

# Midland Independent School District

## Lee Freshman

### 2014-2015 Goals/Performance Objectives/Strategies



# Mission Statement

## Mission

Each student at Lee Freshman High School will be provided a safe and positive learning environment in which they will have the opportunity to achieve the levels of academic success to which they aspire. Teachers will set high expectations for themselves as well as encourage and motivate all students to set high expectations and goals.

# Vision

## Vision

All students, given the proper setting, have the ability to achieve success academically. Each must be presented with the tools and positive learning environment necessary to achieve the maximum skill level specifically appropriate to his/her abilities and needs.


# Table of Contents

|   |    |
|---|----|
| Goals .....   | 4  |
| Goal 1: MISD will support high academic standards. ....   | 4  |
| Goal 2: MISD will uniformly use effective instructional strategies. ....  | 5  |
| Goal 3: MISD will recruit, develop, and support highly motivated staff members who maximize student success. .... | 7  |
| Goal 4: MISD will prepare technologically advanced students. ....   | 8  |
| Goal 5: MISD will provide facilities that support exemplary learning environments ....                            | 9  |
| Goal 6: MISD will fully develop positive partnerships with Midland's community and business organizations. ....   | 10 |
| Goal 7: MISD will exercise fiscal responsibility. ....  | 11 |
| System Safeguard Strategies .....   | 12 |

# Goals

## Goal 1: MISD will support high academic standards.






**Performance Objective 1:** To implement rigorous curriculum throughout all content areas with supportive strategies to enhance success for 100% of all students.

| Strategy Description   | TITLE I                                   | Staff Responsible for Monitoring  | Evidence that Demonstrates Success   | Formative Reviews |     |     |      |
|--|---|---|--|-------------------|-----|-----|------|
|  |   |   |  | Dec               | Feb | Apr | June |
| <b>System Safeguard Strategies</b><br>1) To enhance the development of quality Level III instruction for new staff, LFHS will provide them with professional development in areas which will include but not be limited to: use of TEKS and targeted student expectations, cooperative structures and best practice strategies (SIOP, Kagan, etc.), class management, lesson planning, implementing rigor into the curriculum, using data to drive instruction, and use of instructional technology.   | 1, 2, 3, 4                                | Region 18 cohort, LF Administration, Instructional Specialist, Department chairs      | Documentation of professional development, Lesson plans, IFVs, Assessment results  |                   |     |     |      |
|  | Funding Sources: 211 Title 1 - \$4000.00  |   |  |                   |     |     |      |
| <b>System Safeguard Strategies</b><br>2) In an effort to move campus standardized test scores toward Level III performance and close the gap in targeted student groups (Economically Disadvantaged, ELLs, Special Education, AVID, struggling students, etc.), LFHS will provide intervention opportunities using proven programs/materials/data (Lead4Ward, MISD developed/recommended programs/materials, etc.) during the school day in all tested subjects. These interventions will include but not be limited to: providing a core-specific teacher/interventionist during the day, utilization of MISD instructional coaches, before and after school interventions, and core specific "blitzes" both within and outside the school setting. | 1, 3, 9                                   | LF Administration, Instructional Specialist, Department chairs, ELL and SPED teachers | Students' academic performance and on-going test/benchmark results, ELL and SPED regularly scheduled monitoring meetings and tracking charts |                   |     |     |      |
|  | Funding Sources: 211 Title 1 - \$30000.00 |   |  |                   |     |     |      |
|    |   |   |  |                   |     |     |      |

**Goal 2: MISD will uniformly use effective instructional strategies.**

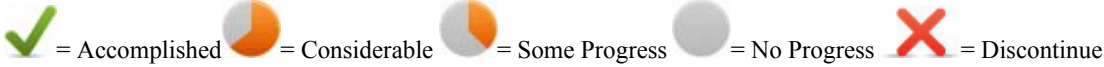
**Performance Objective 1:** To utilize diverse methods of differentiated instruction and best practices to meet the individual needs of 100% of all learners.

