

Mineola Independent School District

Mineola Middle School

2019-2020 Goals/Performance Objectives/Strategies



Table of Contents

Goals	3
Goal 1: Provide an exemplary instructional program for all students that promotes successful post secondary college and career readiness while eliminating the opportunity gap. (Educational Excellence)	3
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)	9
Goal 3: Provide a safe and secure learning environment with state of the art facilities and resources. (Safety)	12
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)	17
Goal 5: Increase partnerships and engagement with staff, parents, students and patrons of Mineola ISD. (Communications and Community Involvement)	18
Goal 6: Operate in an efficient and effective manner to be good stewards of available resources. (Fiscal and Operational Management)	21
Comprehensive Support Strategies	22

Goals

Revised/Approved: August 31, 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. (Educational Excellence)

Performance Objective 1: Increase the number of graduates who are college and career ready through alignment of resources and expansion of specialized study such as Gifted and Talented (GT) options, career explorations, and AVID.

Evaluation Data Source(s) 1: All Middle School Students will receive 2 semesters of a college preparatory class before entering High School.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
TEA Priorities Connect high school to career and college 1) AVID classes include 6-8 and increase participation.		Campus administration	Walk through documentation			
Funding Sources: 199.... Local - 6309.00						
2) Implement Model United Nations Program during the school day for Gifted and Talented students		Campus Administration/ELAR teachers	Awards and Recognitions			
TEA Priorities Connect high school to career and college 3) Continue the expansion of the Robotics Program including a STEM class.		Campus Administration/ELAR and Robotics STEM teacher	Awards and Recognitions			
Funding Sources: 199.... Local - 1500.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
Comprehensive Support Strategy Targeted Support Strategy TEA Priorities Build a foundation of reading and math 4) Professional Learning Communities and professional development opportunities will provide a focus on personalized instruction for math and ELAR.	2.5	Campus Principal and Instructional Coach	Increase in Map and STAAR scores of students on or above grade level by 3%.			
Funding Sources: MIZ Grant - 20000.00						
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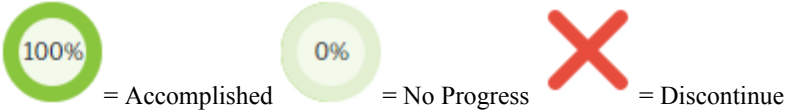
Goal 1: Provide an exemplary instructional program for all students that promotes successful post secondary college and career readiness while eliminating the opportunity gap. (Educational Excellence)

Performance Objective 2: Advanced Study classes will increase the meets and masters level performance in state testing.

Evaluation Data Source(s) 2: State testing will show a 3% increase from the previous year in the meet's and master's level of performance.

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
1) Advanced classes give students opportunities to advance at an accelerated rate.		Campus Admin	State Standards will show a 3% increase of the meets and masters level.			
2) Advanced classes will accelerate the learning for advanced students.		Campus admin	State testing will show an increase of a 3% increase with meets and masters level performance.			



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

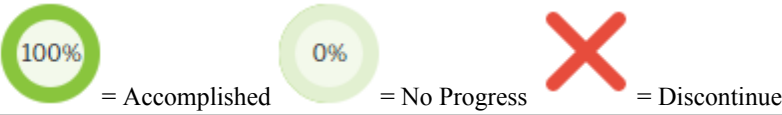
Goal 1: Provide an exemplary instructional program for all students that promotes successful post secondary college and career readiness while eliminating the opportunity gap. (Educational Excellence)

Performance Objective 3: Create an aligned instructional program focused on acceleration and interventions

Evaluation Data Source(s) 3: The number of students meeting the benchmark standards will increase 5%.

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
<p>Comprehensive Support Strategy Targeted Support Strategy 1) Use TAG and TEKScore as a nine weeks assessment to use data to target student weaknesses in STAAR objectives and TEKS.</p>	2.4, 2.5	Campus administration	Increase 5% with each benchmark administration from October to April.			
<p>Comprehensive Support Strategy Targeted Support Strategy TEA Priorities Build a foundation of reading and math 2) Professional learning communities implemented into the school schedule discuss best teaching practices for special population groups.</p>	2.4, 2.5	Campus administration	Walk throughs and evaluations show evidence of SIOP and AVID strategies.			
<p>Comprehensive Support Strategy Targeted Support Strategy 3) Math solution, ELA solutions, and Read 180 classes will be provided for struggling students. FTE 3.6</p>	2.4, 2.5	Campus Administration/Counselor	Student grades and teacher observation			
Funding Sources: Title 1 - 122925.00						
<p>Comprehensive Support Strategy 4) Vertical team meetings for writing held throughout the school year to discuss the scope and sequence of TEKS. Implement John Collin's writing campus wide to vertically align strategies through all core subjects.</p>	2.4, 2.5	Campus and District Administration	Meetings developed and implemented. Scope and Sequence established.			




Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Build a foundation of reading and math 5) Provide tutorials for students during activity period and math and ELA solutions.	2.5, 2.6	Classroom teachers and campus administration	Improvement on nine weeks grades.			
Comprehensive Support Strategy Targeted Support Strategy 6) Provide summer school for students who did not meet minimum expectations in core subject areas for promotion to next grade or failed to meet minimum requirements on STAAR assessment.	2.4, 2.5, 2.6	Campus Administration	Data to show improvement on test scores and grades.			
Comprehensive Support Strategy Targeted Support Strategy 7) Provide after school tutorials for math , reading, social studies and science for students at risk of failure.	2.4, 2.5, 2.6	Campus administration and teachers	Improvement of test scores and grades.			
8) Implement MTA program for Dyslexia.		Principal	Number of students served.			
						

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

Performance Objective 4: The percentage of students in grades K-8 who are on or above grade level in reading and math will increase by 3% in 2019 towards 10% increase 2020.

Evaluation Data Source(s) 4: Multiple Measures will be used such as MAP, STAAR, Benchmark, and AR records.

Summative Evaluation 4:

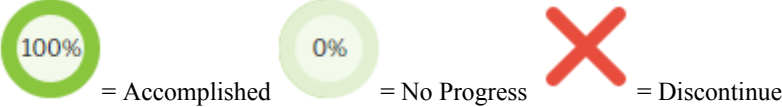
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
Comprehensive Support Strategy Targeted Support Strategy 1) Professional Learning Communities and professional development opportunities will provide a focus on blended instruction and personalized learning for math and ELAR.	2.4, 2.5, 2.6	Campus Principal and Instructional Coach	Increase in Map and STAAR scores of students or or above grade level by 3%.			
Funding Sources: MIZ Grant - 1500.00						
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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 of technology instruction documented in lesson plans.

Summative Evaluation 1:

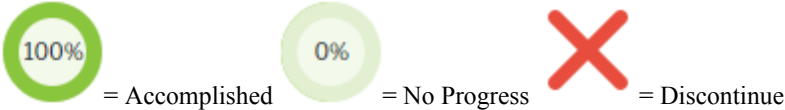
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
1) Provide Google training relevant to the use of technology in classroom instruction		Campus Administrators, Tech Director, teachers	Region 7 Technology Comp days.			
Comprehensive Support Strategy Targeted Support Strategy TEA Priorities Build a foundation of reading and math 2) Evaluate instructional software used for acceleration and tutorial of students at risk of failure	2.4	Campus and District Administration	Success on , IXL, and Map, Membean, No Red Ink, Moby Max, Newsella, Study Island			
Funding Sources: 199.... Local - 13107.00						
Targeted Support Strategy 3) E-sped software will be used to prescribe individual education needs for all special education students	2.4, 2.6	Special Ed. teachers	Differentiated instruction			
						

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: Implementation of activities to become a 21st Century technology school district.

Evaluation Data Source(s) 2: Evidence of technology instruction documented in lesson plans.

Summative Evaluation 2:




Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
1) Coaching support for classes and teachers. Teachers sign up for technology strategies taught to their classes.		Campus Administrators	Walk throughs and Evaluations			
2) Campus technology director position provided to assist teachers		Campus Administration	Evaluations and Observations			
						

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: Utilizing instructional technology in a blended environment where instruction is personalized to the learning of every child.

Evaluation Data Source(s) 3: Documentation in meetings, evidence of success through data tracking, evidence of success through surveys.

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
Comprehensive Support Strategy Targeted Support Strategy 1) Professional Learning Committees work to establish best practices. Personalized learning coach aides teachers in seeking relevant resources.	2.4	Campus Admin	Increase in state scoring.			
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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 schoolwide behavior.

