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: STAAR/NWEA Reading data will be disaggregated to determine objectives that have not been mastered and to find weaknesses in instructional programs. Subgroup populations will be reviewed for targeted areas to address.</p> <p>Strategy's Expected Result/Impact: Improved scores on district and state assessment.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Instructional materials & programs will be purchased and developed by core subject teachers. Emphasis will be placed on targeted objective areas that have been identified through the disaggregation of STAAR/NWEA data.</p> <p>Strategy's Expected Result/Impact: Improved scores on district and state assessments.</p> <p>Staff Responsible for Monitoring: Core classroom teachers, Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Structured RTI will be implemented during the school day for students who are identified as needed RTI instruction.</p> <p>Strategy's Expected Result/Impact: Students will show growth in reading and math.</p> <p>Staff Responsible for Monitoring: Core teachers, Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Student Growth and Success: Meadow ISD will focus on learning for all students through quality instruction, instructional support, professional learning, and engaging instructional strategies to realize increased scores for all subgroups on all assessments as reflected on the Texas Accountability and Performance Report (TAPR).

Performance Objective 2: Achievement gaps between students identified in sub-populations on NWEA testing and those not included in those sub-population will decrease by 10% using Tier I level data.

Evaluation Data Sources: K - 8 NWEA EOY data

Strategy 1 Details	Reviews			
<p>Strategy 1: Students identified as Dyslexic will receive accelerated intensive instruction.</p> <p>Strategy's Expected Result/Impact: Students identified as Dyslexic will show growth on ELA district and state assessments.</p> <p>Staff Responsible for Monitoring: Dyslexia Coordinator</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: District Dyslexia teacher will work with classroom teachers in providing instructional modifications for students requiring reading assistance.</p> <p>Strategy's Expected Result/Impact: Students identified as Dyslexic will show growth on ELA district and state assessments</p> <p>Staff Responsible for Monitoring: Dyslexia Coordinator</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Special Education, Migrant, Economically Disadvantaged, and English Learners certified support staff will be increased to provide more classroom support for identified students.</p> <p>Strategy's Expected Result/Impact: The special population STAAR scores will increase 10% each year for 5 years.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative			Summative
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Goal 1: Student Growth and Success: Meadow ISD will focus on learning for all students through quality instruction, instructional support, professional learning, and engaging instructional strategies to realize increased scores for all subgroups on all assessments as reflected on the Texas Accountability and Performance Report (TAPR).

Performance Objective 3: The percentage of students in K - 2 reading on or above grade level NWEA assessment data will increase from previous year.

Evaluation Data Sources:

NWEA

Strategy 1 Details	Reviews			
<p>Strategy 1: Full day PK program to promote early grade school readiness and skills.</p> <p>Strategy's Expected Result/Impact: Students will enter kindergarten with reading readiness skills.</p> <p>Staff Responsible for Monitoring: Elementary Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Buddy reading will be implemented with upper grades and lower grades to promote fluency, vocabulary, and comprehension.</p> <p>Strategy's Expected Result/Impact: Students will have higher fluency rate, vocabulary, and comprehension.</p> <p>Staff Responsible for Monitoring: Elementary Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide reading improvement software for K - 2nd grade.</p> <p>Strategy's Expected Result/Impact: Students in Kindergarten - 2nd Grade will increased scores on NWEA.</p> <p>Staff Responsible for Monitoring: Elementary Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 4 Details	Reviews			
<p>Strategy 4: K-3rd grade will use a direct systematic phonological based reading program that spirals through the grades. This program will have explicit phonics instruction.</p> <p>Strategy's Expected Result/Impact: By the end of 3rd grade all student will be reading on grade level.</p> <p>Staff Responsible for Monitoring: Elementary Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
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Goal 1: Student Growth and Success: Meadow ISD will focus on learning for all students through quality instruction, instructional support, professional learning, and engaging instructional strategies to realize increased scores for all subgroups on all assessments as reflected on the Texas Accountability and Performance Report (TAPR).

Performance Objective 4: The percentage of students having the opportunity to enroll in a Dual Credit or Advanced Placement course will increase over the previous year.

Evaluation Data Sources:

Course completion.





