



# Mineola Strategic Plan Update

January 19, 2018



Strategy 1: We will ensure all students have a safe environment.

*Responsible: Mark Parkerson*

# Results Statement 1: Provide a safe and secure physical environment through a partnership with community, local emergency officials, parents, students, and staff.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	Administer a safety needs assessment to gather data from all stakeholders in order to formulate a plan of action to make our campuses better prepared for crisis and more secure for staff and students.	<b>Completed</b>
2	Create district/campus safety committees with community members, local emergency officials, parents, and staff to guide implementation.	<b>In Progress</b>
3.	Create and Implement a district-wide and campus specific standard protocol/crisis plan to provide safeguards to maintain a safe environment for all stakeholders from home to school and back home.	<b>Completed</b>
4	Build a positive partnership between local emergency officials and stakeholders at Mineola ISD through collaboration and district and campus involvement .	<b>Ongoing</b>
5	Conduct and analyze an Annual Safety Audit using an outside source to provide data that will be addressed by the Safety Committee to ensure a safe, physical environment.	<b>Completed</b>
6	Implement the use of a School Resource Officer or law enforcement presence in the district.	<b>Not Started</b>
7	Conduct a Facilities Audit of all buildings in the district with Safety being a component in the evaluation to provide students with an optimal safety level.	<b>Completed</b>
8	Provide training and practice activities for safety procedures and drills for all staff and students.	<b>Completed</b>
9	Provide parent education related to safety plans and procedures and ensure consistent processes.	<b>In Progress</b>

# Results Statement 2: Address the needs of the “whole student” by providing the character, behavior, social, and emotional skills needed for today’s learners.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	Provide counselors on all campuses at Mineola ISD.	<b>Not Started</b>
2	Administer an annual needs assessment to gather data from all stakeholders including students to formulate plans to address the needs of the “whole student.”	<b>In Progress</b>
3.	Develop a district plan for efficient implementation of a character education program that will address the needs of the “whole student.”	<b>In Progress</b>
4	Provide ongoing professional development in areas of character, behavioral, social, and emotional skills for all staff members.	<b>In Progress</b>
5	Implement a district-wide Anti-Bullying campaign that includes cyber-bullying.	<b>Completed</b>
6	Provide students with skills to develop behavioral, social and emotional capacity.	<b>In Progress</b>
7	Provide students with access to a peer mentoring program that will provide students with an extension to guidance efforts on campuses through peer to peer collaboration and teamwork.	<b>Ongoing</b>
8	Provide students with access to a teacher/ student mentoring program that will provide students with an extension to guidance efforts on campuses through building positive relationships with adults	<b>In Progress</b>
9	Provide students with access to a community/student mentoring program that will provide students with an extension to guidance efforts on the campuses through the building of meaningful relationships with community members.	<b>In Progress</b>
10	Implement a quality after-school program that provides a safe haven for students that will address the needs of the students.	<b>Not Started</b>
11	Create a campus system for a positive culture and climate.	<b>In Progress</b>
12	Create a webpage/link on the district website for student and parent resources that include character, behavioral, social, and emotional skills.	<b>Ongoing</b>

# Milestones (*Accomplishments*)



*Milestones include but are not limited to the following...*

- *STOP!T app rolled out on all campuses for anti bullying*
- *Emergency Management Plan in place*
- *Safety Audit Conducted with fire and police Department*
- *ALICE training for teachers*
- *Pandemic Flu plan in place*
- *Activities that addresses the whole student:*
  - Six Week Social Circle
  - Behavioral PLC's
  - Impact Hour
  - Conferencing with students
  - Anti bullying speakers
- Literacy Partners

# RECOMMENDATIONS & CONSIDERATIONS



- *Investigate and develop after school programs for students*
- *Investigate ways to expand counseling services*
- *Develop plan with local law enforcement for increased presence on campus and classroom lessons*
- *Expand K-12 character development program*



Strategy 2: We will ensure a culture of innovation among staff and students.