| Strategy Description  | TITLE I    | Staff Responsible for Monitoring                               | Evidence that Demonstrates Success                                  | Formative Reviews |     |     |      |
|---|------------|--|---|-------------------|-----|-----|------|
|   |            |  |   | Dec               | Feb | Apr | June |
| <p><b>System Safeguard Strategies</b><br/>                     1) LFHS will provide all teachers with professional development/training in high-yield strategies/best practices and instructional resources/materials (Staar4Ward Field Guides for tested areas, SIOP, ELPS, DOK, etc.) for use with all students and targeting identified students/groups (Economically Disadvantaged, ELLs, Special Education, AVID, etc.) to support differentiated instruction, academic writing, meaningful work, use of data, implementation of the Staar4Ward process to organize the focus of instruction, Level III instruction, academic growth and performance, and campus-wide initiatives including use of Cornell notes/summarizing, and improvement of higher order questioning.</p> | 1, 2, 8, 9 | LF Administration, Instructional Specialist, Department chairs | IFVs, Lesson plans, Students' classroom performance and test scores |                   |     |     |      |
| Funding Sources: 211 Title 1 - \$4000.00  |            |  |   |                   |     |     |      |
| <p><b>System Safeguard Strategies</b><br/>                     2) LFHS will provide professional development/training in proven strategies/practices to GT/PreAP teachers for the purpose of advancing a higher percentage of students achieving Level III performance on STAAR EOCs. Training will include but will not be limited to: using data to drive instruction, academic writing, inferring, higher order questioning, meaningful work, incorporating enrichment opportunities, differentiation, etc.</p>  | 1, 4, 8    | LF Administration, Instructional Specialist, Department chairs | IFVs, Students' standardized test results                           |                   |     |     |      |
| <p><b>System Safeguard Strategies</b><br/>                     3) LFHS and campus teachers will implement and support the use of the district's Curriculum Management Plan and Discipline Management Plan to foster student engagement, promote learning and improve academic performance for all students.</p>   | 1, 2, 8    | LF Administration, Instructional Specialist, Department chairs | IFVs, Lesson plans  |                   |     |     |      |
| Funding Sources: 211 Title 1 - \$1000.00  |            |  |   |                   |     |     |      |

|  |  |   |  |  |  |  |  |
|--|--|---|--|--|--|--|--|
| <p><b>System Safeguard Strategies</b></p> <p>4) LFHS teachers and staff, with support from community partners and parents, will improve attendance and academic achievement by creating diverse, appealing initiatives, by engaging students in meaningful work and promoting academic success, and by encouraging them to be at school every day prepared and with a good attitude.</p>   | 1, 2, 6                                  | LF Administration, Counselors, CEIC members | Student and campus attendance rates, academic data |  |  |  |  |
|  | Funding Sources: 211 Title 1 - \$1500.00 |   |  |  |  |  |  |
| <p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p> |  |   |  |  |  |  |  |


**Goal 3: MISD will recruit, develop, and support highly motivated staff members who maximize student success.**

**Performance Objective 1:** To provide teachers with support, guidance, recognition and training throughout the year.

| Strategy Description  | TITLE I                                | Staff Responsible for Monitoring  | Evidence that Demonstrates Success   | Formative Reviews |     |     |      |
|---|--|---|--|-------------------|-----|-----|------|
|   |  |   |  | Dec               | Feb | Apr | June |
| 1) LFHS will support outstanding teacher instructional performance and promote innovative ideas (as related to teacher instruction, teacher attendance, and quality of student performance) by providing incentives for all teachers exhibiting exemplary instruction (planning, delivery, etc.), by providing a professional library for resources pertaining to suggestions/guidance for differentiated instruction, rigor, student engagement, class management, Level III performance, and additional areas of teacher interest, by providing teacher-requested training as it pertains to improving classroom instruction and implementation, and by providing an improved support system for first-year teachers. | 1, 3, 4, 5                             | LF Administration, Instructional Specialist                                     | IFVs, Lesson plans   |                   |     |     |      |
|   | Funding Sources: 199 Local - \$3000.00 |   |  |                   |     |     |      |
| 2) LFHS will support the implementation of district initiatives (Curriculum Management Plan, Discipline Management Plan, etc.) and develop a comprehensive campus support system by providing classroom teachers with additional professional development, consultants, training, supplies, etc. as needs are identified or by teacher request and through the use of regularly scheduled PLCs.   | 1, 5, 8                                | LF Administration, Instructional Specialist, Department chairs, mentor teachers | IFVs, Lesson Plans, PDAS, Student performance, Mentor/Mentee feedback, Department chair feedback |                   |     |     |      |
|   | Funding Sources: 199 Local - \$3000.00 |   |  |                   |     |     |      |
|    |  |   |  |                   |     |     |      |