Strategy 1 Details	Reviews			
<p>Strategy 1: MISD will reimburse dual course fees of students that end the semester with an average of 70 or above.</p> <p>Strategy's Expected Result/Impact: The number of students that make an average of 70% or above on dual credit courses will increase from the previous year.</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Identify students that have passed EOC tests and are prepared to take AP and dual credit classes. Conduct parent meeting to explain AP and dual credit classes requirements and expectations.</p> <p>Strategy's Expected Result/Impact: 20% of students will graduate with college credit hours.</p> <p>Staff Responsible for Monitoring: AP teacher, Counselor</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: 100% of 8th grade students will have completed the Texas CTE Resource System and will have a graduation plan, a 9th grade schedule, and a coherent sequence if applicable</p> <p>Strategy's Expected Result/Impact: Students entering high school will have a path to help guide them to graduation.</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>Title I Schoolwide Elements: 2.4</p>	Formative			Summative
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Performance Objective 5:

Attendance rates will reach or exceed 98%





Evaluation Data Sources: PEIMS summer submission report

Strategy 1 Details	Reviews			
<p>Strategy 1: Encourage regular attendance through recognition. Strategy's Expected Result/Impact: Have 98% daily attendance rate. Staff Responsible for Monitoring: Elementary Principal, Secondary Principal Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Inform parents of attendance regulations in accordance to the law. Strategy's Expected Result/Impact: Have 98% daily attendance rate. Staff Responsible for Monitoring: Elementary Principal, Secondary Principal Title I Schoolwide Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Germblast will be contracted to treat the school to lower the number of illnesses and infections caused by dangerous microorganisms found in the environment. Strategy's Expected Result/Impact: Have 98% daily attendance rate Staff Responsible for Monitoring: Superintendent Title I Schoolwide Elements: 2.5</p>	Formative			Summative
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Performance Objective 6: Students will be notified of and provided opportunities to study a wide variety of Career and Technical Education(CTE) courses as well as earn industry certifications and licensures.

Evaluation Data Sources: CTE program enrollment
Number of industry certifications and licensures

Strategy 1 Details	Reviews			
<p>Strategy 1: Link CTE at the secondary and post-secondary level, including offering the relevant elements of not less than two programs of study. Linkage may be achieved via local or statewide course articulations, dual credit offerings, and/or vertical program alignment along with implementations of appropriate, program specific content, equipment, technology, etc. Continue to initiate, improve, and expand and modernize qualify CTE programs with MISD. This includes but is not limited to the purchase of appropriate technology for campus administration as well as the purchases of necessary materials/resources for current CTE courses, new equipment, industry specific furnishings, technology and complete implementation of new CTE courses.</p> <p>Strategy's Expected Result/Impact: Students post-secondary achievement and opportunities will increase</p> <p>Staff Responsible for Monitoring: CTE coordinators, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Goal 2:

Safe and Orderly Learning and Working Environment: A safe, orderly, positive and quality learning environment and will be provided for students and staff.

Performance Objective 1: Meadow ISD will meet all required components of the district safety plan and state safety requirements.

Evaluation Data Sources: Safety and security audits and safety documentation (drill logs).

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide training to all school personnel on the emergency action plan. Strategy's Expected Result/Impact: Teachers will have knowledge of how to correctly respond in an emergency situation. Staff Responsible for Monitoring: Safety Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue to enforce policies and procedures that promote a safe, orderly and secure environment Strategy's Expected Result/Impact: Compliance with Security Audit recommendations. Staff Responsible for Monitoring: Elementary Principal, Secondary Principal, Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide programs, resources and professional development to improve school conditions for student learning including personal hygiene items, drug and violence prevention, bullying and harassment prevention and mentoring for at-risk students. Strategy's Expected Result/Impact: All students will feel safe on the Meadow ISD campus. Staff Responsible for Monitoring: Counselor, Elementary Principal, Secondary Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: A magnetic lock system will be maintained in the elementary, high school, junior high, and gymnasium building. A screening protocol will be used to admit visitors into the buildings. Exterior cameras will be used to monitor school grounds. Strategy's Expected Result/Impact: All campus visitors need permission to have access to buildings providing a safer environment for MISD students. Staff Responsible for Monitoring: Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 5 Details	Reviews			
<p>Strategy 5: All student in grades 6-12 that participate in a UIL activity will participate in drug testing throughout the school year.</p> <p>Strategy's Expected Result/Impact: Discourage drug use by students that participate in UIL events.</p> <p>Staff Responsible for Monitoring: Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2:

Safe and Orderly Learning and Working Environment: A safe, orderly, positive and quality learning environment and will be provided for students and staff.

Performance Objective 2: Through implementation of effective discipline management plan and providing a safe, secure, and orderly learning environment, we expect a 10% reduction in Out-of- School Suspension and In- School Suspension.