*Responsible: Jennifer Knipp*

# Results Statement 1: Engage students in flexible and personalized learning experiences.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	Structure of assessment designed to personalize instruction of student: Survey, standard-based reporting, Student Data	*Ongoing
2	Professional Development that is ongoing, authentic and useful to facilitate personalized learning	*Ongoing
3.	Flexible schedule for students to meet individualized needs	Ongoing
4	Various course offerings (online or face to face) and integrated course offerings: real world experience and classroom	*Ongoing
5	Differentiated Lesson Design (PBL, station rotation, a la carte, internships, etc.)	*Ongoing
6	Demonstrate mastery through student “voice and choice” (students develop assessment through collaboration with teacher)	Not Started



## Results Statement 2: Develop leadership capacity within the entire school, including students, staff and community.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	Provide time for Professional Learning Communities that allow for collaboration among teachers, students and community	*Completed
2	Foster mentoring relationships between teacher to student, student to student and teacher to teacher, and community and school	Not Started
3.	Utilize teachers as instructional coaches for collaboration and assistance to create a culture of cooperation	*Ongoing
4	Utilize community members as field experts	Not Started
5	Provide opportunities for all students to develop leadership skills through programs such as Model UN, AVID, Kid University, and other roles and responsibilities within the school	Ongoing
6	Develop a Student Leadership Class for upper level class officers and/or leaders of student organizations to facilitate communication with students, parents, and community members.	Not Started
7	Students are responsible for planning, setting up, and designing student activities, community service, and school/community joint projects.	Not Started

# Results Statement 3: Apply appropriate, effective, and efficient resources to provide a blended learning environment.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	Personalized PD of technology skills for effectively utilizing resources	Ongoing
2	Technology Infrastructure that supports the growing needs of the district with network support, Learning Management System (LMS) and data tracking system for student progress monitoring	Ongoing
3.	Class sets of devices consisting of a variety of technology K-8, 1:1 9-12	Ongoing
4	Instructional Technology support person per campus	Ongoing
5	Partnerships with community and global entities outside MISD such as universities, informal educators, and professionals in various fields of expertise	*Ongoing

# Milestones (*Accomplishments*)



*Milestones include but are not limited to the following...*

- *Personalized Learning Pilots (Raising Blended Learners) scaled year 2 to all 4 campuses (1, 2, 5)*
- *Technology Boot Camp – Two sessions offered twice*
- *Internship with Ford*
- *Career Day*
- *Flex scheduling at HS and Buzz time at ES and MS*
- *Creation of e-School at HS for online and dual credit courses*
- *Change of Librarian to Media Technology Specialist for technology support*
- *PLC time and time built into calendar for analysis of student performance and needs*
- *Chromebooks 1:1 at HS, class sets in progress at MS*
- *Literacy Partner program with community*

# RECOMMENDATIONS & CONSIDERATIONS



- *Develop student leadership program on each campus*
- *Design a peer mentoring program*
- *Expand opportunities for adult mentoring*
- *Create a plan for service learning by students and determine a coordinator to help develop partnerships with the community*



Strategy 3: We will ensure a supportive system that develops exceptional staff.

*Responsible: Jennifer Knipp*

# Results Statement 1: Provide a positive culture of support to all staff members.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	Provide quality professional development for all staff members including substitute personnel	*Completed
2	Mentoring program for new and/or struggling teachers •Time to collaborate with mentor/lead teachers for support	Not Started
3.	Open, effective, and consistent communication to all staff members	Ongoing
4	Staff support groups •New/struggling teachers •Veteran teachers •Other staff members	Not Started
5	Relationship strengthening to include team building among all staff on campus	*Ongoing

# Results Statement 1: Provide a positive culture of support to all staff members. (cont.)



#	Action Step	Progress (Completed, Ongoing, Not started)
6	Principal-led relationship strengthening among staff <ul style="list-style-type: none"> <li>•Open, positive, communicative</li> <li>•Promote team building, relationship development, sharing professional success</li> </ul>	*Ongoing
7	Annual administer student, staff, and community culture survey <ul style="list-style-type: none"> <li>•Use data to drive decision making for support groups and mentoring programs</li> <li>•Complete at semester for feed forward instead of feedback</li> </ul>	Not Started (LEAP survey, Super Survey?)
8	Provide for staff recognition	*Ongoing
9	Use exit interview data to continue culture of support	Completed

# Results Statement 2: Develop proficient educators through professional learning opportunities in order to provide high quality instruction.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	Time to collaborate in Professional Learning Communities (PLC) with colleagues along with time for mentor/lead teachers support	*Completed
2	Administer learning/PD survey including multicultural awareness •Use data to drive decision making for relevant professional development	Not Started
3	Professional Development (PD) •Relevant, content specific, differentiated •Provide time for job-embedded PD	*Completed
4	Create opportunities to grow teacher leaders •Observe/collaborate across classrooms, campuses, and other districts •Reward continuing education for all employees, including public recognition •Provide a support system for educators who desire career advancement	*Ongoing
5	Implement new teacher and administrator evaluation system (T-TESS and T-PESS) with fidelity •Provide PD specific to the newly-implemented evaluation system •Calibrate evaluation scoring to ensure consistency and validity	Completed



