

McGregor Independent School District
McGregor High School
2023-2024 Campus Improvement Plan

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Goals

Goal 1: We will ensure that all facilities are safe and secure with a focus on student learning, while also planning with our community for sustainable growth in the future.

Performance Objective 1: The MHS administrative team and school resource officer will ensure that all exterior doors of the building are secure and that any items available for the purpose of propping are out of reach and visibility.

High Priority

Evaluation Data Sources: digital check-off and sign-off sheet shared among campus administrative team and school resource officer.





Strategy 1 Details	Reviews			
<p>Strategy 1: Campus administrators and SRO will conduct weekly exterior door checks and log details onto shared digital Google sheet.</p> <p>Strategy's Expected Result/Impact: Percentage for frequency of weekly door checks and monitoring will be at 100%.</p> <p>Staff Responsible for Monitoring: MHS campus administrators and school resource officer.</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: We will ensure that all facilities are safe and secure with a focus on student learning, while also planning with our community for sustainable growth in the future.

Performance Objective 2: The MHS administrative team and office staff will ensure that all visitors and parents not employed by MISD check into the front office via the Raptor check-in system.

High Priority

Evaluation Data Sources: Raptor sign-in data sheet





Strategy 1 Details	Reviews			
<p>Strategy 1: Front desk receptionist and office staff are properly trained to utilize the Raptor system for visitor sign-ins and understand protocols for having visitors on campus.</p> <p>Strategy's Expected Result/Impact: 100% of all MHS visitors will be checked in through the Raptor systems.</p> <p>Staff Responsible for Monitoring: MHS office staff and administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: We will ensure that all facilities are safe and secure with a focus on student learning, while also planning with our community for sustainable growth in the future.

Performance Objective 3: The MHS administrative team will ensure that all teachers and students receive proper training for response to emergency situations via consistent implementation of campus drills including: fire, lockdown, and severe weather drills.

High Priority

Evaluation Data Sources: data saved onto Raptor Emergency Management application and administrative observation data

Strategy 1 Details	Reviews			
Strategy 1: Emergency drills will be pre-planned and documented via Raptor.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: We will ensure that all facilities are safe and secure with a focus on student learning, while also planning with our community for sustainable growth in the future.

Performance Objective 4: The MHS administrative team will ensure appropriate use of the Raptor Emergency Management application for timely notification of drills and emergencies to teachers, staff, and district administrators.

High Priority

Evaluation Data Sources: Raptor Emergency Management application data, and calendar notifications of pre-assigned drills

Goal 1: We will ensure that all facilities are safe and secure with a focus on student learning, while also planning with our community for sustainable growth in the future.

Performance Objective 5: The MHS administrative team will ensure that all parties involved in the school behavioral threat assessment team receive formal training through the education service center (to now include counselors this 2023-2024 school year).

Evaluation Data Sources: Certificates of completion awarded by Education Service Center for each party.

Goal 1: We will ensure that all facilities are safe and secure with a focus on student learning, while also planning with our community for sustainable growth in the future.

Performance Objective 6: The MHS administrative team will work in collaboration with district administrators and the campus nurse to ensure that all students and teachers receive proper training regarding the dangers of fentanyl.

High Priority

HB3 Goal

Evaluation Data Sources: Certificates of completion and/or sign-in sheet documenting persons who have received training.

Goal 1: We will ensure that all facilities are safe and secure with a focus on student learning, while also planning with our community for sustainable growth in the future.

Performance Objective 7: The MHS administrative team will work in collaboration with district administrators and the campus nurse to ensure that all teachers and staff receive proper training regarding how to identify symptoms of potential overdose, as well as how to appropriately administer Narcan to individuals in distress.

High Priority

HB3 Goal

Evaluation Data Sources: Certificates of completion and/or sign-in sheet documenting persons who have received training.

Goal 1: We will ensure that all facilities are safe and secure with a focus on student learning, while also planning with our community for sustainable growth in the future.





Performance Objective 8: The MHS administrative team will work closely with district administrators to provide data and feedback regarding campus facility needs, conditions, and projected growth to bond committee members in preparation for future bond election.

Evaluation Data Sources: Campus needs assessment data

Goal 2: We will identify, recruit, develop, support, and retain a talented team of teachers, administrators, and staff that are prepared to meet the needs of every student.

Performance Objective 1: The MHS campus administration and at-risk coordinator will refine the current mentor teacher program with additional professional development opportunities in the areas of technology integration and classroom management techniques for teachers with little or no experience in the education profession.





Evaluation Data Sources: mentor/mentee walkthrough documentation

Strategy 1 Details	Reviews			
<p>Strategy 1: Mentors and mentees will meet twice a six weeks as well as observe one another's classroom for feedback on performance.</p> <p>Strategy's Expected Result/Impact: Observation data and feedback will be used to guide selection of professional development opportunities.</p> <p>Staff Responsible for Monitoring: At-risk coordinator and campus administration (Jennifer Millsap, Stephanie Zamora, Derek Oden, and Kimberly Johnson)</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: We will identify, recruit, develop, support, and retain a talented team of teachers, administrators, and staff that are prepared to meet the needs of every student.

