

# Marion Independent School District

## District Improvement Plan

2020-2021



# Mission Statement

The mission of Marion ISD is to educate every student with the knowledge, skills and principles to succeed and contribute in a competitive and technologically advancing world by providing engaging learning opportunities that promote diversity and create an environment of integrity in partnership with families and community.

# Vision

## **Our Students:**

Engage in a learning environment that develops critical thinking skills  
Value learning as a life-long endeavor  
Take pride in their school and community  
Practice ethical standards  
Accept responsibility for their actions  
Respect themselves and all others  
Graduate with the skills and abilities to pursue their chosen careers and become responsible, productive citizens

## **Our Learning Environment:**

Includes highly qualified staff who incorporate innovative instruction practices to meet the needs of a diverse student population  
Utilizes resources to achieve a world class education  
Facilitates a partnership among community, family and staff to ensure students are prepared to maximize their future

## **Our District and Community:**

Maintain facilities that are safe and functional for our staff and students  
Provide resources to address growth and achieve district goals  
Communicate openly with respect and trust  
Support positive participation in local and school functions  
Provide innovative educational opportunities and experiences beyond traditional classroom boundaries  
Take pride and celebrate accomplishments of all

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Marion ISD is a 3A public school district located in the community of Marion, TX in Guadalupe County. The district boundaries cover approximately 80 square miles surrounded by the communities of Seguin, New Braunfels, and Cibolo.

### Marion ISD Student Demographics\*

	2015	2016	2017	2018	2019
Total Student	1417	1442	1435	1467	1477
African Americans	1.8%	1.7%	1.8%	1.8%	1.8%
Hispanic	36.6%	39%	38.3%	39.4%	40.1%
White	58.9%	56.4%	57.1%	56.2%	55.6%
American Indian	0.6%	0.3%	0.2%	0.1%	0.2%
Asian	0.5%	0.4%	0.4%	0.2%	0.3%
Pacific Islander	0.1%	0.1%	0.1%	0.1%	0.1%
Two or More Races	1.7%	2%	2.1%	2.1%	2.0%
Economically Disadvantaged	43.1%	46.1%	44.5%	43.7%	43.4%
Non-Educationally Disadvantaged	56.9%	53.9%	55.5%	56.3%	56.6%
English Language Learners	3.7%	4.2%	3.6%	3.1%	4.0%
At-Risk	37.2%	35%	31.6%	35.2%	29.2%
Graduation Rate	100%	100%	100%	100%	100%
Attendance Rate	95.3%	95.5%	95.9%	95.7%	95.1%

**Marion ISD Schools and Enrollment\***

School	2015	2016	2017	2018	2019
Norman Krueger Elementary (Primary)	357	355	352	354	372
Norman Krueger EL/Bert Karrer Campus (Karrer)	290	323	320	320	308
Marion Middle School	306	309	313	357	356
Marion High School	464	455	449	436	441

**Marion ISD Program Enrollment\***

Programs	2015		2016		2017		2018		2019	
	%	#	%	#	%	#	%	#	%	#
Bilingual/ESL	3.5%	50	3.9%	56	3.5%	50	3.1%	45	3.9%	58
Career and Technology Education (CTE)	25%	354	28.5%	411	27.2%	390	31.8%	467	27.8%	411
Gifted and Talented (G/T)	7.7%	109	7.8%	112	7.7%	111	7.4%	109	7.4%	109
Special Education	6.9%	98	7.8%	113	8.1%	116	9.2%	135	8.8%	130

\*2019-2020 Data Releases in August 2021

**Demographics Strengths**

The district is experiencing population growth in the community due to a number of housing developments, which in turn increases the overall student population. This growth provides an increase in tax revenue, which supports a variety of needs for the school district to support student learning. The 2019 bond election provides additional classroom space to accommodate this student growth as well.

Parent involvement and support for school programs and extra-curricular activities continues to be significant.

The district has been able to recruit a strong and supportive staff as well as develop key positions to support student learning as our student population continues to grow.

## **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** District has observed an increase in the overall student population which requires additional layers of monitoring and support to ensure academic growth of students new to the district.

**Problem Statement 2:** District has observed an increase in students who may need additional monitoring and support due to indicators that designate them as being at-risk for not graduating high school with their cohort.

**Problem Statement 3:** District has observed an increase in students who qualify for English as a Second Language support services.

**Problem Statement 4:** District has observed an increase in students who qualify for special education support services.

# Student Achievement

## Student Achievement Summary

**Texas Education Agency  
2019 Accountability Ratings Overall Summary  
MARION ISD (094904)**

\*\*\*State assessments and accountability were canceled for the 2019-2020 school year due to school closures\*\*\*

	<b>Component Score</b>	<b>Scaled Score</b>	<b>Rating</b>
Overall		85	B
Student Achievement		88	B
STAAR Performance	55	86	
College, Career and Military Readiness	55	83	
Graduation Rate	100	100	
School Progress		81	B
Academic Growth	68	76	C
Relative Performance (Eco Dis: 43.4%)	55	81	B
Closing the Gaps	61	79	C

### Distinction Designations

<b>Postsecondary Readiness</b>	<b>Not Earned</b>
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### Student Achievement Strengths

- District received a grade of B overall in the A-F Accountability rating system.
- District received a grade of B in the student achievement domain.
- District received a grade of B in the school progress domain.



- District received a grade of C in the closing the gaps domain; however, a majority of the areas met the target score.
- Middle School received distinctions in three areas: Academic Achievement in Science, Academic Achievement in Social Studies, and Post Secondary Readiness.
- High School received distinctions in four areas: Academic Achievement in Math, Academic Achievement in Science, Top 25%: Comparative Academic Growth, and Postsecondary readiness.

### **Problem Statements Identifying Student Achievement Needs**

**Problem Statement 1:** Academic growth among student groups across the district decreased as measured on STAAR.

**Problem Statement 2:** ELA/Reading student achievement data demonstrated limited to no gains across the district as measured on STAAR.

**Problem Statement 3:** The number of special education students taking STAAR assessments has increased over the last three academic years, requiring clearly defined systems of monitoring and support to ensure academic growth from year to year.

**Problem Statement 4:** The number of English-Language Learners (active LEP and monitored) students taking STAAR assessments has increased over the last two academic years, requiring clearly defined systems of monitoring and support to ensure academic growth from year to year.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

The district continues to engage in efforts that support the whole child. The district has committed to growing a curriculum and instruction plan that promotes academic growth in addition to student success. In addition, the district has committed to growing a character education curriculum and practice that supports the social emotional learning of all students. To ensure the growth and success of all students, the district works with each campus to support the professional growth of all staff as well as monitor students closely in academic and social emotional learning.

## Curriculum, Instruction, and Assessment Strengths

- District has continue the implementation of the NWEA: MAP Growth assessment tool to determine target areas for curriculum and student interventions in grades kindergarten to grade 8.
- All teachers will engage in curriculum writing efforts across the year.
- Each campus has implemented a student monitoring protocol using current data to ensure academic growth.
- Elementary campuses are continuing to implement a program of character education (8 Keys of Excellence) and protocols for prevention, intervention, and crisis.
- Teachers continue to engage in robust professional development opportunities that are both district or campus guided or self-selected.
- All campuses have a designated media specialist to support the technology intergration efforts of the campus.
- All campuses have a designated teacher to support literacy intervention, including dyslexia support services.
- All campuses have a full-time instructional coach to support the professional development of all teachers.
- The elementary campuses have implemented an enrichment rotation to support the critical thinking and problem solving skills as well as the social emotional learning of our elementary students.
- The secondary campuses continue to grow their course offerings to support student needs and interest in both academic and social emotional learning.
- A cohort of grade kindergarten to grade 3 teachers along with their instructional coaches and principals will participant in the first round of Reading Academies.
- Kindergarten will implement the TXKEA assessment.
- Grades 1 and 2 will implement the TPRI assessment.
- Grade 7 will implement the Texas Middle School Fluency Assessment for identified students.
- Pre-K, Kinder, and Grade 1 will continue to build a system for development report cards.
- All campuses will continue to build response to intervention protocols.

## Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

**Problem Statement 1:** All campuses will engage in a clearly defined student performance monitoring and support system that focuses on student academic growth.

**Problem Statement 2:** The district is experiencing an increase in students needing dyslexia services, which is requiring additional professional staff (literacy intervention teachers) to provided targeted intervention and ongoing support . To support this need, the district will implement two programs of support: Reading by Design and Lexia. In addition, the district will review the guidelines of the 2018 Dyslexia Handbook to design and implement clearly defined assessment and monitoring protocols for students demonstrating characteristics of dyslexia but who have not been identified as needing dyslexia services in all grades.

**Problem Statement 3:** The district is experiencing an increase in English-Language Learners across the district. Teachers will implement the English Language Proficiency

Standards (ELPS) as they design scaffold and differentiated instruction. In addition, the students will receive the support of a paraprofessional and engage in online learning using either or both Imagine Learning and Lexia in order to increase their acquisition of the English Language.

**Problem Statement 4:** The district is experiencing an increase in students requiring special education services. Teachers will implement the students' designated accommodations as well as provide scaffold and differentiated instruction. Teachers will work closely with their special education colleagues to determine each student's instructional and/or behavioral needs. Teachers in both general education and special education will work in collaboration to establish data-driven , curriculum based IEP goals and to monitor progress for each special education student.

**Problem Statement 5:** English-Language Arts/Reading in kindergarten to grade 8 implemented new state standards in the 2019-2020 school year. This effort will require ongoing professional development, weekly planning conversations, as well as curriculum writing workshops.

**Problem Statement 6:** English-Language Arts/Reading in grades 9-12 will implement new state standards in the 2020-2021 school year. This effort will require ongoing professional development, weekly planning conversations, as well as curriculum writing workshops.