**Goal 4: MISD will prepare technologically advanced students.**


**Performance Objective 1:** To provide personnel with appropriate and necessary technology for all content areas.

| Strategy Description   | TITLE I  | Staff Responsible for Monitoring                               | Evidence that Demonstrates Success | Formative Reviews |     |     |      |
|--|--|--|------------------------------------|-------------------|-----|-----|------|
|  |  |  |                                    | Dec               | Feb | Apr | June |
| 1) LFHS in partnership with MISD will support Level III instruction by equipping teachers/classrooms with new/updated technology (mounted projectors, etc.) and hardware and by providing training to those interested in using new applications, those needing additional training on existing programs or those requesting information on incorporating technology into the classroom for improved instruction and increased student engagement. | 1, 2, 4, 8   | LF Administration, Instructional Specialist, department chairs | IFVs, Student performance, PDAS    |                   |     |     |      |
|  | Funding Sources: 211 Title 1 - \$20000.00, 199 Local - \$3000.00 |  |                                    |                   |     |     |      |
|    |  |  |                                    |                   |     |     |      |




## Goal 5: MISD will provide facilities that support exemplary learning environments

**Performance Objective 1:** To create a positive campus culture and climate and promote/provide a safe learning environment.

| Strategy Description   | TITLE I | Staff Responsible for Monitoring                        | Evidence that Demonstrates Success  | Formative Reviews |     |     |      |
|--|---------|---|---|-------------------|-----|-----|------|
|  |         |   |   | Dec               | Feb | Apr | June |
| 1) LFHS will provide a safe and positive learning environment that promotes excellence in academics and character by providing necessary training to administrators and staff concerning safety/security procedures/drill implementation and information concerning current issues (suicide, bullying, drugs/alcohol, search/seizure, etc.), by supporting the district's Discipline Management Plan, and by working with MISD in moving toward the update/upgrade and placement of additional security cameras and intercom system. | 1, 4    | LF Administration, Faculty, Staff, Counselors           | Drill logs, Training agendas and sign-in sheets, Discipline logs, Teacher referrals |                   |     |     |      |
| <p><b>System Safeguard Strategies</b></p> 2) Believing that a student's best chance of academic and testing success lies with regular classroom attendance and instruction, LFHS will provide training and materials for the development and implementation of a campus discipline initiative called Life School, which is a three day class for students with significant behavior issues designed to motivate students to make wise choices in an effort to avoid a DAEP placement.  | 1, 6    | LF Administration, Instructional Specialist, Counselors | Discipline logs, Student attendance and academic/testing performance                |                   |     |     |      |
| Funding Sources: 199 Local - \$600.00  |         |   |   |                   |     |     |      |
|   |         |   |   |                   |     |     |      |


**Goal 6: MISD will fully develop positive partnerships with Midland's community and business organizations.**

**Performance Objective 1:** To maintain positive communication with parents and the community.

| Strategy Description  | TITLE I                               | Staff Responsible for Monitoring | Evidence that Demonstrates Success                                   | Formative Reviews |     |     |      |
|---|---------------------------------------|----------------------------------|--|-------------------|-----|-----|------|
|   |                                       |                                  |  | Dec               | Feb | Apr | June |
| 1) LFHS will provide community meetings concerning relevant student issues and educational information including but not limited to HB5, STAAR EOCs, bullying, etc. All parents, especially those of our targeted student groups (Economically Disadvantaged, ELLs, Special Education, AVID, etc.), will be encouraged to attend. | 1, 6                                  | LF Administration, Counselors    | Parent sign-in sheets, meeting agendas                               |                   |     |     |      |
|   | Funding Sources: 199 Local - \$600.00 |                                  |  |                   |     |     |      |
| <b>System Safeguard Strategies</b><br>2) LFHS, with our community Partners in Education, will promote student attendance by providing opportunities/incentives to those students who are habitually absent.   | 1, 2, 6                               | LF Administration                | Improved attendance for individual students, Campus attendance rates |                   |     |     |      |
|   | Funding Sources: 199 Local - \$500.00 |                                  |  |                   |     |     |      |
|   |                                       |                                  |  |                   |     |     |      |

