

McGregor Independent School District
District Improvement Plan
2023-2024

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Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data

Accountability Data

- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations

Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results

Student Data: Student Groups

- Economically disadvantaged / Non-economically disadvantaged performance and participation data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Attendance data
- Violence and/or violence prevention records
- School safety data
- Enrollment trends

Employee Data

- Staff surveys and/or other feedback

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation

- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices

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: Increase the percentage of students, parents and staff that feel our facilities are more safe and secure to more than 80%

HB3 Goal

Evaluation Data Sources: Safety audits, Huckabee facility assessment, district climate survey data





Strategy 1 Details	Reviews			
<p>Strategy 1: Replace and/or install access control systems and intruder detection alarms on all district buildings. Strategy's Expected Result/Impact: This will improve security of all district buildings by controlling access to exterior doors and entry to the building. Staff Responsible for Monitoring: Technology Information Systems (TIS), Safety and Security Teams, District and Campus Leadership, Building Receptionists</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Install and/or replace old security cameras throughout the district. Strategy's Expected Result/Impact: This will improve and expand the ability to monitor and respond to incidents that occur at district facilities. Staff Responsible for Monitoring: Technology Information Systems (TIS), Safety and Security Teams, District and Campus Leadership</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Update all Emergency Operation Plans in accordance to the Texas School Safety Center, specifically Behavior Threat Assessments. Strategy's Expected Result/Impact: This will improve alignment and response to incidents across all district facilities. This will also improve campus response to students in crisis. Staff Responsible for Monitoring: Safety and Security Teams, District and Campus Leadership, Campus Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Purchase and train staff to use 2-way radios at each campus and within the transportation department.</p> <p>Strategy's Expected Result/Impact: This will allow for immediate communication without relying on cell phones. This will also allow for safe communication within the transportation department.</p> <p>Staff Responsible for Monitoring: Safety and Security Teams, District and Campus Leadership, Transportation Department</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Provide training for all staff on the use of Raptor.</p> <p>Strategy's Expected Result/Impact: This will allow all staff to understand the functionality of Raptor and how to respond when an alert happens.</p> <p>Staff Responsible for Monitoring: Safety and Security Team, District and Campus Leadership, Technology Information Systems (TIS), Transportation Department</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Evaluate and implement options for campus security personnel at each campus including the possible addition of School Resource Officers, Armed Security options, School Marshal or Guardian programs and develop a plan of action that complies with HB3.</p> <p>Strategy's Expected Result/Impact: This will deter potential intruders and increase immediate reaction times to armed intruders to keep students safe and comply with HB3.</p> <p>Staff Responsible for Monitoring: Safety and Security Team, School Board, District Leadership (Superintendent)</p>	Formative			Summative
	Nov	Jan	Mar	June
<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 2: Complete a plan and design for future facilities expansion.

Evaluation Data Sources: Huckabee Facility Assessment, Educational Specifications, and Long Range Facility Plans





Strategy 1 Details	Reviews			
<p>Strategy 1: Evaluate current football field conditions.</p> <p>Strategy's Expected Result/Impact: This will allow us to understand the condition of the field and estimate life expectancy for player safety.</p> <p>Staff Responsible for Monitoring: District Leadership (Superintendent), Athletic Director</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Review needs and plan for expanded athletic facilities such as a competition gym and additional tennis courts.</p> <p>Strategy's Expected Result/Impact: This will allow for an increase in court time which is crucial for the development and improvement of both boys and girls teams in both junior high and high school.</p> <p>Staff Responsible for Monitoring: District Leadership (Superintendent), Athletic Director</p>	Formative			Summative
	Nov	Jan	Mar	June
<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 1: We will increase the number of qualified applicants to fill teacher shortages by 10%.

Evaluation Data Sources: Human Resources data (employee resignations), TASB Staffing Review and Pay Systems Maintenance study