Evaluation Data Sources: Monthly/Yearly Discipline Incident Reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Track discipline data each six weeks to analyze discipline events and removal actions</p> <p>Strategy's Expected Result/Impact: Reduce out of class discipline issues to increase classroom instructional learning time.</p> <p>Staff Responsible for Monitoring: PEIMS Coordinator, Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2:





Safe and Orderly Learning and Working Environment: A safe, orderly, positive and quality learning environment and will be provided for students and staff.

Performance Objective 3: A coordinated school health program, grades K-12 will be promoted and practiced. Emphasis will be placed on physical health, emotional health, drug use prevention, character education, and violence prevention.

Evaluation Data Sources: Feedback received through the School Health Advisory Committee (SHAC).

Strategy 1 Details	Reviews			
<p>Strategy 1: Anti-Bullying policies, guidelines and procedures designed to reduce bullying will be followed by all staff/facility.</p> <p>Strategy's Expected Result/Impact: Students will be able to attend school in a safe bully free environment.</p> <p>Staff Responsible for Monitoring: Counselor, Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All school staff member will be trained in the MISD Bullying Reporting Protocol.</p> <p>Strategy's Expected Result/Impact: Staff members will know the correct procedure to intervene in a suspected bullying situation.</p> <p>Staff Responsible for Monitoring: Counselor, Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: All district staff members will be trained in Recognizing and Reporting Child Abuse at the beginning of the school year.</p> <p>Strategy's Expected Result/Impact: Staff members will know the correct procedure when child abuse is suspected.</p> <p>Staff Responsible for Monitoring: Counselor, Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Provide information to students regarding drug prevention. Red Ribbon Week for Drug Awareness is celebrated in the month of October.</p> <p>Strategy's Expected Result/Impact: MISD students will have knowledge to make better choices involving drug use.</p> <p>Staff Responsible for Monitoring: Counselor, Student Council Sponsor</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Pregnancy related services provided to parenting students as per the district administrative procedures.</p> <p>Strategy's Expected Result/Impact: Pregnant or student parents will be able to graduate from high school.</p> <p>Staff Responsible for Monitoring: Counselor, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Parent information sessions will be held to increase awareness and prevention measures for bullying and cyber bullying.</p> <p>Strategy's Expected Result/Impact: Parents will be informed of what to be aware of in relation to bullying.</p> <p>Staff Responsible for Monitoring: Counselor, Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: A coordinated school health program will be implemented in grades K-8.</p> <p>Strategy's Expected Result/Impact: Students in grades K - 8th will learn about how to have healthier lifestyles.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: All staff will have training in diabetes awareness.</p> <p>Strategy's Expected Result/Impact: All staff will be aware of what the signs of diabetes are.</p> <p>Staff Responsible for Monitoring: School Nurse</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 9 Details	Reviews			
<p>Strategy 9: Continue Student Health Advisory Council (SHAC) meetings. Strategy's Expected Result/Impact: to continue the collaboration between health agencies and the district and provide opportunities to students Staff Responsible for Monitoring: School Nurse Title I Schoolwide Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2:

Safe and Orderly Learning and Working Environment: A safe, orderly, positive and quality learning environment and will be provided for students and staff.

Performance Objective 4: Teacher will be provided with relevant data, current technology, ongoing training with scaffolding implementation, and online access to an array of classroom technology.

Evaluation Data Sources: Teacher lesson plans and surveys, administrative walkthroughs with documentation of technology increased usage, training evaluation, and evaluation of the technology plan.

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers in all subject areas will integrate technology into their curriculum.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to use technology to enrich their teaching sources.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will be provided training annually on the integration of technology in instruction</p> <p>Strategy's Expected Result/Impact: Teachers will be more effective when integrating technology in their classrooms.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: All teachers will be provided with the hardware, software, and site licenses to optimize instructional technology integration.</p> <p>Strategy's Expected Result/Impact: Teachers and students will have useful technology accessible for instruction use.</p> <p>Staff Responsible for Monitoring: Network and Instructional Technology Director</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				






Goal 2:

Safe and Orderly Learning and Working Environment: A safe, orderly, positive and quality learning environment and will be provided for students and staff.

Performance Objective 5: Dating violence will not be tolerated and a system of addressing any such action will be maintained and monitored within Meadow Schools by campus and district administrators.