**Problem Statement 7:** Due to school closures in 2019-2020, students lost access to quality instruction from March 16 to May 29, 2020. Students will need additional support and monitoring in the 2020-2021 school years (and possibly beyond) to ensure these learning gaps are recovered. This loss impacts all student groups, calling for collaboration between campuses and our various student services to ensure students have access to the appropriate supports for academic and social-emotional learning.

**Problem Statement 8:** Each campus will work in collaboration with curriculum and instruction to develop a strong curriculum plan that aligns to the aspects of Wiggins' Backward Design Approach to ensure student learning remains at the center of all instructional conversations around planning and delivering instruction.

**Problem Statement 9:** Each campus will build a culture of learning through the use of Professional Learning Communities (PLCs) and additional collaborative strategies.

**Problem Statement 10:**

For the 2020-2021 school year, parents/guardians have the option of enrolling in on campus learning or remote learning. The district will develop a state-approved Asynchronous (remote) learning plan to support students who will engage in school remotely throughout the school year.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## **Improvement Planning Data**

- District goals

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations

## **Student Data: Assessments**

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- Running Records results
- Observation Survey results

# Goals

## Goal 1: Marion ISD will provide a curriculum that is aligned, emphasizes critical thinking and application, and implements best practices for high-quality instructional programs to promote college and career readiness.

**Performance Objective 1:** MISD campuses will utilize the TEKS Resource System in the content areas (English-language arts/reading, math, science, and social studies) to ensure instruction is being delivered at the depth and rigor of the Texas Essential Knowledge and Skills (TEKS) to promote student growth and mastery.

**Evaluation Data Sources:** Accountability Reports (TAPR, PBMAS, District/School Report Card), TEKS Resource System Usage, Lesson Plans, Scope and Sequence, Common Assessments, MAP Growth Data

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Provide access to TEKS resource system for content area teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Region 20 TCMPC TEKS Resource System Commitment Form (2019-2020).</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Provide support to aid the teachers in accessing and utilizing the resources in the TEKS Resource System.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers know login information and how to navigate the system.</p> <p>Teachers are referencing the TEKS Resource System documents as they develop their scope and sequence and lesson plans.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>

**Strategy 3:** Teachers will utilize the Year at a Glance (YAG), Vertical Alignment Document (VAD) and Instructional Focused Document (IFD) in planning curriculum units and daily instruction.

**Strategy's Expected Result/Impact:** Teachers are referencing the TEKS Resource System documents as they develop their scope and sequence and lesson plans.

Students will demonstrate growth and mastery of the TEKS as assessed on STAAR and on common assessments.

**Staff Responsible for Monitoring:** Director of Curriculum & Instruction  
Principals  
Instructional Coaches

Reviews			
Formative			Summative
Jan	May	Aug	June



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 1:** Marion ISD will provide a curriculum that is aligned, emphasizes critical thinking and application, and implements best practices for high-quality instructional programs to promote college and career readiness.

**Performance Objective 2:** MISD will facilitate opportunities for campus departments and grade level teams to conduct meetings to evaluate/modify existing curriculum plans, monitor student progress, and share techniques to improve each student's ability to meet all performance objectives on local and state assessments.

**Evaluation Data Sources:** Meeting minutes, attendance rosters, Response to Intervention (RTI) monitoring documents, lesson plans, scope and sequence, and Eduphoria/Lead4ward data documents , MAP Growth Data

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Content area teachers within the grade-level will meet to align and enhance curriculum goals and instructional plans.</p> <p><b>Strategy's Expected Result/Impact:</b> Instruction will utilize best practices to increase access to content knowledge, promote critical thinking, and ensure connections between past and new learning.</p> <p>Students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Grade-level teams will meet to align grade-level goals and expectations.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p>Students will demonstrate growth and success in regulating behavior and learning.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Teacher teams will meet to monitor student progress and to make decisions about additional student support (e.g., tutoring, academic or behavior Response to Intervention, Section 504 referrals, or special education referrals).</p> <p><b>Strategy's Expected Result/Impact:</b> Students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p>Students will demonstrate growth and success in regulating behavior and learning.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				







**Goal 1:** Marion ISD will provide a curriculum that is aligned, emphasizes critical thinking and application, and implements best practices for high-quality instructional programs to promote college and career readiness.

**Performance Objective 3:** MISD will facilitate, each school year, an opportunity for vertical teams to conduct meetings to evaluate/modify existing curriculum/program expectations and share techniques to improve each student's ability to meet all performance objectives on local and state assessments.

**Evaluation Data Sources:** Meeting minutes and attendance rosters

**Summative Evaluation:** None

<p><b>Strategy 1:</b> General education teachers across grade-levels will meet annually to align curriculum goals.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Elective/Program teachers across grade-levels/courses will meet annually to align curriculum/program goals.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will demonstrate growth and mastery of the TEKS as assessed on common assessments.</p> <p>Students will demonstrate growth and success in co-curricular/extra-curricular activities related to the elective/program courses.</p> <p>High school students will meet the course/program requirements for their selected endorsements.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Marion ISD will provide a curriculum that is aligned, emphasizes critical thinking and application, and implements best practices for high-quality instructional programs to promote college and career readiness.

















**Performance Objective 4:** MISD will support the high school campus' effort to increase the percentage of students enrolled in advanced courses (e.g., Advanced Placement and Dual Credit) and Career and Technology Education (CTE) each school year.

**Evaluation Data Sources:** Student Registration data, Course Catalog, Financial Records, CTE Training Attendance Rosters/Certificates, Advanced Academics Training Attendance Rosters/Certificates, PDMAS, and TAPR

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Allocate funds to support CTE teachers in attending professional development opportunities to enhance their curriculum and instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Course scope and sequence as well as lesson plans will reflect current standards and best practices as demonstrated in the TEKS, CTE guidance documents, and professional developments.</p> <p>Students will progress through course sequences, including prerequisites courses, with success.</p> <p>Each CTE course/program curriculum and practices will support the diverse needs of the student population to ensure all students have an opportunity to earn endorsements.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Support Services HS Principal</p>	Reviews			
	Formative			Summative
	Jan	May	Aug	June
<p><b>Strategy 2:</b> Allocate funds and resources to expand and support CTE course offerings and enrollment, such as Dual-Credit Floral Design and Dual-Credit Advanced Animal Science.</p> <p><b>Strategy's Expected Result/Impact:</b> The number of CTE course offerings will increase as well as endorsement opportunities.</p> <p>Student enrollment in CTE courses/programs will increase proportionately to the student population and demographics.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Curriculum &amp; Instruction Director of Support Services HS Principal</p>	Reviews			
	Formative			Summative
	Jan	May	Aug	June

<p><b>Strategy 3:</b> Allocate funds to support advanced academics teachers in attending professional development opportunities to enhance their curriculum and instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Course scope and sequence as well as lesson plans will reflect current standards and best practices as demonstrated in the TEKS, course guidance documents (AP or Dual Credit), and professional developments.</p> <p>Students will progress through course sequences, including prerequisites courses, with success.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction HS Principal HS Counselor</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 4:</b> Allocate funds and resources to expand and support the Advanced Academic course offerings and enrollment, such as Dual-Credit English, Dual-Credit U.S. History, Dual-Credit Economics, and Dual-Credit Government.</p> <p><b>Strategy's Expected Result/Impact:</b> Student enrollment in advanced academic courses will increase proportionately to the student population and demographics.</p> <p>Advanced Academic courses will align with the expectations of the governing entity, such as Palo Alto for dual credit courses and College Board for Advanced Placement courses.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Curriculum &amp; Instruction HS Principal</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 5:</b> Continue to align the CTE program at Marion High School with the state and federal guidelines, and the outlined district protocols.</p> <p><b>Strategy's Expected Result/Impact:</b> CTE courses will continue to earn met standard ratings on PDMAS and TAPR.</p> <p>Course scope and sequence as well as lesson plans will reflect current standards and best practices as demonstrated in the TEKS, CTE guidance documents, and professional developments.</p> <p>Students will progress through course sequences, including prerequisites courses, with success.</p> <p>Each CTE course/program curriculum and practices will support the diverse needs of the student population to ensure all students have an opportunity to earn endorsements.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Support Services HS Principal HS Counselor Instructional Coach CTE Teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>

<p><b>Strategy 6:</b> Support college and career counseling at the Middle School and High School to assist students in determining college and career options in the selection of high school courses, career pathways, and endorsements and testing.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase support for students and families in preparing for college, careers, pathways, and post-secondary readiness. Maintain a high percentage of students earning CCMR credit upon graduation.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Support Services High School Principal High School Counselor</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b> 	<b>May</b> 	<b>Aug</b> 	<b>June</b>
<p><b>Strategy 7:</b> Identify additional HS career pathways that may be offered for students to obtain industry-based certification upon graduation.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase opportunities for students to obtain industry-based certifications and obtain skills to support career choices after graduation.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Support Services HS Principal HS Counselor</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b> 	<b>May</b> 	<b>Aug</b> 	<b>June</b>
<p><b>Strategy 8:</b> Increase participation in added CTE pathways and course offering to increase student's endorsement, certification, job readiness, and college readiness opportunities.</p> <p><b>Strategy's Expected Result/Impact:</b> Student Certification, Vocational Readiness, Career Readiness</p> <p><b>Staff Responsible for Monitoring:</b> Director of Support Services HS Principal HS Counselor</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b> 	<b>May</b> 	<b>Aug</b> 	<b>June</b>
<p><b>Strategy 9:</b> Continue and promote our partnership with Navarro ISD's CNA program for high school students who wish to pursue a CNA certification.</p> <p><b>Strategy's Expected Result/Impact:</b> Maintain student enrollment annually with students completing the program and earning certification.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Support Services High School Principal High School Counselor</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b> 	<b>May</b> 	<b>Aug</b> 	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Goal 1:** Marion ISD will provide a curriculum that is aligned, emphasizes critical thinking and application, and implements best practices for high-quality instructional programs to promote college and career readiness.

