Mineola Independent School District

Mineola High School

2019-2020 Goals/Performance Objectives/Strategies

Vision

The **VISION** of Mineola High School is to create a **safe**, **disciplined** learning **culture** that will **nurture**, **engage**, and **challenge** students so that they are **excited life-long learners** and **leaders**.

Core Beliefs

Pride Through Excellence

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Goals

Revised/Approved: September 18, 2019

Goal 1: Provide an exemplary instructional program for all students that promotes successful post-secondary college and career readiness while eliminating the opportunity gap.

Performance Objective 1: The percentage of graduates who have earned any one of the following: "college qualifying" score on the TSI, SAT, ACT, or military ASVAB exams, or received an industry certification will increase each year.

> **Evaluation Data Source(s) 1:** The number of students earning a credit on at least one of the College, Career, Military Readiness criteria will increase from 40% to 75% by 2021.

> **Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
TEA Priorities Connect high school to career and college 1) Provide funding for one ACT/SAT and TSI tests for students	Principals, Counselors	Number of students taking ACT, SAT and TSI tests			
	Funding Sources: 199.... Local - 0.00				
TEA Priorities Connect high school to career and college 2) Continue to provide multiple dual credit opportunities for our students. We will also provide 1/2 tuition reimbursement for all students taking dual credit courses upon successful completion of each course.	Teachers, Principals, counselors	Number of students participating in dual credit courses.			
	Funding Sources: 199.... Local - 27000.00				
TEA Priorities Build a foundation of reading and math 3) Offer structured math and ELA tutorials during the Power Hour, as well as remedial classes to help boost students performance on exams.	Math department, English Department, counselors, principal, dean	Increased pass rates on the exams			

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	**Mar**	**May**
4) Offer college prep class to meet college readiness requirement for students who fail all or a portion of the TSI.	Counselors, principals, ELA and Math teachers	An increase in the number of students achieving CCMR.			

100% = Accomplished   0% = No Progress   ✗ = Discontinue

Goal 1: Provide an exemplary instructional program for all students that promotes successful post-secondary college and career readiness while eliminating the opportunity gap.

Performance Objective 2: Create an aligned instructional program focused on acceleration and interventions.

    Evaluation Data Source(s) 2: Improved performance on End-of-Course exams, benchmark tests, and all college ready assessments.

    Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	**Mar**	**May**
1) Continue to provide counseling services, homebound services, Saturday school, summer school, credit recovery, acceleration and tutorials for students at risk of dropping out of school.	ECO Teacher, Secretaries, Principals	Improved graduation rate			
2) Offer eSchool Online Learning Lab to provide credit recovery, early graduation, online dual credit, test remediation, and first time credit courses to allow students more options in course selection and graduation plans.	eSchool teacher, counselors, administrators	Increased number of students taking online dual credit, online courses, and test prep courses.			
Comprehensive Support Strategy 3) Provide ESL class and services to help our ESL students by addressing English language acquisition skills.	ESL teacher	Improved TELPAS and EOC scores			
Comprehensive Support Strategy 4) Expand Reading Intervention classes for incoming freshmen who are reading significantly below grade level, based on multiple data sources.	English teachers	Improved reading levels as evidenced by performance on EOC and benchmark tests.			
100% = Accomplished 0% = No Progress ✖ = Discontinue					

Goal 2: Prepare our students for the challenges of the 21st century with unique learning opportunities that utilize technology, engaging instructional practice, and quality co-curricular and extra-curricular programs. (Innovation and Technology)

Performance Objective 1: Provide training relevant to the use of technology in classroom instruction

    Evaluation Data Source(s) 1: Evidence that teachers are integrating new and innovative technology into their lessons.

    Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	**Mar**	**May**
1) Continue 1:1 Chromebook initiative.	Technology Staff, Principals	Evidence of student engagement with technology and meaningful integration in the classrooms.			
2) Require all teachers to utilize Google Classroom as the standard digital learning platform for assigning and collecting student work.	teachers and administrators	Increased student accountability for turning in assignments.			
		100% = Accomplished 0% = No Progress ✗ = Discontinue			

Goal 2: Prepare our students for the challenges of the 21st century with unique learning opportunities that utilize technology, engaging instructional practice, and quality co-curricular and extra-curricular programs. (Innovation and Technology)

Performance Objective 2: Develop and maintain extra-curricular and co-curricular programs that serve to get students plugged in and connected to school, thereby increasing student motivation and achievement.