Evaluation Data Sources: Formal reports/evidence form District Safety Coordinator





Strategy 1 Details	Reviews			
<p>Strategy 1: New forms for reporting any type of dating violence/sexual assault will be developed and provided for students and parents to document incidents as needed.</p> <p>Strategy's Expected Result/Impact: Appropriate identification of incidents and better information so that possible mitigation measures can be implemented and proper PD provided.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal, District Safety Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
	0%			
Strategy 2 Details	Reviews			
<p>Strategy 2: Secondary principal will partner with counselor and safety teams to train relevant staff on the reporting protocol so that the reporting and subsequent parent notification of their child as either a victim or perpetrator is clear and immediate.</p> <p>Strategy's Expected Result/Impact: Both students and parents will be aware that they have a reporting system in place intended to provide them with clarity and confidence that their voices are valid.</p> <p>Staff Responsible for Monitoring: District administrators, Secondary Principal, Elementary Principal, District Safety Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
	0%			
Strategy 3 Details	Reviews			
<p>Strategy 3: Meadow ISD will make available, on the webpage and/or on the campus, age-appropriate educational materials on the dangers of dating violence and resources for students seeking help.</p> <p>Strategy's Expected Result/Impact: Students will become their own advocates as they learn about dating violence and be able to access proper forms and/or to seek help from trusted personnel.</p> <p>Staff Responsible for Monitoring: District Administrators, Secondary Principal, Elementary Principle, Counselor, District Safety Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
	0%			

Strategy 4 Details	Reviews			
<p>Strategy 4: The District Safety Coordinator will stay current on any and all legislation, policies, and procedures that fall under his/her purview, such as: bullying, sexual harassment, dating violence, sex trafficking, child abuse, and family violence. All pertinent documentation will be on file with the District Safety Coordinator and he/she will notify the appropriate personnel to make subsequent changes on the webpage.</p> <p>Strategy's Expected Result/Impact: Highly trained personnel will remain current in all areas associated with safety and security so that all district personnel and all students have an optimum work and campus environment.</p> <p>Staff Responsible for Monitoring: District Safety Coordinator, District Administrators, District Safety Teams</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Community Engagement: Meadow ISD will establish an integrated system of community relations and communications that provide opportunities to establish and strengthen district relationships and partnerships with parents and community.

Performance Objective 1: By May 2020, there will be an increase in professional learning opportunities on how to foster relationships with parents and community.

Evaluation Data Sources: Teacher training documentation.





Strategy 1 Details	Reviews			
<p>Strategy 1: Provide family and community engagement resources and opportunities to increase participation on campus and learning at home.</p> <p>Strategy's Expected Result/Impact: Increased volunteer hours and numbers of families attending campus and district events.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 3.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase opportunities to engage the community as an audience for student performances and events</p> <p>Strategy's Expected Result/Impact: An increase in the number of parents/community members attending student performances and events.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 3.2</p>	Formative			Summative
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Goal 3: Community Engagement: Meadow ISD will establish an integrated system of community relations and communications that provide opportunities to establish and strengthen district relationships and partnerships with parents and community.

Performance Objective 2: Through family and community partnerships, we expect a 5% increase in access and opportunity for family/community participation in the educational process.

Evaluation Data Sources: Family/Community Participation results.

Strategy 1 Details	Reviews			
<p>Strategy 1: Revisit the Parent Compact to engage parents in their child's educational experience. Strategy's Expected Result/Impact: To see an increase in parents involvement with school activities. Staff Responsible for Monitoring: Elementary Principal, Secondary Principal</p> <p>Title I Schoolwide Elements: 3.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide early release time for elementary teachers to schedule one-one-one parent conferences with all parents. Strategy's Expected Result/Impact: K - 5th grade teachers will meet with parents to give them information about the Parent/Teacher/Student Compact, information on the curriculum, and discuss their child's progress during the 1st semester. During the 2nd semester the conference will inform parents on their child's progress. Staff Responsible for Monitoring: Elementary Principal</p> <p>Title I Schoolwide Elements: 3.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Informational sessions for parents of students in grades 6-11 for STAAR/EOC materials. Strategy's Expected Result/Impact: Parents will be aware of STAAR/EOC standards and leave with some strategies/activities to use at home. Staff Responsible for Monitoring: Secondary Principal</p> <p>Title I Schoolwide Elements: 3.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Family educational nights for parents of students in Prek - 5th grade will be provided at least twice during the school year. Strategy's Expected Result/Impact: Parents will be aware of ways to educationally help their child at home. Staff Responsible for Monitoring: Elementary Principal</p> <p>Title I Schoolwide Elements: 3.2</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Meet the teacher night with free meal Strategy's Expected Result/Impact: The community and parents will meet the staff. Staff Responsible for Monitoring: Superintendent Title I Schoolwide Elements: 3.2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: District website with up to date information about Meadow ISD and Meadow ISD Facebook page. Strategy's Expected Result/Impact: Parents and community members will be aware of activities happening at MISD. Staff Responsible for Monitoring: Network and Instructional Technology Director	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				





Goal 4: Effective and Efficient Operations: Meadow ISD will allocate resources in an efficient manner to facilitate quality learning experiences and positive and effective work environment.