**Performance Objective 5:** MISD will enhance the English as a Second Language (ESL) program to address the academic and language acquisition needs of the growing English Language Learner (ELL) population.

**Evaluation Data Sources:** Student Enrollment Records, LPAC Documentation, TELPAS, STAAR, MAP Growth, TELPAS, Lesson Plans, Classroom Observations, Financial Records, and ELL Training Attendance Rosters/Certificates

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Continuous monitoring of student enrollment to identify potential ELL (English Language Learner) students entering the district to minimize gaps in services</p> <p><b>Strategy's Expected Result/Impact:</b> Campus registrars will review all Home Language Surveys collected at registration and from transferring schools to identify incoming ELL students.</p> <p>Potential ELL students will be assessed appropriately to determine status and possible services and accommodations.</p> <p>LPAC Committee will convene at beginning of the year and as needed to review new students' status, support needs, and accommodations.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum and Instruction Director of Federal Programs Principals</p>	Reviews			
	Formative			Summative
	Jan	May	Aug	June
<p><b>Strategy 2:</b> Employ support paraprofessionals to assist ELL students in the general education classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> ELL students will receive services according to federal regulation.</p> <p>ELL students will demonstrate growth in language acquisition as assessed on TELPAS.</p> <p>ELL students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources Director of Federal Programs Principals</p>	Reviews			
	Formative			Summative
	Jan	May	Aug	June

<p><b>Strategy 3:</b> Support the implementation and use of the appropriate English Language Proficiency Standards (ELPS) when designing instruction for ELL students in the general education classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Instruction will utilize ELPS to increase language acquisition in reading, writing, speaking, and listening.</p> <p>ELL students will demonstrate growth in language acquisition as assessed on TELPAS.</p> <p>ELL students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs Principals Instructional Coaches</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Jan</th> <th>May</th> <th>Aug</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Jan	May	Aug	June				
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<p><b>Strategy 4:</b> Maintain systems that help with monitoring of current LEP and Monitor students' academic progress and language proficiency to determine appropriate classroom and testing supports.</p> <p><b>Strategy's Expected Result/Impact:</b> Paraprofessionals will maintain a support schedule that meet the needs of their assigned ELL students.</p> <p>ELL students will demonstrate growth in language acquisition as assessed on TELPAS.</p> <p>ELL students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs Principals Instructional Coaches</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Jan</th> <th>May</th> <th>Aug</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Jan	May	Aug	June				
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<p><b>Strategy 5:</b> Ensure administrators, teachers, and ESL support paraprofessionals participate in professional learning opportunities to enhance their ability to support ELL students.</p> <p><b>Strategy's Expected Result/Impact:</b> Instruction will utilize ELPS to increase language acquisition in reading, writing, speaking, and listening.</p> <p>ELL students will demonstrate growth in language acquisition as assessed on TELPAS.</p> <p>ELL students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs Principals</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Jan</th> <th>May</th> <th>Aug</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Jan	May	Aug	June				
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<p><b>Strategy 6:</b> Allocate funds to reimburse teachers who are required to obtain the TExES ESL Supplemental certification.</p> <p><b>Strategy's Expected Result/Impact:</b> All English-Language Arts/Reading (ELAR) as well as self-contained and ELL support teachers in the district will hold an ESL Supplemental certification.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Jan</th> <th>May</th> <th>Aug</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Jan	May	Aug	June				
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**Goal 1:** Marion ISD will provide a curriculum that is aligned, emphasizes critical thinking and application, and implements best practices for high-quality instructional programs to promote college and career readiness.

**Performance Objective 6:** MISD will monitor the RTI structure to address the growing needs of the at-risk and low performing students.

**Evaluation Data Sources:** At Risk records, Discipline records, RTI documentation, Grade reports, RTI Training Attendance Rosters/Certificates, MAP Growth, STAAR, curriculum assessments, and informal assessments

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Maintain a district Response to Intervention (RTI) program that provides tiered intervention and continuous monitoring for struggling and at-risk students.</p> <p><b>Strategy's Expected Result/Impact:</b> RTI documentation will reflect ongoing monitoring and support.</p> <p>RTI students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p>RTI students will demonstrate growth and success in regulating behavior and learning.</p> <p>RTI students will receive targeted, differentiated support in small groups within their classroom through the support of the classroom teacher and/or intervention teachers.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches Counselors</p>	<b>Reviews</b>			
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<p><b>Strategy 2:</b> Maintain systems that help with monitoring students' performance data and/or behavior choices in order to intervene quickly with RTI support.</p> <p><b>Strategy's Expected Result/Impact:</b> RTI services will be utilized to support struggling students.</p> <p>RTI students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p>RTI students will demonstrate growth and success in regulating behavior and learning.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches Counselors</p>	<b>Reviews</b>			
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**Strategy 3:** Ensure administrators, teachers, and paraprofessionals participate in professional learning opportunities to enhance their ability to support struggling and at-risk students.

**Strategy's Expected Result/Impact:** Instruction will utilize best practices to increase access to content knowledge, promote critical thinking, and ensure connections between past and new learning.

RTI students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.

RTI students will demonstrate growth and success in regulating behavior and learning.

**Staff Responsible for Monitoring:** Director of Curriculum & Instruction

Principals

Instructional Coaches

Reviews			
Formative			Summative
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No Progress



Accomplished



Continue/Modify



Discontinue







**Goal 1:** Marion ISD will provide a curriculum that is aligned, emphasizes critical thinking and application, and implements best practices for high-quality instructional programs to promote college and career readiness.

**Performance Objective 7:** MISD will improve program opportunities available to Gifted and Talented (G/T) students and others enrolled in advanced academic courses.

**Evaluation Data Sources:** Registration data, G/T Handbook, G/T Documentation, G/T Training Attendance Rosters/Certificates, and Advanced Academic Training Attendance Rosters/Certificates

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Align the G/T evaluation process and services with the state guidelines and the outlined district protocols.</p> <p><b>Strategy's Expected Result/Impact:</b> Update the G/T Handbook with current district and state protocols and guidelines.</p> <p>Board-approved district G/T Handbook.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals G/T Teachers</p>	<b>Reviews</b>			
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<p><b>Strategy 2:</b> Provide opportunities to educate parents and staff about the general assessment procedures and services for gifted/talented students prior to the referral period.</p> <p><b>Strategy's Expected Result/Impact:</b> Collect sign-in sheets from meetings or information session provided for parents.</p> <p>Document staff training with agendas and sign-in sheets.</p> <p>Students demonstrating characteristics related to G/T will be referred and assessed through a campus screening process as well as parent and/or staff referrals.</p> <p>The population of the total district is reflected in the population of the gifted/talented services program.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals G/T Teachers</p>	<b>Reviews</b>			
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	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Ensure students in grades K-12 are assessed and served in all areas of giftedness as outline in the state G/T guidelines and statues.</p> <p><b>Strategy's Expected Result/Impact:</b> Students demonstrating characteristics related to G/T will be referred and assessed through a campus screening process as well as parent and/or staff referrals.</p> <p>The population of the total district is reflected in the population of the gifted/talented services program.</p> <p>Each campus will develop a G/T service plan to ensure G/T students are served appropriately.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals G/T Teachers</p>	<b>Reviews</b>			
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<p><b>Strategy 4:</b> Allocate funds and resources to support each campuses' efforts to develop G/T opportunities that encourage student participation.</p> <p><b>Strategy's Expected Result/Impact:</b> Student will engage in the campus G/T activities.</p> <p>Campuses will offer a variety of supports and activities for their students receiving G/T support and services.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
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<p><b>Strategy 5:</b> Ensure administrators, counselors, and teachers participate in professional learning opportunities to enhance their ability to support G/T students, both in academics and social-emotional learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Instruction will utilize best practices to enhance and enrich learning opportunities for G/T students.</p> <p>Efforts will be articulated at each campus that support the social-emotional learning of GT students.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
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**Goal 1:** Marion ISD will provide a curriculum that is aligned, emphasizes critical thinking and application, and implements best practices for high-quality instructional programs to promote college and career readiness.





**Performance Objective 8:** MISD will improve special education performance on state assessments in all subject areas/grade levels.

**Evaluation Data Sources:** Student Enrollment Records, ARD/IEP Documentation, STAAR Alt 2, STAAR, Grade Reports, Lesson Plans, Classroom Observations, Financial Records, and Special Education Training Attendance Rosters/Certificates, Smart Data Dashboard, MAP Growth