Evaluation Data Source(s) 1: Reduction in discipline issues results in a safe and positive environment conducive to academic success.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
1) Raptor program will be used to scan all visitor's drivers licenses at each campus		Secretaries	Safe environment/ PEIMS Data			
Funding Sources: 199.... Local - 480.00						
2) All volunteers will submit to a background check		Superintendent	documentation on file/PEIMS data			
3) Implementing counseling services for students at risk for behavior, academic failure, truancy, peer conflict and pressure issues during impact hour		Counselor	Student success			
Funding Sources: 199.... Local - 99.00						
4) East Texas Council on Alcohol and Drug Abuse work with at risk groups to educate on decision making and promote health and personal development.		Counselor, Campus Administrators	Academic progress and reduction in discipline issues.			
5) Academic achievement for all students in DAEP will be maintained or will increase as measured by Edgenuity.		DAEP teachers, campus administration	Reports based on before and after data.			
6) Provide ISS and AEP services for students who violate the student code of conduct. FTE 1.0		Principal	Academic progress and reduction in discipline issues.			
Funding Sources: State Comp - 17675.00						
7) Provide a weekly character development during IMPACT hour that includes activities and speakers.		Counselor Teachers responsible for the program Campus Administration				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
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Goal 3: Provide a safe and secure learning environment with state of the art facilities and resources. (Safety)

Performance Objective 2: Positive educational opportunities

Evaluation Data Source(s) 2: Evidence of a safe and positive environment conducive to academic success due to preventative measures.

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
1) 6th grade Orientation to be implemented during jump start.		Principal, 6th Grade Teachers	Positive culture			
2) East Texas Counseling of Alcohol and Drug Abuse (ETCADA) curriculum taught in classrooms.		Principal, Counselor	Documentation			
3) The Fitness Gram is a way to promote positive health and fitness.		Physical Education staff	Increase success on fitness gram			

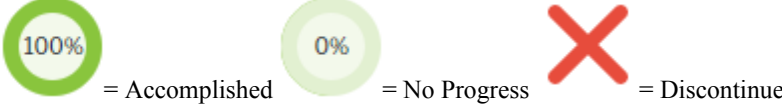
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 0% = No Progress
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Goal 3: Provide a safe and secure learning environment with state of the art facilities and resources. (Safety)

Performance Objective 3: To ensure that every student and parent are aware of counseling services and the districts revised bullying policies and procedures

Evaluation Data Source(s) 3: Evidence of a safe and positive environment conducive to academic success due to preventative measures.

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
1) Counseling services will be available to all students.		Counselor	Counseling logs will be in place.			
Funding Sources: Title IV - 645.00						
2) Incorporate system to report bullying anonymously by using the STOP IT app.		Counselor and Campus Admin	Documentation of Records			
Funding Sources: 199.... Local - 340.00						
3)) Provide training on bullying, dating violence, early mental health, suicide prevention, substance abuse, sexual harassment, and conflict resolution.		Campus Administration and Counselors	Decrease in incidents			
4) TBSI (restraint training) will be offered each year to the team at each campus.		Assistant superintendent	Number of staff trained			
						

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

Performance Objective 4: Create a safety response protocol and practice safety procedures 8 times a year in partnership with Mineola ISD police department.

Evaluation Data Source(s) 4: Students and staff understand and implement safety procedures in a timely manner.

Summative Evaluation 4:

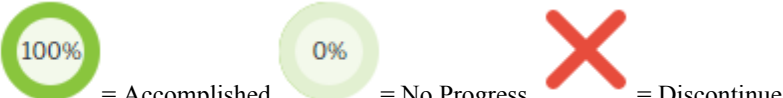
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
1) Educate staff on protocol.		Campus Admin	Effective practice procedures			

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: Professional development activities will be provided to complete Highly Qualified status.

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

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
1) The district will provide funds, such as test fees and certification fees, to help teachers meet HQ standards for ESL		Campus Principals and District Administration	Certifications and SIOP training			
2) Teachers will be provided opportunities to participate in GT training		Campus and District Administration	Certifications			
3) Provide opportunities for AVID training		Campus Administration	AVID Conference and Staff Training at Faculty Meetings.			
Comprehensive Support Strategy Targeted Support Strategy 4) Provide SIOP (Sheltered Instruction Observation Protocol) training and scheduled updates as a best practice approach for all students and specifically ELL and Economically Disadvantaged students.	2.4, 2.5, 2.6	Campus Administration	Lesson plans and walk throughs			
5) Participate in job fairs and posting of vacancies to actively recruit highly qualified applicants		Campus Administration	All positions filled with highly qualified staff			
6) The district will conduct an annual review of teacher certification/service records and paraprofessional training to ensure all meet highly qualified standards		Curriculum Administrator	All certifications show highly qualified staff			
						