# Milestones (*Accomplishments*)



*Milestones include but are not limited to the following...*

- *Teaching Learning Leaders (TLL) to support Personalized Learning (Cohorts for 18-19)*
- *High functioning PLCs teams and Staff Development*
- *Literacy and Math PD specific to needs*
- *Raising Blended Learners Site Visits in and out of district*
- *Instructional framework developed and aligned to the teacher evaluation system (T-TESS)*
- *Annual customer satisfaction survey of staff regarding campus and district departments*
- *District instructional calendar developed to incorporate teacher planning time*

# RECOMMENDATIONS & CONSIDERATIONS



- *Create strong mentoring program for teachers new to profession and new to Mineola ISD*
- *Develop teacher incentive and rewards program to recognize teacher accomplishments*
- *Develop comprehensive professional development plan to include cultural awareness, social-emotional needs of students, and personalized learning for teachers*

Strategy 4: We will ensure open communication with the community that is timely and relevant.



*Responsible: Kim Tunnell*

# Results Statement 1: Reach all populations of Mineola ISD and the Mineola community in an effective and timely manner.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	Add a Director of Communication that is preferably bilingual at the District Level.	Not Started
2	Add a Campus Communications Coordinator that is an aid or an employee with a stipend.	Not Started
3.	Provide all district or campus (written and verbal) communications in Spanish and English.	Ongoing
4	Separate campus meeting at the beginning of the year for Hispanic parents, where we identify parent liaisons, and build relationships.	Ongoing
5	Website with current centralized calendar and current schedules in standardized format to ease navigation. One district calendar and separate campus calendars on campus pages. •Student organization officers, coaches, sponsors, teachers, and administrators are responsible for getting information for campus and district calendars.	Completed website Ongoing communication
6	Link and organize all school social media to provide direct access for all parties about events at MISD.	Completed
7	Develop and utilize mobile app to push real time information. Allow users to choose what all notifications they wish to receive.	In Progress
8	Investigate options for having an electronic message board downtown for current information.	Not Started
9	Video message board or monitor in strategic locations on each campus.	Not Started
10	Set spot in Mineola Monitor for school information.	In Progress
11	Schedule a weekly mass phone communication update of upcoming activities, by campus, for those without access to other technologies.	Ongoing

# Results Statement 2: Join the community and the schools in a seamless, mutual relationship of communication, involvement, and service.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	Students are routinely volunteering in the community to foster a culture that grows servant leaders.	In Progress
2	Students need to make their availability to volunteer known to the community and service organizations. •Contact list of service organizations and volunteer opportunities (updated annually in April)	Ongoing
3.	Make positive contact with the parents of homeroom students as warranted to ensure all parents receive a positive contact with the school.	Ongoing
4	Investigate the process to create an educational foundation for Mineola ISD.	Completed
5	Utilize community members to educate, to motivate, to inspire, and to assist with career information and choices. •Compile contact list and update annually •Encourage classroom utilization of community members in specified fields	Ongoing
6	Each campus hosts an annual “Career Day” that is led and produced by student leaders	Not Started
7	Recognize students at school board meetings for outstanding service.	Not Started

# Milestones (Accomplishments)



*Milestones include but are not limited to the following...*

- *Established an Education Foundation which gave out \$14,997 in teacher grants in 2017*
- *Updated the District and Campus website*
- *Every campus has Remind to push our reminders on phones*
- *Every campus has a Facebook page to highlight celebrations and information*
- *Parent registration night for Spanish speaking families*
- *New District message board donated by Coca-Cola*
- *Literacy Partner program with partnership with community*
- *Student recognition at Civic Center 2 times per year*

# RECOMMENDATIONS & CONSIDERATIONS



- *Utilize students to help coordinate communicate and marketing through CTE class*
- *Create a Profile of a Learner to develop a plan for student portfolios with a service component requirement*
- *Create a committee and plan for Hispanic involvement to increase engagement and communication*
- *Create a student committee that meets with the superintendent to provide insight and input with recommendations to administration and the Board of Trustees*
- *Create video messaging on campuses and online*

Strategy 5: We will ensure that our facilities support a learner-centered environment.