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Maintain systems that help with monitoring student enrollment to identify potential special education students entering the district to minimize gaps in services</p> <p><b>Strategy's Expected Result/Impact:</b> Campus registrars/Counselors will inquire about previous district support during the registration process and review incoming documents from transferring schools to identify incoming special education students.</p> <p>ARD Committee will convene within required time frame to review new students' status, support needs, and accommodations.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Federal Programs Principals ARD Facilitator Counselors</p>	<b>Reviews</b>			
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<p><b>Strategy 2:</b> Employ special education support teachers and paraprofessionals to assist special education students in the general education classroom and in content mastery.</p> <p><b>Strategy's Expected Result/Impact:</b> Special education students will receive services according to IEP.</p> <p>Special education students will demonstrate continuous growth in IEP goals.</p> <p>Special education students will demonstrate growth and mastery of the TEKS as assessed on STAAR and on curriculum assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources Director of Federal Programs Principals</p>	<b>Reviews</b>			
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<p><b>Strategy 3:</b> Maintain support structures that help with the implementation and use of the instructional accommodations and differentiation strategies for special education students in the general education classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Instruction will utilize best practices to increase access to content knowledge, promote critical thinking, and ensure connections between past and new learning.</p> <p>Special education student will routinely use their specified accommodations to complete classroom activities and assessments.</p> <p>Special education students will demonstrate continuous growth in IEP goals.</p> <p>Special education students will demonstrate growth and mastery of the TEKS as assessed on STAAR and curriculum assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs Principals ARD Facilitator Instructional Coaches</p>	<b>Reviews</b>			
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<p><b>Strategy 4:</b> Maintain monitoring systems to ensure students identified as needing special education services in grades K-12 are assessed and served as outline in the IEP and in the federal and state guidelines.</p> <p><b>Strategy's Expected Result/Impact:</b> Special education students will demonstrate continuous growth in IEP goals.</p> <p>Special education teachers and paraprofessionals will maintain a support schedule that meet the needs of their assigned special education students.</p> <p>Special education student will routinely use their specified accommodations to complete classroom activities and assessments.</p> <p>Special education students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments on common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs Principals ARD Facilitator Counselors</p>	<b>Reviews</b>			
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<p><b>Strategy 5:</b> Ensure administrators, teachers, and support paraprofessionals participate in professional learning opportunities to enhance their ability to support special education students.</p> <p><b>Strategy's Expected Result/Impact:</b> Instruction will utilize best practices to increase access to content knowledge, promote critical thinking, and ensure connections between past and new learning.</p> <p>Special education student will routinely use their specified accommodations to complete classroom activities and assessments.</p> <p>Special education students will demonstrate continuous growth in IEP goals.</p> <p>Special education students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs Principals Instructional Coaches</p>	<b>Reviews</b>			
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<p><b>Strategy 6:</b> Provide instructional resources that teachers can access to design learning activities that target areas of need for special education students, such as technology programs and devices.</p> <p>20-21 Technology Programs: Vizzle, Lexia Core 5, Lexia Power Up, Imagine Learning, Reflex, ALEKS, Mathseeds, Reading Eggs, and IXL</p> <p><b>Strategy's Expected Result/Impact:</b> Special education students will demonstrate continuous growth in IEP goals.</p> <p>Special education students will demonstrate growth and mastery of the TEKS as assessed on STAAR and curriculum assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs Principals Instructional Coaches</p>	<b>Reviews</b>			
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<p><b>Strategy 7:</b> Maintain partnership with Seguin ISD for the 18+ transition program.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will maintain consistent enrollment.</p> <p>Students will meet or exceed transition goals.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Federal Programs</p>	<b>Reviews</b>			
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 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Marion ISD will provide a curriculum that is aligned, emphasizes critical thinking and application, and implements best practices for high-quality instructional programs to promote college and career readiness.





**Performance Objective 9:** MISD will continue to improve the overall performance of each student group on state assessments in all subject areas/grade levels.

**Evaluation Data Sources:** STAAR, Grade Reports, MAP Growth, Common Assessments, Lesson Plans, Classroom Observations, Financial Records, and Professional Development Training Attendance Rosters/Certificates

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Provide ongoing support for the implementation of differentiated instruction to ensure the growth of all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Instruction will utilize best practices to increase access to content knowledge, promote critical thinking, and ensure connections between past and new learning.</p> <p>Students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches</p>	<b>Reviews</b>			
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<p><b>Strategy 2:</b> Ensure administrators, teachers, and support paraprofessional participate in professional learning opportunities to enhance their ability to support student learning for all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Instruction will utilize best practices to increase access to content knowledge, promote critical thinking, and ensure connections between past and new learning.</p> <p>Students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs Director of Support Services Principals Instructional Coaches</p>	<b>Reviews</b>			
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<p><b>Strategy 3:</b> Provide instructional resources (along with training support) that teachers can access to design learning activities that target areas of need for all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs Principals Instructional Coaches</p>	<b>Reviews</b>			
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<p><b>Strategy 4:</b> Students identified as needing dyslexia services in grades K-12 are assessed and served as outline in the state Dyslexia handbook, using the Reading by Design Program and Lexia Core 5/Power Up.</p> <p><b>Strategy's Expected Result/Impact:</b> Students with dyslexia will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs Principals Instructional Coaches Literacy Intervention Teachers, K-8</p>	<b>Reviews</b>			
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<p><b>Strategy 5:</b> Target the usage of Title I funds to provide services and resources for our students identified as economically disadvantaged in grades K-8.</p> <p><b>Strategy's Expected Result/Impact:</b> Students identified as economically disadvantaged will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Federal Programs Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
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<p><b>Strategy 6:</b> Maintain monitoring systems to ensure students identified as needing Section 504 services in grades K-12 are assessed and served as outline in the Section 504 plan and in the federal and state guidelines.</p> <p><b>Strategy's Expected Result/Impact:</b> Students receiving Section 504 services will receive services according to the Section 504 plan</p> <p>Students receiving Section 504 services will demonstrate continuous growth in Section 504 plan goals.</p> <p>Students receiving Section 504 services will routinely use their specified accommodations to complete classroom activities and assessments.</p> <p>Students receiving Section 504 services will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Support Services Principals Counselors</p>	<b>Reviews</b>			
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<p><b>Strategy 7:</b> Continue implementation of tutoring, summer school, campus-based interventions, and/or credit recovery opportunities across the district.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
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<p><b>Strategy 8:</b> Provide training and opportunities to analyze the state student learning expectations (TEKS) through various lens (student data, readiness/supporting, process/content, and vertical alignment) in order to develop standards-based instruction that honors the content and rigor the student learning expectations (TEKS).</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will routinely analysis student data and performance in order to review and design curriculum and instructional plans.</p> <p>Students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches</p>	<b>Reviews</b>			
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<p><b>Strategy 9:</b> Maintain monitoring systems that review student grades and assessment data to determine student needs for academic and/or counseling program support.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will engage in reteach/redo opportunities to increase their mastery of course content and skills.</p> <p>Students will seek supports from teachers and counseling services when challenges occur.</p> <p>Students will demonstrate growth and mastery of the TEKS as assessed on STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches Campus Counselors CIS Counselors</p>	<b>Reviews</b>			
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**Goal 1:** Marion ISD will provide a curriculum that is aligned, emphasizes critical thinking and application, and implements best practices for high-quality instructional programs to promote college and career readiness.





**Performance Objective 10:** MISD will promote college and career readiness across all campuses in an effort to maintain a high percentage of students obtaining CCMR credit upon graduation.

**Evaluation Data Sources:** Registration data, student involvement in college planning events, college and career activities on campus calendar, CCMR accountability data

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Ensure administrators and teachers participate in professional learning opportunities to enhance their ability to promote college and career readiness.</p> <p><b>Strategy's Expected Result/Impact:</b> District and campuses will align practices with the college and career readiness standards and expectations to ensure full integration in activities and instruction.</p> <p>District will continue to exceed state expectations on Post-secondary readiness.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals Instructional Coaches</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Jan</th> <th>May</th> <th>Aug</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Jan	May	Aug	June				
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<p><b>Strategy 2:</b> Provide resources that campuses can access to organize college and career activities.</p> <p><b>Strategy's Expected Result/Impact:</b> District and campuses will align practices with the college and career readiness standards and expectations to ensure full integration in activities and instruction.</p> <p>District will continue to exceed state expectations in Post-secondary readiness.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Support Services Principals Counselors</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Jan</th> <th>May</th> <th>Aug</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Jan	May	Aug	June				
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<p><b>Strategy 3:</b> Continue the implementation of the Personal Graduation Plan process as outlined by TEA.</p> <p><b>Strategy's Expected Result/Impact:</b> High School students and parents will be informed of this process through parent meetings.</p> <p>Each high school student has a completed PGP that will outline their courses and needs to meet the objectives for their designated graduation plan.</p> <p>Incoming high school students are well-informed of the graduation requirements and CTE opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> HS Principal HS Counselors</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Jan</th> <th>May</th> <th>Aug</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Jan	May	Aug	June				
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<p><b>Strategy 4:</b> Provide support and guidance as students prepare to transition to post secondary opportunities.</p> <p><b>Strategy's Expected Result/Impact:</b> Students and parents will be informed of these resources through parent meetings and Internet postings on the Counselor's website.</p> <p>Senior students and parents will utilize the supports and resources for post-secondary opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Support Services Director of Federal Programs Principals Instructional Coach HS Counselor HS College &amp; Career Counselor CIS Staff</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 5:</b> Provide support and guidance as the high school staff continues the implementation of college transitions activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Students and parents will be informed of this opportunity through parent meetings.</p> <p>Senior students and parents will utilize the supports and resources for post-secondary opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> HS Principal HS Counselors CIS Staff</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 6:</b> Provide support and guidance as the K-12 campuses work to promote career awareness in a developmentally appropriate manner for K-12 students.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will demonstrate a growing awareness of career opportunities and skills as they progress through the grade-levels.</p> <p>High school students will select and complete endorsements that align with career opportunities of interest.</p> <p>High school students and parents will be informed of the endorsement opportunities through parent meetings.</p> <p><b>Staff Responsible for Monitoring:</b> Principals Counselors CIS Staff</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 7:</b> Provide support and guidance as the high school staff continues the implementation of the career prep program for high school juniors and seniors.</p> <p><b>Strategy's Expected Result/Impact:</b> Students and parents will be informed of this opportunity through parent meetings.</p> <p>Students will progress through their coursework in grades 9-12 at the recommended pace and sequence with success in order to participate in this opportunity.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Support Services HS Principal HS Counselors CIS Staff</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>





<p><b>Strategy 8:</b> Provide support and guidance as the high school staff continues to offer credit recovery opportunities for students who are struggling to complete their coursework and earn credits in a timely manner.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will earn course credits in order to complete their assigned graduation plan.</p> <p>Drop out rate will continue to be 0% by providing students the opportunity to complete credits for graduation.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs HS Principal HS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 9:</b> Provide support and guidance as the high school implements the FLEX course for students who need additional support.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will demonstrate success in their coursework in all courses taken.</p> <p>Students will maintain a productive attendance rate individually.</p> <p>Students will earn course credits in a timely manner.</p> <p>Students will demonstrate success and/or growth on their STAAR and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction HS Principal HS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 10:</b> Provide support and guidance as the high school implements the College Prep English and Math courses.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will complete the college prep course and earn a CCMR designation.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction HS Principal HS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Marion ISD will promote student personal and social development that encourages diversity, integrity, and sound decision making required to meet modern challenges.

