

2015-16 Campus Improvement Plan

Mexia High School

School Name

Mexia Independent School District

District Name

Mission Statement

Mexia Independent School District's Mission Statement

Educating all students in an enriched environment where high expectations result in excellence.

Mexia ISD Vision Statement : To create a premier district.

Mexia ISD Goals:

Goal 1.0 Student Achievement

MISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Goal 2.0 Finance

MISD will maintain efficient and effective fiscal management of resources to maximize learning for all students.

Goal 3.0 Public Relations/Parental Involvement

MISD will actively engage parents and the community in the education process of all our students.

Goal 4.0 Climate

MISD will provide a friendly, safe, and orderly environment conducive to learning for all students and staff.

Goal 5.0 Personnel/Staff Development

MISD will recruit, develop, and retain the high quality staff required to provide the best educational experience for all our students.

Mexia High School's Mission Statement

The mission of Mexia High School is to unite the efforts of staff with the support of parents and community to provide challenging educational opportunities in academic, vocational, and technical areas for all students. We will also provide an environment in which students become proficient, lifelong learners successfully contributing to a changing society.

Mexia High School Campus Improvement Plan

2015-16 Comprehensive Needs Assessment Summary

In accordance with state and federal legislative requirements, the staff at Mexia High School conducted a comprehensive needs assessment for the 2015-16 school year. The needs assessment was conducted to identify gaps in the areas listed below. Data and findings from the comprehensive needs assessment were then used to develop the activities/strategies in the additional sections of the Campus Improvement Plan.

Campus Demographics

The staff at Mexia High School include 43 teachers, 11 paraprofessionals, and 2 administrators. The student population is 27.2% White, 28.7% African American, 38.5% Hispanic, 2.3% Asian, and 0% Native American. Additionally, the campus serves 72.5% economically disadvantaged students, 27.5% special education students, and 4.7% Limited English Proficient students. Attendance rates include 95.5% African American, 94.1% Hispanic, 94.4% White, and 94.1% economically disadvantaged. The most current data indicate the campus has a 12.7% mobility rate.

The following data were reviewed in relation to campus demographics:
2013-2014 TAPR Report and PEIMS data for 2013-14

Upon review of these data, several findings were noted. These findings include:
Increase in the number of Hispanic students and limited English proficient students.

Areas of need include:
Continue to encourage parental support and communication.

Student Achievement

The following data were reviewed in relation to Student achievement:
2013-14 TAPR Report, Benchmark Results, STAAR Results

Upon review of these data, several findings were noted. These findings include:
ELA/ Reading and writing scores improved but are still low...Math and Science scores were higher

Areas of need include:
Continued training for ELA staff on STAAR EOC

School Culture, Climate, and Organization

The following data were reviewed in relation to School Culture, Climate, and Organization:
PEIMS Data

Upon review of these data, several findings were noted. These findings include:
Would like to create an encouraging environment where moral values and character are exemplified and encouraged.

Areas of need include:
Improve character education throughout the campus

Staff Quality, Recruitment, and Retention

The following data were reviewed in relation to Staff Quality, Recruitment, and Retention:
2013-14 TAPR Report, PEIMS Data, and 2013-14 Highly Qualified Teacher Report

Upon review of these data, several findings were noted. These findings include:
Attempt to recruit and retain highly qualified, culturally diverse, and effective employees.

Areas of need include:
Highly Qualified teachers in all areas. Would like to find a way to pay all teachers in a tested subject a stipend as well as the high need subjects.

Family and Community Involvement

The following data were reviewed in relation to Family and Community Involvement:
Parent and Community Activities

Upon review of these data, several findings were noted. These findings include:
The HERO Club at the high school is doing an outstanding job in getting involved with community projects and helping students at the lower levels. CIS is also highly involved in community and student projects.

Areas of need include:
Continued communication and support from parents and community.

**Mexia High School
Areas to Celebrate**

STP	Area	Indicator	Description of Activity	Evidence of Success
Students	Subjects	Reading/ELA		
		Social Studies		
	Subgroups	All		
	Social/ Emotional	Discipline		
		Extracurricular		
Teachers	Professional Development			
	New Staff			
	Retention			
	Qualifications			
Parents	Participation			
	Communication			

2015-16 Campus Improvement Plan for Mexia High School

Area of Focus: Student Achievement

District Priority: MHS will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Campus Performance Objective:

- Objective 1: Establish procedures for increased program and academic success.
- Objective 2: Place a stronger emphasis on curriculum (TEKS Resource System) in preparation for STAAR.
- Objective 3: Improve academic scores in each of the four subgroups to meet state standards in all tested areas.
- Objective 4: Implement effective standard curriculum to maximize student achievement.
- Objective 5.: Establish high expectations for student success

Formative Evaluation:

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline
1 Provide STAAR EOC classes for students that have not mastered the objectives.		Students and Staff	Principal		One teacher in each discipline	August 2015-June 2016
2 Dual Credit Alignment with Navarro College. We are in discussions with Navarro and TSTC to look at the possibility of adding more dual credit courses for the 2015-16 school year.		Students and Staff	Principal		Local Funds	August 2015-June 2016
3 Tutorials during Advisory period and before and after school throughout the school year in core area subjects and electives as well as EOC remediation classes.		Students and Staff	Principal/Teachers		Time	August 2015-June 2016
4 Monitor completion rate to ensure that students are completing high school.		Students and Staff	Principal		AEIS Reports Leaver Data	August 2015-June 2016
5 Continue Summer School and Credit Recovery Program.		Students and Staff	Principal Director of Finance		Staff, Supplies, transportation	August 2015-June 2016
6 RTI program will be established to provide support to struggling students. Positive Behavioral Support Team will continue addressing ways to teach respect and character development during advisory. The CIS director will recruit mentors from the community to support the efforts of establishing a Youth leadership and Development Program		Students and Staff	Principal Special Ed Coordinator		Local Funds	August 2015-June 2016

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline
7 MHS Inclusion staff will monitor inclusion time for each special education student daily.		Students and Staff	Principal, Special Ed Coordinator, Staff		Local and Federal funds	August 2015-June 2016
8 One fifteen minute walkthrough on teachers each month. One Learning Keys data walk for each teacher per week. Continue to focus and improve on the Learning Keys teaching strategies.		Students and Staff	Principal, Asst. Principal		Local Funds	August 2015-June 2016
9 Formal or informal assessments at the end of each unit that is taught. All data will be entered into DMAC to track students progress.		Students and Staff	Principal		Local Funds	August 2015-June 2016
10 Procedures to meet with students to share information concerning college admission and financial aid.		Students and Staff	HS Counselors		Time	August 2015-June 2016
11 Continue to provide tuition, fees and books for four dual credit classes a year (two per semester) for MHS Juniors and Seniors.		Students and Staff	Principals, Counselors		HS Allotment Fund	August 2015-June 2016
12 Continue to increase opportunities for certifications in our CATE classes to prepare our students for the workforce after graduation.		Students	Principals, Counselors, CATE Director		Local Funds	August 2015-June 2016
13 Continue to look at ways we can improve or add to our elective courses to give our 9th grade students more choices under HB5 requirements.		Staff	Principals, Counselors, CATE Director		Local Funds	August 2015-June 2016
14 College and Career Center: Students can research college/career choices using computers and printer. They can also research scholarships and financial aid information. The room will be equipped with current literature on colleges and universities. Parents are also invited to use the resources.		Students and Parents	Counselors		GEAR UP and Local Funds	August 2015-June 2016
15 Continue to improve in UIL Academics. Students will be competing in virtual meets starting in October.		Students	Staff		Time, Local Funds	August 2015-June 2016
16 Students will be trained in test taking strategies for the ACT Test.		Students	Counselors, Principal		Local Funds, Gear Up	August 2015-June 2016
17 MHS met the 37 of 40 requirements in the State System Safeguards. MHS was below the required level in reading in three subgroups. These students will be placed in our EOC remediation classes and will also be entered into our RTI program.		Students	Staff		Staff, Students	August 2015-June 2016
18 We currently have seven juniors who are enrolled in the GWAMA program with Waco ISD. They travel to the GWAMA campus each day to receive instruction in science, math, and in their CTE specialty area (welding or robotics).		Students	Students, CATE Director		Transportation	August 2015-June 2016
19 We currently have five juniors who are enrolled in the GWAHCA program with Waco ISD. They will take		Students	Students, CATE Director		Transportation	August 2015-June 2016

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline
extensive coursework in nursing, medical equipment technology and soft skills needed by local healthcare providers. During their junior year they will earn their CNA certification and during their senior year, they earn their Advanced CNA certification.						
20 CIS will partner with the National Honor Society students to provide peer tutoring support to other students that need help in various subjects.		Students and Staff	Students, Staff, CIS Coordinator		Time	August 2015-June 2016

Teachers						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

Parents						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

2015-16 Campus Improvement Plan for Mexia High School

Area of Focus: Parents/Community Involvement

District Priority: Provide opportunities for parents and the community to become increasingly involved in the educational process of our students.