Strategy 1 Details	Reviews			
<p>Strategy 1: Identify current educational assistants and substitute teachers (with a Bachelor's degree) for participation in the Texas Tech Raider Teach program.</p> <p>Strategy's Expected Result/Impact: This will allow McGregor ISD to increase the number of potential candidates to replace teachers that resign while reducing the time to process and train a new employee from out-of-district.</p> <p>Staff Responsible for Monitoring: District (Superintendent) and Campus Leadership (Principals), Raider Teach program</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Update the website to improve the visibility and clarity of jobs available, pay associated with each position, and a calendar of work days.</p> <p>Strategy's Expected Result/Impact: This updated information will improve the number of candidates that apply for positions in McGregor ISD.</p> <p>Staff Responsible for Monitoring: Technology Information Systems, District and Campus Leadership</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Switch the current application software to a new application software that is compatible with our current Student Information System (SIS) and Enterprise Resource Planning (ERP) system which includes Finance and Human Resources.</p> <p>Strategy's Expected Result/Impact: This will lead to increased speed in processing new employees and a reduction in the amount of paper forms that are currently being filled out.</p> <p>Staff Responsible for Monitoring: Technology Information Systems (TIS), District Leadership (Superintendent, Finance, HRS, PEIMS).</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Revise the current pay plans for Non-Exempt Clerical/Auxiliary staff as well as Administrative/Professional staff to more closely align with TASB models of current pay grades, job titles, and pay ranges.</p> <p>Strategy's Expected Result/Impact: This will lead to alignment of positions in the district and allow for strategic reviews. The pay increases should result in lower turnover for each position.</p> <p>Staff Responsible for Monitoring: District Leadership (Superintendent, Finance, HRS)</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Revise and clarify amounts and use of stipends in the district to recruit and retain personnel.</p> <p>Strategy's Expected Result/Impact: This will lead to transparency among current and prospective staff on what stipends are available, expectations, and amounts.</p> <p>Staff Responsible for Monitoring: District Leadership (Superintendent, Finance, HRS) and Campus Leadership (Principals)</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Attend job fairs to recruit and hire a diverse and highly trained staff to reflect student demographics and student program needs.</p> <p>Strategy's Expected Result/Impact: This will lead to an increase in diversity reflective of the student population and allow McGregor ISD to create, increase, or improve student program needs.</p> <p>Staff Responsible for Monitoring: District (Superintendent, HRS) and Campus Leadership (Administration, CTE)</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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: We will increase the retention rate of staff members from 78% to 88%.





Evaluation Data Sources: Employee records (resignations)

Strategy 1 Details	Reviews			
<p>Strategy 1: Create district and campus professional development plans for the 2023-2024 school year that includes training from both within and outside the district.</p> <p>Strategy's Expected Result/Impact: Professional development will lead to improved teacher efficacy and increase student performance.</p> <p>Staff Responsible for Monitoring: District (Superintendent) and Campus (Administration, Team/Department Leaders, Instructional Technology Specialists) Leadership</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Outline specific training for district and campus leadership to attend during the 2023-2024 school year.</p> <p>Strategy's Expected Result/Impact: This will improve the capacity and energy output of district and campus leadership to do their job efficiently and effectively.</p> <p>Staff Responsible for Monitoring: District Leadership (Superintendent)</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Evaluate and improve the current mentor program for teachers that are either new to the profession or new to McGregor ISD.</p> <p>Strategy's Expected Result/Impact: This will improve the time it takes to onboard a new employee to the systems, processes, and culture at McGregor ISD. This should lead to an increased confidence in asking questions or discussing concerns with a trusted staff member.</p> <p>Staff Responsible for Monitoring: District (Superintendent) and Campus Leadership, Mentor Lead Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<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: We will increase staff morale by 10%.





Evaluation Data Sources: Staff surveys and questionnaires

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize opportunities for authentic conversations and surveys for feedback.</p> <p>Strategy's Expected Result/Impact: This will give employees a voice to express concerns and potential solutions that can lead to an increase in morale and decrease in resignations.</p> <p>Staff Responsible for Monitoring: District and campus leadership</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase and advertise the benefits "work perks" associated with being a McGregor ISD employee through website and flyers.</p> <p>Strategy's Expected Result/Impact: This will let employees know the benefits other than strictly salary that they receive by being a McGregor ISD employee.</p> <p>Staff Responsible for Monitoring: Technology Information Systems (TIS), District Leadership (Superintendent, HRS, Finance)</p>	Formative			Summative
	Nov	Jan	Mar	June
<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: We will improve Early Literacy performance for students in grades K-2 by having less than 30% in the high risk category in 2024. We will improve STAAR Reading scores in grades 3-8 from an average of 79% to 83% in 2024. We will improve STAAR EOC English 1 and English 2 scores from an average of 84% to 88% in Approaches and from an average of 9% to 15% in Masters for 2024.

HB3 Goal

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will be trained to understand and respond to diagnostic screener data. Strategy's Expected Result/Impact: Early intervention will take place so that students do not fall farther behind academically. Staff Responsible for Monitoring: Principal, Teachers, Interventionists</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will listen, read, write, and speak using academic vocabulary in classrooms daily. Strategy's Expected Result/Impact: EB students will have greater increases in TELPAS results. All students will show gains in ELAR STAAR testing. Staff Responsible for Monitoring: Principal, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will use instructional strategies that focus on higher levels of critical thought. These include inferencing, summarizing, comparing and contrasting, citing supporting references, and constructing responses. Strategy's Expected Result/Impact: Students will learn concepts at appropriate depth and complexity to increase STAAR scores in the Master's category. Staff Responsible for Monitoring: Principal, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	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: We will improve Early Numeracy performance for students in grades K-2 by having less than 30% in the high risk category in 2024.