*Responsible: Kim Tunnell  
Mark Parkerson*



# Results Statement 1: Provide students a fine arts PreK through 12 program emphasizing an environment of excellence through dance, music, theater, and visual arts in collaboration with the community.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	<p>Form advisory committee, made up of representatives from all campuses, along with community members, to develop an aligned fine arts curriculum and program of instruction from Pre-K – 12<sup>th</sup> grade.</p> <ul style="list-style-type: none"> <li>•Research and visit other schools with successful fine arts programs.</li> <li>•Establish short and long-term goals for the MISD fine arts program.</li> <li>•Develop partnerships with local and community performing artists and groups to facilitate internships and school-based instruction and performances.</li> <li>•Develop partnerships with local and community fine arts venues that might offer alternative choices for student performances outside of the school setting.</li> </ul>	Completed
2	<p>Increase the number and frequency of public performances by students at all grade levels.</p>	In Progress
3.	<p>Conduct facilities assessment to evaluate our current facilities and equipment, and to make recommendations regarding future needs.</p>	Completed
4	<p>Offer music at the primary school, along with resources and staffing for all fine arts programs at MISD.</p>	Completed

## Results Statement 2: Create innovative learning spaces to facilitate student collaboration, engagement, and creativity through the efficient use of taxpayer funds.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	<p>Hire an outside firm to conduct a facilities audit with a focus on 21<sup>st</sup> century and innovative space needs. The audit must contain:</p> <ul style="list-style-type: none"> <li>•Growth and population trends</li> <li>•Workforce trends and needs</li> <li>•Review of every district facility and property</li> <li>•Recommendations for future building and/or remodeling that would meet the needs and expectations of all district stakeholders</li> </ul>	Completed
2	<p>Form an advisory committee, made up of members from all campuses as well as community members:</p> <ul style="list-style-type: none"> <li>•Review the facilities audit report</li> <li>•Research 21<sup>st</sup> century school and space designs and trends</li> <li>•Conduct student (current and former) and community surveys to determine what they would want to see in an innovatively designed school facility.</li> <li>•Create a list of district priorities.</li> <li>•Develop short-term goals (quick wins) for the first year, as well as a five-year plan for district and space needs.</li> <li>•Present the plan to the MISD school board.</li> </ul>	Completed
3.	<p>Have campus committees at each MISD campus create plans and make recommendations for existing spaces to meet our immediate needs.</p>	Ongoing

# Results Statement 3: Expose all Pre-K through 12th grade students to a variety of career and technical programs.



#	Action Step	Progress (Completed, Ongoing, Not started)
1	Hire an outside firm to conduct a facilities audit and make recommendations regarding facility needs.	Completed
2	<p>Form an advisory committee, made up of members from all campuses as well as local business and college representatives.</p> <ul style="list-style-type: none"> <li>•Assess the current career and technical program from grades Pre-K-12, including programs offered, career exploration, internships, facilities, curriculum, certifications, etc.</li> <li>•Research job shadowing, internships, work co-ops, and business partnerships.</li> <li>•Research distance, online, and virtual learning opportunities related to career and technical courses.</li> <li>•Determine areas of focus for future planning, staffing, and funding. What pathways will we offer?</li> <li>•Reach out to local colleges and technical schools to determine the need and possibility of developing a career and technology hub facility in our district that would be available to local schools.</li> <li>•Develop a Plan of Action outlining program objectives, along with short and long-term goals for all grade levels to expose them to career options.</li> </ul>	Completed and Ongoing
3.	Partner with local colleges and technical schools on Career and technical skills training and programming.	In Progress
4	Allow and encourage career professionals in all areas to visit schools and provide valuable career information and advice to our students in all grade levels.	In Progress

# Milestones (*Accomplishments*)



*Milestones include but are not limited to the following...*

- *Fine Arts Task Force committee has met over past year to align missions and form partnerships*
- *Meet the Masters art program started Fall 2018 with help of Mineola League of the Arts*
- *A primary music teacher was hired and a K-12 music program is being aligned*
- *Facilities committee created a long term facilities plan*
- *Campuses are using flexible seating and spaces for learning*
- *New CTE programs (Phlebotomy, Auto Tech, Construction and Welding)*
- *Expanding CTE programs with EKG, CNA, Ranch Management and Education certifications and course pathways*
- *Partnerships with Grace Community Ministries and Longhorn Ford for internships*
- *Students are performing and serving through Christmas caroling, Caring and Sharing work, and other civic organizations*

# RECOMMENDATIONS & CONSIDERATIONS



- *Develop service projects for students on short term and ongoing basis*
- *Create an 8th grade signing day for families as students determine their pathway for High School*
- *Develop marketing material and information regarding CTE options*

# DESIGN TEAM OPTIONS:

- *Portrait of a Learner*
- *Service Learning Program Development*
- *Parent Engagement*
- *Other.....*