**Performance Objective 1:** MISD will support efforts to comply with state and federal physical and nutritional guidelines.

**Evaluation Data Sources:** Meeting agendas and minutes, Student menus, Cafeteria nutritional data, Food purchase logs

**Summative Evaluation:** None

<b>Strategy 1:</b> SHAC will meet regularly to plan activities. <b>Strategy's Expected Result/Impact:</b> SHAC activities that support student health. <b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Principals District Health Coordinator	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 2:</b> Cafeterias will provide healthy food choices. <b>Strategy's Expected Result/Impact:</b> Students will receive well balance meals that meet nutritional guidelines. <b>Staff Responsible for Monitoring:</b> Child Nutrition Coordinator	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Goal 2:** Marion ISD will promote student personal and social development that encourages diversity, integrity, and sound decision making required to meet modern challenges.

**Performance Objective 2:** MISD will provide ongoing opportunities for student involvement to ensure healthy living.

**Evaluation Data Sources:** Health/PE Curriculum, Red Ribbon activities, Safe and Drug free activities, CIS logs

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Maintain a safe and drug free program.  <b>Strategy's Expected Result/Impact:</b> Decrease in student referrals as a result of healthy life choices.  <b>Staff Responsible for Monitoring:</b> Superintendent                      Administrative Team                      District Safety Committee</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Organize awareness activities for Red Ribbon Week.  <b>Strategy's Expected Result/Impact:</b> Students will participate in drug and alcohol awareness prevention activities.  <b>Staff Responsible for Monitoring:</b> Principals                      Campus Counselors                      CIS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Embed lessons on safe and healthy choices across the curriculum and through various student programs.  <b>Strategy's Expected Result/Impact:</b> Students will be presented with opportunities to learn about and make healthy life choices.  <b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction                      Director of Federal Programs                      Principals                      Campus Counselors                      CIS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 4:</b> Adopt a character education program that promotes Social Emotional Learning (SEL) for students at all grade-levels.  <b>Strategy's Expected Result/Impact:</b> Students will be presented with opportunities to learn about and make healthy life choices.                       Decrease in student referrals as a result of healthy life choices.  <b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction                      Director of Federal Programs                      Principals                      Campus Counselors                      CIS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>

<p><b>Strategy 5:</b> Develop an elementary physical education program that meets daily and provides students with a variety of health and wellness activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will engage in their required 135 minutes of PE in daily intervals.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Elementary Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 6:</b> Develop an Elementary Enrichment Program that all students participate in on a daily basis.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will engage in activities each week that promote digital literacy, social-emotional learning, leadership, music, technology, STREAM (STEAM + Reading), and problem-solving.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Marion ISD will promote student personal and social development that encourages diversity, integrity, and sound decision making required to meet modern challenges.

**Performance Objective 3:** MISD will provide access to resources for staff, students and parents, in order to enhance physical, mental, social and emotional well-being.





**Evaluation Data Sources:** Program summaries, attendance logs, CIS logs, attendance reports, club membership lists, student incentives lists

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Continue with the implementation of bullying awareness and prevention activities that support the needs of staff, students, and parents.</p> <p><b>Strategy's Expected Result/Impact:</b> Various staff, student, and parent activities will be scheduled in an effort to reduce bullying incidents.</p> <p>Student-to-Student conflicts will be reported and documented appropriately as outlined in David's Law.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Federal Programs Principals Campus Counselors CIS Counselors</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Jan</th> <th>May</th> <th>Aug</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Jan	May	Aug	June				
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Jan	May	Aug	June														
<p><b>Strategy 2:</b> Provide support and resources for character education and social emotional learning, such as the 8 Keys of Excellence and RAD Kids (grade 2).</p> <p><b>Strategy's Expected Result/Impact:</b> Character and social emotional learning lessons will be scheduled and provided in an effort to reduce student referrals.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Director of Federal Programs Principals Campus Counselors CIS Counselors</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Jan</th> <th>May</th> <th>Aug</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Jan	May	Aug	June				
Reviews																	
Formative			Summative														
Jan	May	Aug	June														
<p><b>Strategy 3:</b> Provide support and resources for conflict resolution and violence prevention.</p> <p><b>Strategy's Expected Result/Impact:</b> Discipline and conflict-resolution best practice will be utilized in an effort to reduce student discipline referrals as well as deter student conflicts.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Principals Campus Counselors CIS Counselors</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Jan</th> <th>May</th> <th>Aug</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Jan	May	Aug	June				
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Formative			Summative														
Jan	May	Aug	June														

<p><b>Strategy 4:</b> Provide support and resources for student maltreatment and sexual abuse, neglect and physical abuse.</p> <p><b>Strategy's Expected Result/Impact:</b> State-required reporting protocols will be followed when there is a suspicion of abuse/neglect.</p> <p>Staff will receive the mandated trainings and guidance in an effort to provide the best support to students.</p> <p>District will maintain our SEE SOMETHING; SAY SOMETHING campaign along with the use of P3 for anonymous reporting.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Principals Campus Counselors CIS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 5:</b> Provide pregnancy related services emphasizing sex education/abstinence programs.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will receive services and interventions as needed.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services SHAC Coordinator Principals Campus Counselors CIS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 6:</b> Utilize CIS staff to provide additional support for students' academic progress and well-being.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be referred to CIS as needed in efforts to improve student performance and well being</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 7:</b> Utilize counseling services to provide additional support for students' academic progress and well-being.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have access to the counselor as needed in efforts to improve student performance and well-being.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 8:</b> Utilize credit recovery opportunities to keep students on pace for graduation with their designated cohort.</p> <p><b>Strategy's Expected Result/Impact:</b> Maintain a 100% graduation rate.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction HS Principal HS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>



<p><b>Strategy 9:</b> Continuous attendance monitoring to ensure students are attending school/classes daily and on-time.</p> <p><b>Strategy's Expected Result/Impact:</b> Continue to meet or exceed the attendance expectations of TEA.</p> <p>Implement intervention plans for students who are at-risk of losing course credit or retention due to absences.</p> <p><b>Staff Responsible for Monitoring:</b> Principals Campus Counselors CIS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 10:</b> Promote student involvement in campus clubs/organizations.</p> <p><b>Strategy's Expected Result/Impact:</b> Clubs and organizations will organize recruiting activities in an effort to increase student involvement.</p> <p><b>Staff Responsible for Monitoring:</b> Principals Campus Counselors CIS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 11:</b> Promote and provide parent awareness training opportunities.</p> <p><b>Strategy's Expected Result/Impact:</b> Organize and promote opportunities throughout the school year that provide parents with information and resources that aim to support their child(ren)'s development, social, and emotional needs.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Federal Programs Principals Campus Counselors CIS Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Marion ISD will promote student personal and social development that encourages diversity, integrity, and sound decision making required to meet modern challenges.

**Performance Objective 4:** MISD will provide an environment in which students feel safe and secure.

**Evaluation Data Sources:** Completed emergency plan, documented drills and safety trainings, maintenance and custodial logs, canine detection program documentation, school resource officer logs, drug free/gun free code of conduct policy, office log of registered vehicles

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Maintain county emergency management procedures.</p> <p><b>Strategy's Expected Result/Impact:</b> Students, parents, staff and the community will be better prepared in the event of an emergency situation</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Administrative Team</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Ensure safe learning environments with the support of maintenance and custodial services.</p> <p><b>Strategy's Expected Result/Impact:</b> Student environment will be safe and clean</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Director of Maintenance Principals District Safety Committee</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Continue the enforcement of Drug free/Gun free/Tobacco/Alcohol free and code of conduct policies.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of students and parents will have signed and returned the drug free/gun free and code of conduct pages from the student handbook</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Administrative Team</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 4:</b> Review emergency plans, use of RAPTOR and security cameras, and annual SRP and CRAZE training of staff and students.</p> <p><b>Strategy's Expected Result/Impact:</b> All staff will have a revised copy of all emergency plans and will practice plans according to policies</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Administrative Team School Resource Officers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>

<p><b>Strategy 5:</b> Continue Canine detection program for random visits at the secondary campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> The number of drug use referrals will decrease due to heightened awareness from drug dog searches</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Secondary Administrators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 6:</b> Continue mandatory parking permits for all staff/student vehicles.</p> <p><b>Strategy's Expected Result/Impact:</b> Safety of on campus parking will be maintained</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Campus Administrators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 7:</b> Provide the School Resource Officer position in conjunction with the City of Marion and Guadalupe County Sheriff's Office</p> <p><b>Strategy's Expected Result/Impact:</b> Students and staff will feel safe and secure on campus</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Board of Trustees</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 8:</b> Continue to assess and complete facility upgrades to enhance safety and security, such as the campus vestibules.</p> <p><b>Strategy's Expected Result/Impact:</b> Facility upgrades will be added at each campus to ensure the safety of all staff and students throughout the school day.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Maintenance Campus Administrators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 9:</b> Ensure safe learning environments with the support of NaviGate's threat assessment protocols, Social Sentinel's social media monitoring, and the P3 Campus app and 24/7 monitoring for reported concerns.</p> <p><b>Strategy's Expected Result/Impact:</b> Students and staff will feel safe and secure on campus</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Campus Administrators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 10:</b> Continue to assess and monitor student flow patterns at arrival, dismissal, and throughout the school day to ensure student safety.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will navigate the school grounds safely and orderly each day.</p> <p>Students will be directed away from areas of concern as construction projects are completed.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Principals Student Resource Officers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>


**Strategy 11:** Ensure a safe and equipped school environment by following all federal, state, local, and district COVID-19 procedures and protocols


**Strategy's Expected Result/Impact:** Students and staff will feel connected, supported, and equipped on campus throughout the COVID-19 pandemic.