We will improve STAAR Math scores in grades 3-8 from an average of 77% to 82% in 2024.

We will improve STAAR EOC Algebra 1 scores from an average of 89% to 93% in 2024.

HB3 Goal

Strategy 1 Details	Reviews			
<p>Strategy 1: Primary Teachers will emphasize numeracy through daily lessons that focus on number recognition, counting, shapes, comparisons, patterns, and relationships using the number sense trajectory.</p> <p>Strategy's Expected Result/Impact: Students will have a better understanding of numeracy and number sense which will help students learn to add, subtract, multiply and divide.</p> <p>Staff Responsible for Monitoring: Principal, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will use math in real world examples to illustrate mathematical concepts.</p> <p>Strategy's Expected Result/Impact: Students will have increased interest in math when seeing how it is applied to real world situations.</p> <p>Staff Responsible for Monitoring: Principal, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 3 Details	Reviews			
<p>Strategy 3: Students will use writing or drawings in math to explain their thinking when solving equations.</p> <p>Strategy's Expected Result/Impact: Students will think more critically about how they are solving and why they are applying a particular process to the problem.</p> <p>Staff Responsible for Monitoring: Principals, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 4 Details	Reviews			
<p>Strategy 4: Students will practice math fluency in 4th and 5th grade to become more automatized with operations of numbers 0-10.</p> <p>Strategy's Expected Result/Impact: Students will multiply and divide faster which will help with fractions, ratios, and proportions, and balancing equations.</p> <p>Staff Responsible for Monitoring: Principal, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		



No Progress



Accomplished







Continue/Modify



Discontinue

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





Performance Objective 3: We will improve STAAR Science scores in 5th and 8th grade from an average of 68% to 75% in 2024. We will improve STAAR EOC Biology 1 scores in the Meets category from 56% to 66% and Masters from 13% to 20% in 2024.

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will have more opportunities for hands-on learning of science concepts through labs, simulations, and experiments.</p> <p>Strategy's Expected Result/Impact: Students will gain greater understanding for science concepts.</p> <p>Staff Responsible for Monitoring: Principal, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 2 Details	Reviews			
<p>Strategy 2: Science teachers will have professional development opportunities to learn different instructional strategies specific to teaching science vocabulary, design thinking, and writing in science.</p> <p>Strategy's Expected Result/Impact: Students will learn science at a deeper level of understanding and STAAR scores will improve.</p> <p>Staff Responsible for Monitoring: Principal, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	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 4: We will improve STAAR Social Studies scores in 8th grade from 38% to 70% in 2024.





We will improve STAAR EOC US History scores in the Meets category from 69% to 75% and Masters from 36% to 40% in 2024.

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will learn history through a PEGS (political, economical, geographical, and social factors) format. Strategy's Expected Result/Impact: Students will be able to think more critically about social studies concepts in regards to prior knowledge and how historical concepts can be applicable in present day history. Staff Responsible for Monitoring: Principals, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers and students will be exposed to the iCivics curriculum for a better understanding of the principles of government and document based inquiry. Strategy's Expected Result/Impact: Students will read and write critical responses based on using multiple sources of data. Students will have an increased understanding of government. Staff Responsible for Monitoring: Principal, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	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 5: Improve dyslexia awareness, identification, screening processes, instructional delivery and monitoring.

Evaluation Data Sources: Screener data, monitoring data





Strategy 1 Details	Reviews			
<p>Strategy 1: All teachers will be trained on awareness and characteristics of dyslexia and related disorders, procedures for referral for dyslexia evaluation, effective strategies for teaching students with dyslexia, and effective monitoring practices.</p> <p>Strategy's Expected Result/Impact: Increase in early identification of students with dyslexia. Improved services to support students with dyslexia.</p> <p>Staff Responsible for Monitoring: Superintendent, Campus Principals, Dyslexia and Reading teachers.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase parent communication and awareness of dyslexia by 100% through parent information centers and updated website information about dyslexia.</p> <p>Strategy's Expected Result/Impact: Increase in parent awareness and knowledge of the procedures for dyslexia referral evaluations.</p> <p>Staff Responsible for Monitoring: Superintendent, Campus Principals, Dyslexia and Reading teachers.</p>	Formative			Summative
	Nov	Jan	Mar	June
<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: We will create an advance math pathway in middle school for the 2024-2025 school year.

High Priority





Evaluation Data Sources: Course Catalogs, Choice Sheets, Master Schedule, Enrollment numbers, STAAR and STAAR EOC scores.