Evaluation Data Source(s) 2: More students will be involved in extra-curricular and co-curricular programs.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	**Mar**	**May**
1) Continue utilizing the Power Hour lunch program to encourage all students to get plugged in to extra-curricular clubs, organizations and academic UIL opportunities.	Principals, counselors, teachers and staff members	More students involved in extra-curricular activities.			
2) Continue to offer AVID classes.	Principals and AVID instructors	AVID students who are involved and engaged in school and higher rate of college acceptance among this group.			
3) Offer the co-curricular and extra-curricular fair during the first week of school to allow students to select clubs and organizations to join and participate in.	Club Sponsors	More students signed up to participate in extra and co-curricular activities.			
4) Continue to offer and promote academic UIL.	UIL sponsor and coaches Principals	More students competing in academic UIL, and more students placing.			
5) Homeroom mentoring program to provide instruction in character ed and Core Values.	Teachers, Principals, Counselors	Number of students plugged in the extra-and co-curricular activities; Reduction in the number of high school drop outs; increase in attendance rates			
6) Continue to provide standard club meeting times during the school day each week to enable more students to participate in clubs, organizations, and academic UIL.	Teachers, counselors, administrators	More students involved in school activities			
7) Provide a Freshman Seminar class for freshman students. The class will be AVID based, and will focus on college and career planning, literacy, study skills, etc.	AVID teacher	Improvement in all areas of EOC testing, reduced discipline			

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	**Mar**	**May**
	100% = Accomplished	0% = No Progress	✕ = Discontinue		

Goal 2: Prepare our students for the challenges of the 21st century with unique learning opportunities that utilize technology, engaging instructional practice, and quality co-curricular and extra-curricular programs. (Innovation and Technology)

Performance Objective 3: Provide quality, research-based instructional strategies that will engage students and improve student achievement.

Evaluation Data Source(s) 3: Well developed lesson plans, as well as evidence of student engagement in the classrooms.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Lesson planning guidelines that support effective instruction in the classroom. Lessons submitted each Monday morning by 8:00 am and reviewed by campus principals.	Principals and teachers	Quality lesson planning documents			
2) Professional development in the area of research-based and effective teaching strategies.	Principals	Evidence of quality instruction as evidenced through lesson plans and classroom observations.			
3) Require all staff to develop Scope and Sequence documents that outline the TEKS and standards being taught for the year, as well as course syllabus documents.	Teachers, principals	Quality and completeness of documents submitted.			
4) Continued use of DMAC to disaggregate data from all major core assessments.	Teachers, Principals	Increased mastery on student assessment instruments.			
Comprehensive Support Strategy 5) Continued implementation of campus developed innovative literacy initiative throughout every academic, elective, and vocational class. Literacy initiatives include: Essay Writing, Short Answer Response, Annotation of Reading, Student Binders, Cornell Note Taking, and public speaking.	All Teachers, Principals	Increase literacy rate among students and increased performance on state assessments.			
6) Continued use of state-developed TTESS teacher evaluation system.	Administrators	Improved instructional practice and teacher growth.			
7) Continue weekly grade checks through the Homeroom classes to monitor and help students stay focused on academic performance.					

100% = Accomplished   0% = No Progress   ✗ = Discontinue

Goal 3: Provide a safe and secure learning environment with state of the art facilities and resources. (Safety)

Performance Objective 1: Meet the safety and security needs of students and staff, including the teaching and encouraging of positive school wide behavior

    Evaluation Data Source(s) 1: Regularly scheduled drills, program evaluations, and campus safety walks will offer information and data that will inform future safety decisions.

    Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	**Mar**	**May**
1) Provide SAC and DAEP services for students who violate the student code of conduct. FTE 2	Dean of Students				
Funding Sources: State Comp - 74115.00					
2) Provide training on bullying, dating violence, early mental health, suicide prevention, substance abuse, sexual harassment and conflict resolution	Campus Principal and counselors	Decrease in incidents			
3) Require all visitors to check in to the school via the Raptor scanning and security system. All exterior doors are locked and equipped with electronic openers to keep people from entering.	Secretaries, Principals	Decrease in unauthorized visitors entering the building.			
Funding Sources: 199.... Local - 480.00					
4) Utilize random drug testing of all students who participate in UIL or team activities and those who park on campus.	Principals, Secretaries	Decrease in the number of students testing positive for drugs.			
5) Continued use of the Standard Response Protocol, along with routine safety drills.	Secretaries, Principals	The number of students following proper procedure.			
6) All campus personnel will be trained in ALICE for campus safety protocol.	Dean of Staff and Students	Teachers will be prepared in the event of an emergency.			
7) Maintain a district police department to incorporate the use of campus SRO's to help monitor student safety.	Principals	Improved visibility and reduced threat.			
8) Classroom door locks that can be used to keep intruders out.	Teachers and principals.	Increased and improved safety of students.			
100% = Accomplished 0% = No Progress ✗ = Discontinue					