Performance Objective 2: The MHS campus administration will facilitate professional development training based on The Fundamental Five framework.

Evaluation Data Sources: T-TESS evaluation data and teacher feedback

Strategy 1 Details	Reviews			
Strategy 1: Campus administrators will attend training on The Fundamental Five framework and collaborate with other MISD campus administrators to provide effective professional development opportunities for staff that are based on the Fundamental Five.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 2: We will identify, recruit, develop, support, and retain a talented team of teachers, administrators, and staff that are prepared to meet the needs of every student.

Performance Objective 3: All MHS core teachers will participate in professional learning communities that are relevant, collaborative, data-driven, and target student needs.

High Priority





Evaluation Data Sources: STAAR interim assessment data, STAAR data, six-weeks benchmark data, HMH lexile score assessment data

Strategy 1 Details	Reviews			
<p>Strategy 1: Professional Learning Communities will be organized by department and by grade level. Strategy's Expected Result/Impact: Core teachers will attend 100% of the available PLC meetings and will attend a makeup meeting with department head should they fail to attend. Staff Responsible for Monitoring: MHS administration</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: PLC meetings will occur twice a six weeks during the school year. Strategy's Expected Result/Impact: Core teachers will attend 100% of the PLC meetings. Staff Responsible for Monitoring: MHS administration</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will conduct benchmark exams once a six weeks and share student data in PLC meetings in order to identify student strengths and needs. Strategy's Expected Result/Impact: Benchmark data will drive lesson planning, professional development, and intervention. Staff Responsible for Monitoring: MHS administration and teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
<p>Strategy 4: All STAAR-tested subject areas will participate in STAAR interim assessments. Strategy's Expected Result/Impact: 100% of student body currently enrolled in a STAAR-tested subject or taking a STAAR remediation course will take the STAAR interim assessment and receive intervention based on their specific areas of need. Staff Responsible for Monitoring: MHS administration and MHS teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			

Strategy 5 Details	Reviews			
Strategy 5: All MHS core teachers will receive relevant feedback from a trained professional with PLC expertise from the local education service center in order to maximize the quality of time spent in PLC meetings.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: We will identify, recruit, develop, support, and retain a talented team of teachers, administrators, and staff that are prepared to meet the needs of every student.

Performance Objective 4: The MHS administrative team will effectively utilize the T-TESS evaluation tool in order to promote professional growth and support to MHS teachers.

Strategy 1 Details	Reviews			
Strategy 1: The MHS administrative team will work closely with district administrators to collaborate and calibrate T-TESS evaluation techniques in order to provide teachers with accurate feedback to promote their professional growth.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: The MHS administrative team will utilize T-TESS evaluation data in order to provide professional development opportunities that target needed areas for improvement of teacher performance.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: We will identify, recruit, develop, support, and retain a talented team of teachers, administrators, and staff that are prepared to meet the needs of every student.

Performance Objective 5: MHS administrators will attend professional development opportunities to lead more effective and productive professional development training for teachers.





Goal 2: We will identify, recruit, develop, support, and retain a talented team of teachers, administrators, and staff that are prepared to meet the needs of every student.

Performance Objective 6: MHS will secure the addition of an ESL teacher to campus staffing in order to meet the needs of English language learners and to provide support across all content areas.

Goal 2: We will identify, recruit, develop, support, and retain a talented team of teachers, administrators, and staff that are prepared to meet the needs of every student.

Performance Objective 7: The campus culture committee will develop and implement processes to improve staff morale, and to promote a positive work and educational environment.

Evaluation Data Sources: Culture Committee minutes and teacher surveys.

Strategy 1 Details	Reviews			
<p>Strategy 1: The campus culture committee will meet once a month to review and plan for important dates, events, and staff birthdays.</p> <p>Strategy's Expected Result/Impact: 100% of all MHS teachers and staff will receive celebration notifications for birthdays and special events.</p> <p>Staff Responsible for Monitoring: Culture Committee members and MHS administration</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 3: We will promote academic excellence through learning and enrichment programs that focus on student interest and engagement.

Performance Objective 1: The MHS administrative team and counselors will expand options in course availability to MHS and junior high school students.