**Goal 7: MISD will exercise fiscal responsibility.**

**Performance Objective 1:** To work with MISD to ensure prudent use of all monies.

| Strategy Description  | TITLE I | Staff Responsible for Monitoring  | Evidence that Demonstrates Success              | Formative Reviews |     |     |      |
|---|---------|---|---|-------------------|-----|-----|------|
|   |         |   |   | Dec               | Feb | Apr | June |
| 1) LFHS will provide training to new coaches/sponsors concerning budgets, fundraising, use of funds, etc. and with support from the district, CEIC and LF staff will show fiscal responsibility by sanctioning the use of all budgeted funds for campus/district goals. | 10      | MISD Business Office and Internal Auditor, LF Administration, Sponsors/Coaches, Department chairs | Audit information/records, Academic performance |                   |     |     |      |
|   |         |   |   |                   |     |     |      |

## System Safeguard Strategies

| Goal | Performance Objective | Strategy | Description   |
|------|-----------------------|----------|---|
| 1    | 1                     | 1        | To enhance the development of quality Level III instruction for new staff, LFHS will provide them with professional development in areas which will include but not be limited to: use of TEKS and targeted student expectations, cooperative structures and best practice strategies (SIOP, Kagan, etc.), class management, lesson planning, implementing rigor into the curriculum, using data to drive instruction, and use of instructional technology.   |
| 1    | 1                     | 2        | In an effort to move campus standardized test scores toward Level III performance and close the gap in targeted student groups (Economically Disadvantaged, ELLs, Special Education, AVID, struggling students, etc.), LFHS will provide intervention opportunities using proven programs/materials/data (Lead4Ward, MISD developed/recommended programs/materials, etc.) during the school day in all tested subjects. These interventions will include but not be limited to: providing a core-specific teacher/interventionist during the day, utilization of MISD instructional coaches, before and after school interventions, and core specific "blitzes" both within and outside the school setting.   |
| 2    | 1                     | 1        | LFHS will provide all teachers with professional development/training in high-yield strategies/best practices and instructional resources/materials (Staar4Ward Field Guides for tested areas, SIOP, ELPS, DOK, etc.) for use with all students and targeting identified students/groups (Economically Disadvantaged, ELLs, Special Education, AVID, etc.) to support differentiated instruction, academic writing, meaningful work, use of data, implementation of the Staar4Ward process to organize the focus of instruction, Level III instruction, academic growth and performance, and campus-wide initiatives including use of Cornell notes/summarizing, and improvement of higher order questioning. |
| 2    | 1                     | 2        | LFHS will provide professional development/training in proven strategies/practices to GT/PreAP teachers for the purpose of advancing a higher percentage of students achieving Level III performance on STAAR EOCs. Training will include but will not be limited to: using data to drive instruction, academic writing, inferring, higher order questioning, meaningful work, incorporating enrichment opportunities, differentiation, etc.  |
| 2    | 1                     | 3        | LFHS and campus teachers will implement and support the use of the district's Curriculum Management Plan and Discipline Management Plan to foster student engagement, promote learning and improve academic performance for all students.   |
| 2    | 1                     | 4        | LFHS teachers and staff, with support from community partners and parents, will improve attendance and academic achievement by creating diverse, appealing initiatives, by engaging students in meaningful work and promoting academic success, and by encouraging them to be at school every day prepared and with a good attitude.  |
| 5    | 1                     | 2        | Believing that a student's best chance of academic and testing success lies with regular classroom attendance and instruction, LFHS will provide training and materials for the development and implementation of a campus discipline initiative called Life School, which is a three day class for students with significant behavior issues designed to motivate students to make wise choices in an effort to avoid a DAEP placement.  |

| <b>Goal</b> | <b>Performance Objective</b> | <b>Strategy</b> | <b>Description</b>   |
|-------------|------------------------------|-----------------|--|
| 6           | 1                            | 2               | LFHS, with our community Partners in Education, will promote student attendance by providing opportunities/incentives to those students who are habitually absent. |