**Staff Responsible for Monitoring:** Director of Support Services  
Principals

Reviews			
Formative			Summative
Jan	May	Aug	June
0%	0%	0%	

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

**Goal 3:** MISD will attract and develop an innovative staff that engages all students.

**Performance Objective 1:** MISD will continue to examine competitive compensation for district employees by examining trends and compensation practices yearly.

**Evaluation Data Sources:** Yearly salary, stipend and benefits review

**Summative Evaluation:** None





<p><b>Strategy 1:</b> Annual review the district salary schedules to determine if increases are fiscally appropriate.  <b>Strategy's Expected Result/Impact:</b> Salary schedules will be reviewed annually in an effort to increase staff retention.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent            Director of Human Resources            Business Services            Board of Trustees</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Provide stipends for staff supporting activities and programs in high need areas.  <b>Strategy's Expected Result/Impact:</b> Maintain an accurate record of staff stipends to ensure fair distribution.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent            Director of Human Resources            Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Annual review of the available benefit plans to provide the best options for employees.  <b>Strategy's Expected Result/Impact:</b> Adopt benefit plans that provide fair and competitive benefit options for employees.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent            Director of Human Resources</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 4:</b> Continue perfect attendance stipend.  <b>Strategy's Expected Result/Impact:</b> Maintain accurate attendance records to ensure perfect attendance stipends are paid appropriately.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 5:</b> Implement longevity stipends for employees who have been with the district long-term.  <b>Strategy's Expected Result/Impact:</b> Maintain accurate employment duration records to ensure stipends are paid appropriately.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** MISD will attract and develop an innovative staff that engages all students.

**Performance Objective 2:** MISD will continue to attract highly qualified personnel.

**Evaluation Data Sources:** Frontline data, Website postings, numbers of applicants, job fair attendance

**Summative Evaluation:** None





<b>Strategy 1:</b> Update and post all vacancies on the district website using Frontline and specialized websites. <b>Strategy's Expected Result/Impact:</b> Job vacancies are posted on district website using Frontline and specialized websites in a timely manner in effort to attract quality applicants. <b>Staff Responsible for Monitoring:</b> Director of Human Resources	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 2:</b> Monitor job postings, screening, and the interview process to assure full consideration of a diverse applicant pool. <b>Strategy's Expected Result/Impact:</b> Increase staff diversity with qualified candidates. <b>Staff Responsible for Monitoring:</b> Director of Human Resources Administrative Team	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 3:</b> Continue to make every effort to hire only those teachers who are qualified for the position. <b>Strategy's Expected Result/Impact:</b> 100% of teachers hired will be qualified. <b>Staff Responsible for Monitoring:</b> Director of Human Resources Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 4:</b> Register for attendance at teacher job fairs. <b>Strategy's Expected Result/Impact:</b> Attend job fairs in an effort to recruit qualified teachers. <b>Staff Responsible for Monitoring:</b> Director of Human Resources	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 5:</b> Continue Memorandum of Understandings (MOUs) with surrounding universities to provide quality student teachers. <b>Strategy's Expected Result/Impact:</b> MOU contracts and placement schedules are on file.  Student teachers are placed appropriately at campuses. <b>Staff Responsible for Monitoring:</b> Director of Human Resources	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** MISD will attract and develop an innovative staff that engages all students.

**Performance Objective 3:** MISD will encourage further education and professional growth.

**Evaluation Data Sources:** Teachers working toward advanced degrees, teacher certification documents

**Summative Evaluation:** None





<p><b>Strategy 1:</b> Reimburse teachers who are working towards an advanced degree (\$300/year for up to 3 years, if completing course work with a GPA of 3.0 or higher)</p> <p><b>Strategy's Expected Result/Impact:</b> Maintain an accurate record of tuition reimbursements to ensure fair distribution.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Reimburse teachers for the cost of certification exams upon passing the exam for certification required by the district.</p> <p><b>Strategy's Expected Result/Impact:</b> Maintain an accurate record of teacher certification test reimbursements to ensure fair distribution.</p> <p>Maintain an accurate record of teacher assignments and teacher certifications.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Provide classroom teachers with an additional stipend (\$2000) for master's degree.</p> <p><b>Strategy's Expected Result/Impact:</b> Maintain an accurate record of teacher college degrees to ensure fair distribution.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** MISD will attract and develop an innovative staff that engages all students.

**Performance Objective 4:** MISD will foster and support a positive professional environment.

**Evaluation Data Sources:** Documentation of communication, staff recognition, positive morale

**Summative Evaluation:** None

<b>Strategy 1:</b> Ensure timely communication within the campus and district. <b>Strategy's Expected Result/Impact:</b> E-mail and meeting documentation <b>Staff Responsible for Monitoring:</b> Superintendent Administrative Team	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 2:</b> Provide district and campus team building opportunities. <b>Strategy's Expected Result/Impact:</b> Scheduled team building events <b>Staff Responsible for Monitoring:</b> Superintendent Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 3:</b> Continue annual recognition awards, such as Teacher of the Year, Fred Zipp Award, Service Awards. <b>Strategy's Expected Result/Impact:</b> Teachers and staff feel recognized for their efforts <b>Staff Responsible for Monitoring:</b> Director of Human Resources Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 4:</b> Continue annual recognition of teaching staff during Teacher Appreciation Week. <b>Strategy's Expected Result/Impact:</b> Event schedules <b>Staff Responsible for Monitoring:</b> Director of Human Resources Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 5:</b> Maintain the implementation of a campus social committee. <b>Strategy's Expected Result/Impact:</b> A variety of activities will be organized to promote staff camaraderie. <b>Staff Responsible for Monitoring:</b> Superintendent Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				







**Goal 4:** Marion ISD will strive to provide professional development that directly enhances performance and improves student learning.

**Performance Objective 1:** The district will provide time and resources for teachers to plan and develop instructional strategies, examine student data sources and align curriculum.

**Evaluation Data Sources:** District staff development calendar, campus calendars, meeting sign in sheets, meeting agendas, meeting minutes

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Provide planning days for all classroom teachers as needed to updated curriculum documents, lesson plans, and review data.</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance Rosters and Agenda</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Provide AP teachers with summer institute training as needed.</p> <p><b>Strategy's Expected Result/Impact:</b> AP approved syllabus and lesson plans that align with AP requirements</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Utilize and recruit services and trainings from ESC 20, hired consultants, and professional organizations to increase knowledge of content area, instructional strategies, and operational procedures.</p> <p>2020-2021 Partnerships: -Reading Academy (K-3 teachers; Region 20) -Rolando Ruvalcaba (Region 20 G/T Specialist)</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance rosters/certificates, observations, lesson plans, and campus/district guidelines</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Curriculum &amp; Instruction Director of Federal Programs Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 4:</b> Continue annual district staff development opportunities (online or in-person) to ensure compliance with state training requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> Meeting agendas, attendance rosters, training profile in Eduphoria</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>





<p><b>Strategy 5:</b> Provide teachers with the opportunity to work with teacher colleagues to vertically and horizontally align the curriculum in the content areas, CTE, and elective courses.</p> <p><b>Strategy's Expected Result/Impact:</b> Curriculum documents, meeting minutes</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 6:</b> Teacher-to-Teacher Professional Development</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will development professional development sessions to present to their peers to share engaging and research-based instructional practices that promote student learning.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 7:</b> Maintain a mentoring program for New-to-Profession Teachers that adheres to the state guidelines.</p> <p><b>Strategy's Expected Result/Impact:</b> Each new-to-profession (2 years or less experience) will be assigned a mentor teacher to support their growth.</p> <p>Each new-to-profession teacher will engage in a variety of professional learning and support activities.</p> <p>Each assigned mentor will receive a stipend per mentee and will engage in mentor training and development activities throughout the course of the school year.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources Director of Curriculum and Instruction Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 8:</b> Maintain a support system for our New-to-District Experienced Teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Each new-to-district experienced teacher will be assigned a mentor teacher to support their growth.</p> <p>Each new-to-district experienced teacher will engage in a variety of professional learning and support activities.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** Marion ISD will strive to provide professional development that directly enhances performance and improves student learning.

**Performance Objective 2:** The district will continue to support new teachers entering the district.

**Evaluation Data Sources:** Completion of training sessions, new teachers in programs, program and training summaries

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Utilize the Director of Human Resources, Director of Curriculum and Instruction, Campus Administrators, and instructional coaches to assist new teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Walk through documentation, classroom management and planning, meetings</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources Director of Curriculum &amp; Instruction Principals Instructional Coaches</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Utilize the mentor teacher and support teacher programs to support new teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> New teachers will meet performance objectives and establish solid classroom management because of effective support from a mentor teacher</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Provide new teacher orientation opportunities to review district expectations, complete required trainings, and provide collaboration time for curriculum support.</p> <p><b>Strategy's Expected Result/Impact:</b> Training agendas, attendance rosters, required certificates</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 4:</b> Provide targeted professional development for new teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Training certificates, lesson plans, observations, and opportunities for collaboration</p> <p><b>Staff Responsible for Monitoring:</b> Director of Human Resources Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Goal 4:** Marion ISD will strive to provide professional development that directly enhances performance and improves student learning.

**Performance Objective 3:** The district will continue to provide in district and out of district staff development opportunities to meet the needs of the teachers.