High Priority

HB3 Goal





Evaluation Data Sources: Student surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: Course interest surveys will be pushed out to all high school and junior high students in early January 2024. Strategy's Expected Result/Impact: 100% of all high school students will provide feedback regarding their choices in course selection. Staff Responsible for Monitoring: MHS teachers, administrators, and counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: Transition Meeting opportunities, such as the Carousel of Courses, for current 8th graders preparing for entrance to 9th grade will be available. Strategy's Expected Result/Impact: 95% of all parents and students that attend Carousel of Courses will feel more comfortable and aware about the academic options available to their child in high school Staff Responsible for Monitoring: MHS campus administrators, counselor, and senior advisor</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: We will promote academic excellence through learning and enrichment programs that focus on student interest and engagement.

Performance Objective 2: After-school clubs targeting various interests will be made available to MHS students.

Evaluation Data Sources: student survey data and teacher feedback

Strategy 1 Details	Reviews			
Strategy 1: Student interest survey will be provided to student body in order to guide creation and implementation of student-interest clubs.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 4: We will prepare every student for success after high school through a variety of available pathways.

Performance Objective 1: The MHS administrative team and counselors will expand options in Career and Technical Education to students.

High Priority

HB3 Goal

Evaluation Data Sources: student survey data and student course selection data





Strategy 1 Details	Reviews			
<p>Strategy 1: MHS and junior high students will complete course interest surveys at the beginning of the spring semester in order to provide campus administration and counselors with relevant feedback to guide the scheduling, hiring, and master schedule processes.</p> <p>Strategy's Expected Result/Impact: 100% of the MHS and 8th grade student body will complete the course interest survey</p> <p>Staff Responsible for Monitoring: MHS senior advisor, counselor, teachers, and administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: All junior high and high school students will have the opportunity to attend a College, Career, and Military Readiness Fair hosted by MHS on 3/1/24, where students will be exposed to various college, business, and military representatives.</p> <p>Evaluation Data Sources</p> <p>Strategy's Expected Result/Impact: 100% of all MHS students present at school on the day of the fair will attend the CCMR fair</p> <p>Staff Responsible for Monitoring: MHS administrators, PEIM clerk, and counselors.</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: We will prepare every student for success after high school through a variety of available pathways.

Performance Objective 2: Students will have the option to participate in the LEAD mentorship program available at MHS in order to shadow professionals in the community and learn various careers.

Goal 5: We will develop the whole child by enhancing the social and emotional skills needed to thrive in an ever-changing world.

Performance Objective 1: The MHS campus will implement the Random Acts of Kindness Campaign to promote kindness and empathy among student body.





Strategy 1 Details	Reviews			
Strategy 1: MHS will promote the Random Acts of Kindness calendar for teachers and student body via weekly newsletter.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: MHS will actively participate in World Kindness Day event and similar events to promote the social wellbeing of all students.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: We will develop the whole child by enhancing the social and emotional skills needed to thrive in an ever-changing world.

Performance Objective 2: The Satchel Pulse mental health screening initiative will be implemented campus-wide.

High Priority

Evaluation Data Sources: Satchel Pulse survey results

Strategy 1 Details	Reviews			
Strategy 1: Teachers will provide input and feedback regarding observations concerning social emotional needs of students via Satchel Pulse program.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Students will provide direct feedback concerning their own social-emotional needs through Satchel Pulse program.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 5: We will develop the whole child by enhancing the social and emotional skills needed to thrive in an ever-changing world.

Performance Objective 3: Teachers, staff, and counselors will receive training and attend professional development opportunities focused on meeting all social emotional needs of students.

High Priority





HB3 Goal

Evaluation Data Sources: Documentation of attendance at Region 12 conferences and Satchel Pulse training.

Goal 6: We will increase the efficiency and effectiveness of systems within the district including communication with parents.





Performance Objective 1: MHS teachers and staff will utilize the ParentSquare platform in order to communicate school news, important events, and dates to parents and guardians of the high school student body.

Evaluation Data Sources: ParentSquare weekly newsletter submission by campus principal.

Strategy 1 Details	Reviews			
Strategy 1: MHS parents and guardians will receive online training regarding how to use the ParentSquare platform to communicate with staff, teachers, and administrators. Staff Responsible for Monitoring: Instructional technologist and campus administrators	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 6: We will increase the efficiency and effectiveness of systems within the district including communication with parents.

Performance Objective 2: The Spanish translation feature on Skyward will be promoted by campus administration, teachers, and staff in order to keep Spanish-speaking parents and guardians informed about school news, important events, and dates.

Strategy 1 Details	Reviews			
Strategy 1: Instructions concerning use of Skyward language translation tool will made available via weekly ParentSquare newsletters.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: We will increase the efficiency and effectiveness of systems within the district including communication with parents.

Performance Objective 3: MHS teachers and staff will receive training from campus administration regarding appropriate use of Informed K12 software to track, manage, and submit digital forms.

Goal 6: We will increase the efficiency and effectiveness of systems within the district including communication with parents.

Performance Objective 4: MHS teachers and staff will receive training from campus administration regarding appropriate use of the Red Rover software in order to track absences, state and local days, and to request classroom coverage when absent.