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

Evaluation Data Source(s) 1: Increased number of parents and community members in attendance.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
1) Provide Meet the Teacher night during the first week of school	3.2	Teachers and Campus Administrators	Attendance			
2) Incorporate days in the calendar to support student-led conferences.		Teachers and Campus Administrators	Attendance			
3) Information will be disseminated to all eighth grade parents through Student Success Initiative		Campus Administration	Contact documented and put in Cumulative Records			
4) Parent-School Contracts will be completed by school and parents		Teachers and Campus Administration	Documentation of signatures			
5) Adult ESL classes will be offered to limited English speaking parents		Assistant Superintendent	Attendance			
6) Skyward Parent Portal will be available to parents for a timely dissemination of student grades		Campus and District Administration	High number of active participation			
7) Participation in Student Showcase Night for all students and parents allowing students to demonstrate and showcase their chosen projects for the year.		Campus Administration, teachers	Attendance documented			
8) Surveys of parental involvement will be administered annually		Campus Administration	Positive comments			
9) Remind 101, social media, and Skyward will be used campus wide to inform parents of upcoming events.		Tech support staff and campus administration	Active communication			
Funding Sources: 199.... Local - 1125.00						
10) An open environment will exist at the campus to promote parent involvement		Campus Administration	Active Participation			

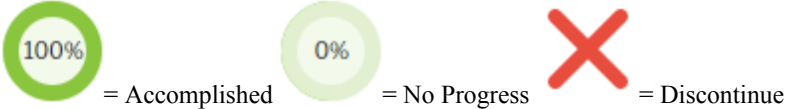
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
11) Parents will be provided information through the district School Reach phone system		Campus Administration	Active Communication			
Funding Sources: 199.... Local - 700.00						
12) Each teacher does 2 positive contacts documented every 9 weeks and two Jacket Pride decals to students who demonstrate Jacket Pride Excellence.		Campus Administration	Documentation			
13) Campus incentives are utilized to encourage attendance.		Campus Administration	Increased attendance rate			
14) Students will be given opportunities to research higher education admissions, Career Cruising, financial aid, Texas Grant programs, and Teach for Texas		Counselor	Number of students participating			
 = Accomplished  = 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 an ESL parent night to create a partnership and explain the goals and exiting criteria of an ESL student.

Evaluation Data Source(s) 2: Increased number of parents attending.

Summative Evaluation 2:

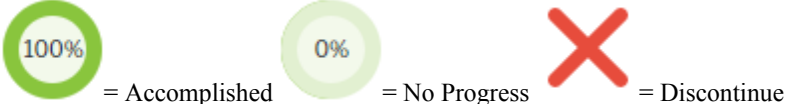
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
Targeted Support Strategy 1) ESL Parent Night to discuss goals and exiting criteria.	3.2	Campus Admin, ESL teachers, and ESL coordinators	Parents learn about state testing, ESL support, and exit criteria.			
						

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

Performance Objective 1: Be fiscally responsible with funds.

Evaluation Data Source(s) 1: Staff participation in the budget process.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Mar	May
1) Campus teams will meet to determine budgets		Campus Principal	Minutes recorded			
2) Principals approve all campus level requisitions		Campus Principals	Documentation			
3) Include all faculty and staff in the budgeting process.		Campus administration	monthly reports			
						

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	4	Professional Learning Communities and professional development opportunities will provide a focus on personalized instruction for math and ELAR.
1	3	1	Use TAG and TEKScore as a nine weeks assessment to use data to target student weaknesses in STAAR objectives and TEKS.
1	3	2	Professional learning communities implemented into the school schedule discuss best teaching practices for special population groups.
1	3	3	Math solution, ELA solutions, and Read 180 classes will be provided for struggling students. FTE 3.6
1	3	4	Vertical team meetings for writing held throughout the school year to discuss the scope and sequence of TEKS. Implement John Collin's writing campus wide to vertically align strategies through all core subjects.
1	3	5	Provide tutorials for students during activity period and math and ELA solutions.
1	3	6	Provide summer school for students who did not meet minimum expectations in core subject areas for promotion to next grade or failed to meet minimum requirements on STAAR assessment.
1	3	7	Provide after school tutorials for math , reading, social studies and science for students at risk of failure.
1	4	1	Professional Learning Communities and professional development opportunities will provide a focus on blended instruction and personalized learning for math and ELAR.
2	1	2	Evaluate instructional software used for acceleration and tutorial of students at risk of failure
2	3	1	Professional Learning Committees work to establish best practices. Personalized learning coach aides teachers in seeking relevant resources.
4	1	4	Provide SIOP (Sheltered Instruction Observation Protocol) training and scheduled updates as a best practice approach for all students and specifically ELL and Economically Disadvantaged students.