**Evaluation Data Sources:** Scheduled staff trainings, documentations of completed trainings, attendance rosters

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Provide on-going district staff development.  <b>Strategy's Expected Result/Impact:</b> Scheduled staff development; session agendas; attendance rosters  <b>Staff Responsible for Monitoring:</b> Director of Human Resources                      Director of Curriculum &amp; Instruction                      Director of Federal Programs                      Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Provide ongoing technology training (Eduphoria, Google, Website, etc.).  <b>Strategy's Expected Result/Impact:</b> Scheduled staff development; session agendas; attendance rosters  <b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction                      Principals                      Media Specialists</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Ensure annual completion of state mandated trainings: blood-borne pathogen, sexual harassment, bullying prevention, child abuse and neglect, teen dating violence, and suicide prevention.  <b>Strategy's Expected Result/Impact:</b> Staff completion of online training as reported in Eduphoria.                       Incidents of bullying will decrease.                       Suspicions of child abuse or neglect will be report appropriately.  <b>Staff Responsible for Monitoring:</b> Director of Human Resources                      Director of Curriculum &amp; Instruction                      Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 4:</b> Utilize TEA's Restore Project website to increase awareness on the impact of trauma for students.  <b>Strategy's Expected Result/Impact:</b> Scheduled training; session agendas; attendance rosters, certificates  <b>Staff Responsible for Monitoring:</b> Superintendent                      Director of Curriculum &amp; Instruction                      Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 5:</b> Ensure completion of CPR/AED and Stop the Bleed training for required staff.  <b>Strategy's Expected Result/Impact:</b> Scheduled training; session agendas; attendance rosters  <b>Staff Responsible for Monitoring:</b> Superintendent                      Director of Curriculum &amp; Instruction                      Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>

<b>Strategy 6:</b> Ensure completion of G/T training (Initial 30 hour and 6 hour annual update) for required staff. <b>Strategy's Expected Result/Impact:</b> Scheduled training; session agendas; attendance rosters <b>Staff Responsible for Monitoring:</b> Director of Curriculum & Instruction Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 7:</b> Ensure completion of CPI training for designated staff. <b>Strategy's Expected Result/Impact:</b> Scheduled training; session agendas; attendance rosters <b>Staff Responsible for Monitoring:</b> Director of Federal Programs Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 8:</b> Provide opportunities to attend ESC 20 trainings. <b>Strategy's Expected Result/Impact:</b> Certificate of course completion from ESC <b>Staff Responsible for Monitoring:</b> Director of Curriculum & Instruction Director of Federal Programs Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 9:</b> Provide targeted professional development opportunities for staff member providing student support/intervention services. <b>Strategy's Expected Result/Impact:</b> Certification of Course Completion <b>Staff Responsible for Monitoring:</b> Director of Human Resources Director of Curriculum & Instruction Director of Federal Programs Director of Support Services Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Goal 5:** Marion ISD will promote positive communication among trustees, staff, parents, students, and the community.

**Performance Objective 1:** MISD will continue to encourage parent and community involvement through activities and communication.

**Evaluation Data Sources:** Parent and community events documented through publications and calendars, contact logs, meeting agendas and summaries, sign in sheets

**Summative Evaluation:** None

<b>Strategy 1:</b> Provide access to Parent/Student Portal to parents and students. <b>Strategy's Expected Result/Impact:</b> Parents and students access the portal regularly to monitor grades. <b>Staff Responsible for Monitoring:</b> Network Administrator Principals Campus Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 2:</b> Increase staff to parent communication: phone, e-mail, conferences, School Messenger, Sports View, SeeSaw, Remind 101, and Google Classroom. <b>Strategy's Expected Result/Impact:</b> E-mail records, contact logs and conference summaries <b>Staff Responsible for Monitoring:</b> Superintendent Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 3:</b> Continue campus Open House/Curriculum Night events. ***as appropriate for the 20-21 school year*** <b>Strategy's Expected Result/Impact:</b> Scheduled and documented events, classroom sign in sheets <b>Staff Responsible for Monitoring:</b> Principals Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 4:</b> Continue campus orientations/Meet the Teacher events. ***as appropriate for the 20-21 school year*** <b>Strategy's Expected Result/Impact:</b> Scheduled and documented events, sign in sheets <b>Staff Responsible for Monitoring:</b> Principals Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 5:</b> Continue campus awards programs. ***as appropriate for the 20-21 school year*** <b>Strategy's Expected Result/Impact:</b> Scheduled and documented events, head count of attendees <b>Staff Responsible for Monitoring:</b> Principals Counselors Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 6:</b> Continue partnership with campus PTSO groups. <b>Strategy's Expected Result/Impact:</b> Scheduled and documented meetings, sign in sheets, planned activities <b>Staff Responsible for Monitoring:</b> Principals PTSO Teachers PTSO Officers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>

<b>Strategy 7:</b> Continue partnership with organization Booster Clubs. <b>Strategy's Expected Result/Impact:</b> Scheduled and documented meetings, sign in sheets, planned activities <b>Staff Responsible for Monitoring:</b> Superintendent Athletic Director Principals Campus Sponsors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 8:</b> Utilize social media to communicate with parents and community about district and campus events. <b>Strategy's Expected Result/Impact:</b> Documented social media postings on Facebook. <b>Staff Responsible for Monitoring:</b> Superintendent Media Communication Specialist Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** Marion ISD will promote positive communication among trustees, staff, parents, students, and the community.





**Performance Objective 2:** MISD will continue to provide district information to the public in a timely manner.

**Evaluation Data Sources:** Documentation of updates, updated websites

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Utilize district website, campus websites, SeeSaw, and Google Classrooms.</p> <p><b>Strategy's Expected Result/Impact:</b> Updated websites and calendars, website statistics</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Media Communication Specialist Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Utilize social media platforms to communicate district and campus events and information: Facebook, Instagram, and Twitter.</p> <p><b>Strategy's Expected Result/Impact:</b> Documented social media postings on Facebook and Twitter.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Media Communication Specialist Director of Curriculum and Instruction Director of Support Services Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Utilize school messenger.</p> <p><b>Strategy's Expected Result/Impact:</b> Documented school messenger notifications, parents signed up for school messenger</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Network Administrator Director of Curriculum and Instruction Director of Support Services Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 4:</b> Utilize principal newsletters and board reports.</p> <p><b>Strategy's Expected Result/Impact:</b> Principal newsletters printed and shared in a timely manner, board reports submitted and shared</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 5:</b> Utilize Seguin Gazette and KWED.</p> <p><b>Strategy's Expected Result/Impact:</b> Documented information</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Media Communication Specialist Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>



<b>Strategy 6:</b> Utilize community resources to publicize district events. <b>Strategy's Expected Result/Impact:</b> Documentation of events being publicized through various outlets <b>Staff Responsible for Monitoring:</b> Superintendent Media Communication Specialist Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 7:</b> Utilize campus marquees. <b>Strategy's Expected Result/Impact:</b> Campus marquees updated in a timely manner <b>Staff Responsible for Monitoring:</b> Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** Marion ISD will promote positive communication among trustees, staff, parents, students, and the community.

**Performance Objective 3:** MISD will foster and expand effective local partnerships with businesses, community organizations, and health care providers.

**Evaluation Data Sources:** Scheduled events, meetings, facility sharing, collaborations

**Summative Evaluation:** None

<b>Strategy 1:</b> Maintain partnership with City of Marion and City of Seguin Chamber of Commerce. <b>Strategy's Expected Result/Impact:</b> Scheduled events, meetings, summaries <b>Staff Responsible for Monitoring:</b> Superintendent	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 2:</b> Maintain partnership with School Based Clinic entity. <b>Strategy's Expected Result/Impact:</b> Scheduled screenings and treatments on campuses, documentation of student visits to school based clinic <b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services District Health Coordinator Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 3:</b> Promote SHAC events to foster community involvement. <b>Strategy's Expected Result/Impact:</b> Scheduled events on campuses, SHAC presence at campus events <b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services District Health Coordinator Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 4:</b> Maintain partnership with MYSO. ***as appropriate for the 20-21 school year*** <b>Strategy's Expected Result/Impact:</b> Distribution of MYSO registration information through campuses, MYSO use of district facilities <b>Staff Responsible for Monitoring:</b> Superintendent Principals Athletic Director	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 5:</b> Maintain partnership with 18+ transition program with Seguin ISD. <b>Strategy's Expected Result/Impact:</b> Successful transition of special education students after high school <b>Staff Responsible for Monitoring:</b> Director of Federal Programs	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>

<b>Strategy 6:</b> Continue and promote the PTSO: Health and Safety Fair event ***as appropriate for the 20-21 school year*** <b>Strategy's Expected Result/Impact:</b> Scheduled event on selected campus <b>Staff Responsible for Monitoring:</b> Media Communication Specialist Principals PTSO Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 5:** Marion ISD will promote positive communication among trustees, staff, parents, students, and the community.

**Performance Objective 4:** MISD will provide resources to efficiently access and disseminate information within the district.

**Evaluation Data Sources:** Documented posts, e-mails, website statistics

**Summative Evaluation:** None

<b>Strategy 1:</b> Utilize Frontline to house personnel records, track employee absences, recruit substitutes, and maintain professional development records. <b>Strategy's Expected Result/Impact:</b> Successful use of the Frontline system to maintain employee records and data. <b>Staff Responsible for Monitoring:</b> Director of Human Resources Director of Curriculum and Instruction	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 2:</b> Utilize Eduphoria to house and track student data. <b>Strategy's Expected Result/Impact:</b> Eduphoria statistics Successful use of Eduphoria to track professional development, technology requests, student progress <b>Staff Responsible for Monitoring:</b> Director of Curriculum & Instruction Principals Instructional Coaches	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 3:</b> Utilize district E-mail system and social media to increase and maintain communication. <b>Strategy's Expected Result/Impact:</b> Documentation of communication within the district <b>Staff Responsible for Monitoring:</b> Superintendent Media Communication Specialist Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Goal 6:** Marion ISD will strive to have facilities that support our growing population and its needs.