Goal 4: Recruit, develop, and retain excellent employees who are part of the Mineola community and who are focused on quality service to our students and their families. (Highly Qualified Staff)

Performance Objective 1: Provide opportunities for staff to receive on-going professional development and additional certification training as determined by needs.

Evaluation Data Source(s) 1: Number of teachers participating in professional development

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	**Mar**	**May**
1) Provide staff development opportunities that will help teachers grow and develop as required by the new TTESS evaluation system.	Principals, Teachers	Demonstration of new learning as evidenced through classroom observation and lesson plan development.			
2) District calendar that provides full-day planning and professional development opportunities a minimum of once per six weeks.	Principal, Instructional Technologist	Improved instructional performance as evidenced through classroom observations.			
	100% = Accomplished	0% = No Progress	✖ = Discontinue		

Goal 5: Increase partnerships and engagement with staff, parents, students and patrons of Mineola ISD. (Communications and Community Involvement)

Performance Objective 1: Provide an increased number of parent involvement activities and ways to communicate with the community to keep them informed about school events.

Evaluation Data Source(s) 1: Increase parent involvement and improved responses on parent surveys.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Provide parent night to review graduation requirements and FAFSA	Counselors and Principals	Number of parents attending.			
2) Offer the Skyward Parent Portal as a way of helping parents keep up with student academic standing, as well as attendance and discipline.	Secretaries, Teachers, Principals	More parent involvement			
3) Provide multiple events and opportunities for parents and community members to attend, including: band and choir concerts, Fall Musical, One Act Play, banquets, awards ceremony, Veteran's Day program, etc.	All school staff, Principals	Community participation			
4) Provide 8th Grade parent and student orientation night.	Counselors and Principals	Number of parents attending			
5) Use Facebook, Twitter, Remind, School Messenger and MHS website to keep parents informed about current school events and information.	Principal, Dean, Instructional Technologist	Improved communication with parents.			
Funding Sources: 199.... Local - 1825.00					

100% = Accomplished   0% = No Progress   ✗ = Discontinue

Goal 5: Increase partnerships and engagement with staff, parents, students and patrons of Mineola ISD. (Communications and Community Involvement)

Performance Objective 2: Provide incentives and programs that promote student spirit, involvement, academic success, and improved attendance.

Evaluation Data Source(s) 2: An increase in the number of students involved in school activities, and a decrease in student absences.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Continue use of a split lunch schedule to provide all students ample time and space to eat a nutritious lunch.	Principals, Cafeteria Staff	Improved flow in cafeteria and increase in the number of students eating school lunches.			
2) Continue semester exam exemption policy to improve attendance with senior students. Requirements include: No more than 3 absences, 80 average in all classes, no SAC or DAEP.	Secretaries, Principals	Improved student attendance among senior students.			
3) Scheduled pep rallys for home and playoff games, and Power Hour lunch to increase student involvement.	Principals, cheer sponsors, teachers	Increase student involvement.			
	100% = Accomplished	0% = No Progress	❌ = Discontinue		

Goal 6: Operate in an efficient and effective manner to be good stewards of available resources. (Fiscal and Operational Management)

Performance Objective 1: Prepare and complete a plan for budget that reflects fiscal responsibility

Evaluation Data Source(s) 1: Budget process includes all stakeholders

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Follow a zero-based budgeting process that is collaboratively developed and planned entirely in advance. All budget requests must be determined and planned through staff committees and agreed upon by all high school staff before presenting completed budget for district approval.	All staff, Principals	Development of a complete and well-planned budget document			
100% = Accomplished 0% = No Progress ✗ = Discontinue					

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	2	3	Provide ESL class and services to help our ESL students by addressing English language acquisition skills.
1	2	4	Expand Reading Intervention classes for incoming freshmen who are reading significantly below grade level, based on multiple data sources.
2	3	5	Continued implementation of campus developed innovative literacy initiative throughout every academic, elective, and vocational class. Literacy initiatives include: Essay Writing, Short Answer Response, Annotation of Reading, Student Binders, Cornell Note Taking, and public speaking.