Performance Objective 1:

By June 2020 campus principals, school counselor, elementary reading specialist, and the superintendent will implement a systematic prioritization process to align programs and priorities with available resources.

Evaluation Data Sources: Adopted Budget





Strategy 1 Details	Reviews			
<p>Strategy 1: Increase stakeholder awareness of budget challenges and trade-offs through district presentations and community meetings. Furthermore, increase awareness on the part of all administrators and support staff of the resources available to meet these challenges.</p> <p>Strategy's Expected Result/Impact: 1)Program and resource alignment; 2) Increased Financial literacy throughout the District enabling more effective use of limited resources; 3) Accurate and timely tracking of financial activity; 4)Closer adherence to plans as outlined in campus, department and District budgets; and 5) Informed decision making as plans change throughout the year Staff Responsible for Monitoring: Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop a schedule for replacement of capital outlay items</p> <p>Strategy's Expected Result/Impact: Schedule developed and implemented so capital outlay items are replaced timely Staff Responsible for Monitoring: Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Ensure all programs are effectively implemented, documented, and evaluated in accordance with state and federal guidelines by providing technical support, training, and appropriate resources.</p> <p>Strategy's Expected Result/Impact: Compliance in all program areas.</p> <p>Staff Responsible for Monitoring: PEIMS Coordinator, Federal Programs Director, Superintendent, Region 17 ACE services</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Effective and Efficient Operations: Meadow ISD will allocate resources in an efficient manner to facilitate quality learning experiences and positive and effective work environment.

Performance Objective 2: Meadow ISD will be 100% staffed with highly effective, certified (if applicable) personnel.





Evaluation Data Sources: Teacher Records, retention reports, hiring time lines

Strategy 1 Details	Reviews			
<p>Strategy 1: All district paraprofessionals performing instructional duties must be highly qualified.</p> <p>Strategy's Expected Result/Impact: MISD students will receive support from qualified paraprofessionals.</p> <p>Staff Responsible for Monitoring: Superintendent Secretary</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All professional staff will hold valid and current Texas Teacher Certification.</p> <p>Strategy's Expected Result/Impact: Students will receive quality instruction for certified teachers.</p> <p>Staff Responsible for Monitoring: Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: All Meadow ISD job openings will be posted on the district website and Region 17 website job board and application will be electronic.</p> <p>Strategy's Expected Result/Impact: Job posting will reach many qualified candidates and applying for the job can be completed from their personal computer.</p> <p>Staff Responsible for Monitoring: Superintendent Secretary, Network and Instructional Technology Director</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Critical need areas will be identified and incorporated into future job requirements in the district (Example: ESL, Dyslexia, Bus Driver certification, etc.)</p> <p>Strategy's Expected Result/Impact: To receive application that meet the needs of the district.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal, Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Effective and Efficient Operations: Meadow ISD will allocate resources in an efficient manner to facilitate quality learning experiences and positive and effective work environment.

Performance Objective 3: Professional development will be provided for all staff to assist in their professional growth and for the advancement of district goals and objectives.





Evaluation Data Sources: Teacher Records, retention reports, hiring time lines

Strategy 1 Details	Reviews			
<p>Strategy 1: Opportunity for staff/faculty to provide input into professional development needs</p> <p>Strategy's Expected Result/Impact: Training will be provided or offered to teachers to meet their needs.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Texas Teacher Evaluation and Support System (TTESS) orientations will be performed on an annual basis.</p> <p>Strategy's Expected Result/Impact: Teacher will have knowledge of their required expectations.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Monitor instruction with frequent walk-throughs in the classrooms, focusing on instruction, level of instruction, and questioning. Frequent feedback in the form of written communication and verbal communications will be provided.</p> <p>Strategy's Expected Result/Impact: Teachers will be given feedback on their required expectation.</p> <p>Staff Responsible for Monitoring: Elementary Principal, Secondary Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Organizational Improvement: Strategic data points are utilized to make decisions regarding planning, evaluation, and performance needs.

Performance Objective 1: By May 2023 all instructional staff will utilize data in various formats.

Evaluation Data Sources: Portals and data sets available, trainings offered/number of attendees, user surveys and user reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Train campus staff to utilize data and analytic tools</p> <p>Strategy's Expected Result/Impact: All teachers will utilize Eduphoria for data and analytic tools.</p> <p>Staff Responsible for Monitoring: Counselor, Elementary Principal, Secondary Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				