**Performance Objective 1:** The district will continue to implement sound accounting and management practices.

**Evaluation Data Sources:** FIRST Rating, Positive Fund Balance

**Summative Evaluation:** None

<b>Strategy 1:</b> Complete an independent financial audit with no exceptions or management issues. <b>Strategy's Expected Result/Impact:</b> Audit Report <b>Staff Responsible for Monitoring:</b> Superintendent Business Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 2:</b> Maintain high comptrollers FAST rating (4.5 stars). <b>Strategy's Expected Result/Impact:</b> State Rating <b>Staff Responsible for Monitoring:</b> Superintendent Business Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 3:</b> Maintain Texas Comptroller's Platinum Designation for Financial Transparency. <b>Strategy's Expected Result/Impact:</b> Platinum Designation <b>Staff Responsible for Monitoring:</b> Superintendent Business Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 4:</b> Maintain superior FIRST rating by complying with all of the TEA accounting procedures and fund balance recommendations. <b>Strategy's Expected Result/Impact:</b> FIRST Rating and Report <b>Staff Responsible for Monitoring:</b> Superintendent Business Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 5:</b> Prepare a yearly budget with projections prepared with 5 year revenue assumptions. <b>Strategy's Expected Result/Impact:</b> Adopted budget and projections <b>Staff Responsible for Monitoring:</b> Superintendent Business Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<b>Strategy 6:</b> Post budget, check register, audit and financial reports on the district website. <b>Strategy's Expected Result/Impact:</b> Updated postings on district website <b>Staff Responsible for Monitoring:</b> Superintendent Business Services Technology Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>





<b>Strategy 7:</b> Evaluate future refinancing opportunities of district debt service yearly. <b>Strategy's Expected Result/Impact:</b> Debt schedule <b>Staff Responsible for Monitoring:</b> Superintendent Business Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 6:** Marion ISD will strive to have facilities that support our growing population and its needs.

**Performance Objective 2:** The district will continue the process of master planning of facilities to prepare for district and community growth.

**Evaluation Data Sources:** Meeting minutes, facilities plans

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Administration and maintenance staff will continue to evaluate facilities and prioritize facility projects and repairs.</p> <p><b>Strategy's Expected Result/Impact:</b> Completed repairs and projects,</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Administrative Team Maintenance Director</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Continue working with architects and construction manager to design and build bond facility projects.</p> <p>Phase 1 was approved May 2019 for additional classrooms and needed space at Krueger Elementary- Primary, Marion Middle School, and Marion High School School campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> Updates provided monthly to Board of Trustees.</p> <p>Bi-weekly meetings between construction team and superintendent.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Administrative Team Maintenance Board of Trustees</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Continue master planning with architects for future phases of facility development to accommodate the expected enrollment growth in future years.</p> <p><b>Strategy's Expected Result/Impact:</b> Plans updated as needed.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Administrative Team Maintenance Board of Trustees</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 6:** Marion ISD will strive to have facilities that support our growing population and its needs.

**Performance Objective 3:** The district will continue to develop technology infrastructure to accommodate for continued growth and provide appropriate maintenance and upgrades to existing systems to provide for student and staff needs.

**Evaluation Data Sources:** Meeting minutes, technology plans

**Summative Evaluation:** None




<p><b>Strategy 1:</b> Continue the technology update cycle to improve technology access at each campus.</p> <p>Annual Campus Technology Expansion Focus:                  2020-2021 Karrer Campus                  2021-2022 Middle School                  2022-2023 High School                  2023-2024 Primary Campus</p> <p><b>Strategy's Expected Result/Impact:</b> Technology purchase orders.</p> <p>Increase and improve technology integration to enhance student learning.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent                  Director of Curriculum &amp; Instruction                  Network Administrator                  Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Evaluate and monitor the need for replacement and repair of infrastructure, including wireless, broadband and hardware.</p> <p><b>Strategy's Expected Result/Impact:</b> Purchase orders, usage reports, help desk reports</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent                  Network Administrator</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Evaluate technology needs and access annually as courses and student needs change.</p> <p><b>Strategy's Expected Result/Impact:</b> Review course requirements and student needs to determine specific plans of access.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent                  Network Administrator                  Director of Curriculum &amp; Instruction                  Director of Federal Programs                  Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>




**Strategy 4:** To support the remote learning technology needs of the 2020-2021 school year, the district will increase access to Chromebooks. In addition, classrooms providing virtual instruction will be provided a web camera.


**Strategy's Expected Result/Impact:** Devices will be ordered, received, and distributed.

**Staff Responsible for Monitoring:** Superintendent  
 Director of Curriculum and Instruction  
 Network Administrator

Reviews			
Formative			Summative
Jan	May	Aug	June
			

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

**Goal 6:** Marion ISD will strive to have facilities that support our growing population and its needs.

**Performance Objective 4:** The district will provide resources to students for continue enhancement of technology in the classroom.

**Evaluation Data Sources:** Schedules, usage reports, purchase orders

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Increase student access by providing technology devices and applications, such as Google Classroom, iPads, Chromebooks, Chrome Tablets, computer labs, clickers, iPods, TI84s, smart projectors, interactive TVs, web cameras, document cameras, online subscriptions, and software.</p> <p><b>Strategy's Expected Result/Impact:</b> Device inventory, device assignment reports, and usage reports</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Curriculum &amp; Instruction Network Administrator Director of Federal Programs Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Increase student access to technology devices and applications with student-based training, such as secondary technology courses and the elementary Enrichment rotations.</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson plans, campus schedules, course curriculum plans</p> <p><b>Staff Responsible for Monitoring:</b> Director of Curriculum &amp; Instruction Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 6:** Marion ISD will strive to have facilities that support our growing population and its needs.

**Performance Objective 5:** The district will continue to provide safe and healthy learning environments for students.

**Evaluation Data Sources:** Updated emergency operating plan, updated MSDS and asbestos plans, documented checks of safety and emergency equipment, documented maintenance repairs

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Review Emergency Operating Plan (EOP) annually using the online platform NaviGate and the Texas School Safety Center guidance.</p> <p><b>Strategy's Expected Result/Impact:</b> All staff will have a revised copy of all emergency plans and will practice plans according to state and district requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Administrative Team School Resource Officers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 2:</b> Ensure updated MSDS, asbestos plan.</p> <p><b>Strategy's Expected Result/Impact:</b> Updated asbestos plan Updated MSDS plan and binders appropriately placed</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Maintenance</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 3:</b> Ensure regular checks of emergency equipment including AEDs, Stop the Bleed stations, fire extinguishers, sprinkler systems, security cameras, elevator, science lab and mechanic shop safety.</p> <p><b>Strategy's Expected Result/Impact:</b> Documented checks of all equipment</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Principals Director of Maintenance District Health Coordinator</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 4:</b> Maintain exterior security through the use of School Resource Officers/Exterior Security.</p> <p><b>Strategy's Expected Result/Impact:</b> Regular checks to maintain exterior school security</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Maintenance Principals School Resource Officers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>

<p><b>Strategy 5:</b> Ensure maintenance and repair of existing facilities and grounds.</p> <p><b>Strategy's Expected Result/Impact:</b> Documentation of repairs and projects completed by maintenance</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Maintenance Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 6:</b> Continue yearly procedural review to accommodate facility changes.</p> <p><b>Strategy's Expected Result/Impact:</b> Updated procedures to ensure student safety as facilities change</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Administrative Team Director of Maintenance School Resource Officers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 7:</b> Increase compliance and awareness of campus-based wellness plans.</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance Records Nurse Records Counselor Records</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Principals District Health Coordinator CIS Counselors Campus Counselors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 8:</b> Promote the "See Something, Say Something" and the P3 Campus app at each campus and in the community to increase safety and security for staff and students.</p> <p><b>Strategy's Expected Result/Impact:</b> Students and community members will contact district or campus personnel if they see or hear something concerning.</p> <p>Students and community members will use the P3 Campus app to report concerns.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Support Services Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>
<p><b>Strategy 9:</b> Continue to assess and complete facility upgrades to enhance safety and security, such as the addition of the campus vestibules.</p> <p><b>Strategy's Expected Result/Impact:</b> Facility upgrades will be added at each campus to ensure the safety of all staff and students throughout the school day.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent Director of Maintenance Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Jan</b>	<b>May</b>	<b>Aug</b>	<b>June</b>

**Strategy 10:** Maintain the expectations of the Standard Response Protocol (SRP) through annual staff and student training and monthly drill schedules.

**Strategy's Expected Result/Impact:** Staff and students will adhere to the SRP during monthly drills.

**Staff Responsible for Monitoring:** Superintendent  
 Director of Support Services  
 Principals

Reviews			
Formative			Summative
Jan	May	Aug	June



No Progress



Accomplished



Continue/Modify



Discontinue

## District Improvement Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Kelly Lindholm	Superintendent
Administrator	Cesily Peeples	Director of Curriculum and Instruction
Administrator	Paul Goetzke	Karrer Campus Principal
Administrator	Rachel Robertson	Primary Campus Principal
Administrator	Stacia Snyder	High School Principal
Non-classroom Professional	Elizabeth Bentzen	Secondary Instructional Coach
Classroom Teacher	Lindsay Elmore	Karrer Campus Teacher
Non-classroom Professional	Robyn O'Bryan	High School Counselor
Administrator	Jeffery Stevens	Middle School Principal
Classroom Teacher	Heidi Jolly	Elementary GT Teacher
Administrator	Laura Totten	Middle School Assistant Principal
Classroom Teacher	Jennifer Bradley	Primary Teacher
Classroom Teacher	Carrie Fehlis	Middle School Teacher
Classroom Teacher	Maria Cortines	High School Teacher
Classroom Teacher	Mary Ortiz	High School Teacher
Classroom Teacher	Jennifer Hunter	Primary Campus Teacher
Non-classroom Professional	Erin Adams	Campus Instructional Coach
Classroom Teacher	Kelly Bigley	Middle School Teacher
Administrator	Susan Thetford	Director of Support Services

# Addendums