Campus Performance Objective: Objective 1: Increase opportunities for parents to interact with faculty and staff.
Objective 2: To increase opportunities for the community to interact with staff and students at MHS.

Formative Evaluation:

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline
1 Create opportunities for parents and staff to interact with each other. We have two days in our calendar for staff, student and parent conferences.		Staff and Community	Principal/Staff		Time	August 2015-June 2016
2 Freshmen Orientation Night 9th grade students will pick up their schedules during this time. Students and parents will have the opportunity to meet the teachers and visit classrooms.		Staff and Community	Principal		Refreshments	August 20, 2015
3 College Night activities Provides students and parents an opportunity to meet with representatives from colleges around the state to gather information about the programs they offer.		Staff and Community	Admin/Counselors		Local (\$100)	October 19, 2015
4 Online grade posting using Skyward. Teachers must post two grades per week.		Staff and Community	Teachers		Time	August 2015-June 2016
5 Use District website to provide parents with relevant information about the Mexia High School campus activities. Many staff members also use Remind 101 to distribute information to students and parents.		Staff and Community	Principal, IT Department, Staff		Time	August 2015-June 2016

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline
6 Create opportunities for the community to interact with staff and students. CIS provides opportunities through parent meetings and community service. CIS also provides many other opportunities through outreach programs.		Staff and Community	Principal, Campus CIS Representative		Time	August 2015-June 2016
7 Have students and staff be guest speakers and perform at local civic organizations.		Staff and Community	Principal and Sponsors		Time	August 2015-June 2016
8 HERO Club providing services to the community and to lower level campuses.		Staff and Community	Sponsors		Time	August 2015-June 2016
9 GEAR UP Program will provide activities for our 9th and 10th grade students. This will include academic and leadership field trips.		Staff and Community	GEAR UP sponsor, counselor, assistant principal		GEAR UP funds	August 2015-June 2016
10 College and Career Center: Students can research college/career choices using computers and printer. They can also research scholarships and financial aid information. The room will be equipped with current literature on colleges and universities. Parents are also invited to use the resources.		Students and Parents	Counselors		GEAR UP and Local Funds	August 2015-June 2016
11 Positive parent contacts with 1st period students during the first two weeks of school.		Students and Parents	Staff		Time	August 24-September 4, 2015
12 All teachers will be required to place daily assignments on their Google Calendar. Parents and students will have access to this information through Google.		Students and Parents	Staff		Time	August 2015-June 2016

Teachers						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

Parents						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

2015-16 Campus Improvement Plan for Mexia High School

Area of Focus: Encouraging Environment

District Priority: Create an encouraging environment where moral values and character are exemplified and encouraged.

Campus Performance Objective: Objective 1: Increase efforts to provide a safe and encouraging learning environment for MHS students.
Objective 2: To improve character education throughout the campus.

Formative Evaluation:

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline
1 Create a safe and orderly learning environment for students and staff.		Students and staff	Principal		Time	August 2015- June 2016
2 Continue to review and revise the Crisis Response Plan.		Students and staff	Principal and Staff		Time	August 2015- June 2016
3 Drills each month to prepare for possible emergency situation.		Students and staff	Principal and Staff		Time	August 2015- June 2016
4 Continue use of K-9 for random searches of building, classroom and parking lot.		Students and staff	Assistant Principal		Contracted Services (Title IV)	August 2015- June 2016
5 Provide opportunities for character education to be taught in school. The Positive Behavioral Support Team will continue addressing ways to teach respect and character development during advisory.		Students and staff	Principal, PBST		Time	August 2015- June 2016
6 Acts of kindness and weekly drawings to recognize our students and staff that are making an impact on our campus. Also recognize students and staff members of the month at board meetings.		Students and staff	Counselors, Principal, Assistant principal		Time	August 2015- June 2016