Strategy 1 Details	Reviews			
<p>Strategy 1: An accelerated curriculum will be implemented for 6th grade math during the 24-25 school year that incorporates half of the 7th grade TEKS. An accelerated 7th grade math class will be created for students that meet criteria from 6th grade based on end of year grade and STAAR scores. This class will include TEKS from 7th grade not covered in 6th grade and all Pre-Algebra TEKS. Algebra 1 will be offered for 8th graders completing the 7th grade accelerated class. The Gifted program will shift and 6th grade will be predominately Pre-Algebra. Students in the Gifted program will take Algebra as 7th graders and Geometry as 8th graders.</p> <p>Strategy's Expected Result/Impact: Students will start completing high school credit for math in middle school, enabling more students to pursue advanced math in high school.</p> <p>Staff Responsible for Monitoring: Superintendent, Campus Principals, Math Department, Counselors</p> <p>Equity Plan</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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

Performance Objective 2: Pathways will be increased for the 24-25 school year in the areas of STEM, Business and Industry, and Public Service.





Evaluation Data Sources: Course Catalog, Academy Programs

Strategy 1 Details	Reviews			
<p>Strategy 1: Surveys will be sent to all 6th-11th grade students to understand what pathways students have interest in. Strategy's Expected Result/Impact: Increased student engagement in programs that they are interested in. Staff Responsible for Monitoring: Superintendent, campus principals, counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: The district will build a plan for the identification of courses, teachers, curriculum, and resources needed for 24-25 school year in order to expand pathway options. Strategy's Expected Result/Impact: Increased interest from students and teachers. Increased percentage of students obtaining industry based certifications and CCMR credit. Staff Responsible for Monitoring: Superintendent, campus principals, counselors, CTE teachers.</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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 district will implement a plan to increase student connections with classmates, to monitor self care, increase mindfulness, and increase positivity.

Evaluation Data Sources: Number of teachers utilizing check-ins with students. Walk-through evaluations. Student surveys.





Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will begin using First Five resources from EdTomorrow during each day or class period. Strategy's Expected Result/Impact: Students will start building connections with each other. Teachers will be more mindful of student mindset and feelings. Students will learn healthy strategies for self care. Staff Responsible for Monitoring: Superintendent, campus principals, teachers.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implementation of digital citizenship lessons and acceptable use policies for technology. Strategy's Expected Result/Impact: Increased awareness on the dangers of social media. Reduced referrals for unacceptable use of technology on campus. Decrease in cyberbullying incidents. Staff Responsible for Monitoring: Campus principals, instructional technology specialists, counselors.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Parent awareness sessions focusing on digital citizenship, cyberbullying, and safe internet practices. Strategy's Expected Result/Impact: Parent awareness of social media dangers to students regarding sex trafficking and exposure to harmful content. Staff Responsible for Monitoring: Superintendent, campus principals, counselors, instructional technology team.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Evaluation and monitoring of student feelings about school and about self through a survey that will take place twice over the course of the year. Strategy's Expected Result/Impact: Increased awareness for staff of individual students that are in need of support. Staff Responsible for Monitoring: Superintendent, counselors, campus principals</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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

Performance Objective 1: Increase parent, family, and community involvement in the school.

High Priority





Evaluation Data Sources: Event sign-in sheets, Agendas

Strategy 1 Details	Reviews			
Strategy 1: Increase parent night and community events to two per semester.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Form a Parent Teacher Association for McGregor ISD.	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: Improve our School Financial Integrity Rating System of Texas from 92 to 94 or higher.





Evaluation Data Sources: School FIRST rating

Strategy 1 Details	Reviews			
<p>Strategy 1: Upgrade our current Financial system in Skyward for online transactions. Strategy's Expected Result/Impact: This should lead to less paperwork that might get lost in the shuffle and should lead to more timely and accurate accounting practices. Staff Responsible for Monitoring: Finance Dept, campus administration, superintendent.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement step-by-step guidelines for activity account sponsors for tabulation and deposit of funds. Strategy's Expected Result/Impact: This will lead to alignment of practices between campuses and better accounting practices. Staff Responsible for Monitoring: Finance Dept, campus administration, superintendent.</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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

Performance Objective 3: We will automate 50% of the forms used within the district that were paper processes.

Evaluation Data Sources: Number of forms developed and used through Google Forms and by InformedK12

Strategy 1 Details	Reviews			
<p>Strategy 1: We will partner with InformedK12 to design and implement paperless forms and workflow for the five most common forms used in the district.</p> <p>Strategy's Expected Result/Impact: This will lead to less time spent filling out and delivering paper forms to and from the campus to the central administration. The decrease in time will lead to quicker turnaround and will result in increased worker satisfaction.</p> <p>Staff Responsible for Monitoring: Finance Dept, campus administration, superintendent.</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				