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline
7	HERO Club activities in the community and at lower level campuses. GEAR UP activities for our students and staff.	Students and staff	Sponsor		Time	August 2015- June 2016
8	Increase attendance rate at Mexia High school. Work with parents and students that are having attendance problems. Daily notification to parents when students are not in attendance.	Students and staff	Principal, Attendance Staff		Time	August 2015- June 2016
9	Random Drug testing for all extracurricular activities.	Students and staff	Principal, Attendance Staff		Local Funds	August 2015- June 2016
10	CIS will help MHS address substance abuse prevention by inviting agencies/guest speakers.	Students and Staff	Campus CIS Coordinator		CIS	August 2015- June 2016
11	CIS will coordinate services from the community to offer to the needy students and their families.	Students and Staff	Campus CIS Coordinator		CIS	August 2015- June 2016
12	CIS will contact the Family Abuse Center/Advocacy Center to talk to students about safe dating, rape prevention, and other violence prevention.	Students and Staff	Campus CIS Coordinator		CIS	August 2015- June 2016
13	CIS will partner with local agencies to provide volunteering opportunities to all students.	Students and Staff	Campus CIS Coordinator		CIS	August 2015- June 2016
14	CIS will match students with adults that share similar career and community interest.	Students and Staff	Campus CIS Coordinator		CIS	August 2015- June 2016

Teachers						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

Parents						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

2015-16 Campus Improvement Plan for Mexia High School

Area of Focus: Progressive Environment

District Priority: Develop a positive, progressive environment that allows each staff member to be a vital part of the team.

Campus Performance Objective: Objective 1: Increase opportunities for staff to interact with each other during the day and after hours.
Objective 2: To improve staff development activities to meet the needs of the staff.

Formative Evaluation:

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline
1 Provide staff opportunities to meet as professionals and as colleagues.		Staff	Principal		Time	August 2015-June 2016
2 Hold department meetings at the end of each six weeks to improve communication throughout the campus.		Staff	Principal		Time	August 2015-June 2016
3 Continue to have faculty gatherings and luncheons to maintain and improve staff morale.		Staff	Principal and Courtesy Committee		Supplies (\$300) Activity Fund	August 2015-June 2016
4 Provide staff development on new actively engaged learning initiatives through Region 12 and Learning Keys and Instructional Rounds.		Staff	Principal and Director of Curriculum and Instruction		District Funds	August 2015-June 2016
5 Provide for Specific staff development activities for all staff members at MHS through Region 12 and Learning keys. also, through Instructional Rounds.		Staff	Principal and Director of Curriculum and Instruction		Local, District funds	August 2015-June 2016
6 Continued TEKS Resource System training and support through Region 12.		Staff	Principal and Assistant Principal		Administrative Team and ESC-12 support staff	August 2015-June 2016
7 Use student performance data to develop staff development activities.		Staff	Principal		Local funds	August 2015-June 2016

Students							
Strategies		Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline
8	Meet monthly with teachers to discuss data walks. We will look at strengths and weaknesses and find ways to improve as a staff.		Staff	Principal		Time	August 2015-June 2016

Teachers						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

Parents						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

2015-16 Campus Improvement Plan for Mexia High School

Area of Focus: Highly Qualified Staff

District Priority:

Recruit and retain highly qualified, culturally diverse, and effective employees.

Campus Performance Objective:

Objective 1: 100% of core area teachers will be highly qualified by the end of the 2015 – 2016 school year.

Objective 2: 100% of instructional paraprofessionals will meet the highly qualified standards by the end of the 2015-2016 school year.

Objective 3: 100% of new hires will meet highly qualified status prior to employment.

Objective 4: Opportunities and expectations for employees to continue developing their performance, leadership, and customer service skills will be provided

Formative Evaluation:

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline
1 Review and analyze certification documentation of all staff.		Staff	Principal		Time	August 2015-June 2016
2 Analyze data from all teachers' certifications, staff development, and service records to ensure that all meet Highly Qualified status.		Staff	Principal and Assistant Principal		Time	August 2015-June 2016
3 Assist teachers in maintaining or attaining certification through alternative programs, GT certification, ESL certification, coursework, and TExES testing in order to assure all staff is Highly Qualified.		Staff	Principal		Local Funds	August 2015-June 2016
4 Analyze data from paraprofessionals' files to ensure all instructional aides are Highly Qualified.		Staff	Principal		Time	August 2015-June 2016
5 Pay identified high need teaching positions an additional stipend of \$4,000. Would also like to look at paying a stipend to teachers in all tested subjects.		Staff	Director of Finance		Local, District Funds	August 2015-June 2016

Teachers						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

Parents						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

***2015-16 Campus Improvement Plan for Mexia High School**

Area of Focus:

District Priority:

Campus Performance Objective:

Formative Evaluation:

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

Teachers						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

Parents						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

2015-16 Campus Improvement Plan for Mexia High School

Area of Focus:

District Priority:

Campus Performance Objective:

Formative Evaluation:

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

Teachers						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline

Parents						
Strategies	Codes	Target Group	Person(s) Responsible	Title I SW	Resources	Timeline