

Midland Independent School District

Midland Freshman

2018-2019 Formative and Summative Reviews

Accountability Rating: Met Standard

Distinction Designations:

Academic Achievement in Science

Top 25 Percent: Comparative Academic Growth

Increase Performance of ALL students	Closing the Achievement Gap Between All Students	Ensuring a Safe & Welcoming Environment
Professional Learning Communities <ul style="list-style-type: none"> ➤ Collaborative ➤ Weekly ➤ Data Driven 		
RTI <ul style="list-style-type: none"> ➤ Intervention Pyramid 		
Lead4ward/staar4ward <ul style="list-style-type: none"> ➤ Resources ➤ Tools 		
		Discipline in the Secondary Classroom <ul style="list-style-type: none"> ➤ Norms ➤ Expectations ➤ Routines/procedures
Excellence in Teaching Model		

Mission Statement

Midland Freshman will ensure students learn in an environment that is a home away from home.

Vision

All students will graduate prepared and ready for college or career.

Core Values

Responsibility

Accountability

Determination

Contribution

Resilience

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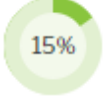

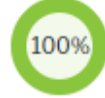








Goal 1: Midland Freshman High School will increase performance of all students.

Performance Objective 1: Midland Freshman High School Staff will increase the the number of students attaining Level II on the EOC in all content areas by 10%.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 1: Continue to look for ways to move students.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>1) Staff will analyze and disaggregate data individually and in PLC meetings to determine the individual needs of the students and to provide targeted instruction.</p>	Teachers and Administrators	Common Formative Assessments District Checkpoints EOC Data Lead4ward Data				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 7</p> <p>2) Teachers will incorporate researched - based instructional strategies.</p>	Teachers, Administrators, Instructional Specialist	Lesson Plans, IFV				
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>3) English and Algebra I teachers will provide targeted instruction and intervention during advisory class.</p>	Department Chair, administration, instructional specialist	CFA, Benchmarks				

<p>Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>4) Midland Freshman staff will participate in on-going professional development in professional learning communities.</p>	<p>Administration, Learning Specialist</p>	<p>Sign-in sheets</p>				
<p>Critical Success Factors CSF 1 CSF 2</p> <p>5) Teachers will incorporate technology in the classroom to enhance student performance. Teachers will be able to target student needs. Teachers will prepare students for college and/career by teaching technology in the classroom.</p>	<p>Admin, Chairs, Instruction Leader</p>	<p>Teachers will be able to target student needs. Teachers will prepare students for college and/career by teaching technology in the classroom.</p>				
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Goal 1: Midland Freshman High School will increase performance of all students.

Performance Objective 2: Increase student attendance rate to 96% or above for all student groups.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Next Year's Recommendation 2: Continue to look for strategies to improve attendance.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 CSF 6 1) Create a Positive Behavior System that rewards students for attendance	Administrators, PBS Committee	Attendance Rate				
Critical Success Factors CSF 1 CSF 5 CSF 6 2) Utilize Communities in School to help increase attendance. (Parent Phone calls, home visits, mentor)	Communities in School	Increase attendance rate to 96% or above in all student groups.				
3) MFHS will create an intervention team that will help mentor students with attendance issues.	Administration, Counselors, teachers	Provide a team to support student and communicate with parents in an effort to improve student attendance.				
Critical Success Factors CSF 1 CSF 5 4) Conduct home visits once a semester to students that are experiencing attendance issues.	Admin, Counselors	Improve communication from school to parent.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: Midland Freshman High School will increase performance of all students.

Performance Objective 3: Increase the number of students who are on track to graduate to 92%

Summative Evaluation 3: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 3: Continue with goal with modifications to strategies.

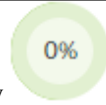
Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 CSF 2 1) MFHS will utilize A+ in order to recover credits missed.	Counselors	Completed courses				
Critical Success Factors CSF 1 CSF 4 2) MFHS will utilize a Credit Recovery Program designed by Algebra I, Spanish, Science and English I teachers to help students regain credit. (will include after school tutorials)	Counselors, Admin, Department Chairs	Students regain 1st semester credit.				
Critical Success Factors CSF 1 CSF 4 3) Mandatory lunch, before and after school tutorials will be started to help students be successful in their classes.	Teachers	Passing rates go up.				
Critical Success Factors CSF 1 CSF 2 CSF 5 4) Utilize Communities in School to help students in A+, monitor progress, and contact parents.	Communities in School	% of students completing A+				
Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 5) MFHS will create an intervention team to help students that are not on track.	Instructional Specialist	The team will offer support, interventions, and parent support in an effort to increase student performance.				



= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Midland Freshman High School will increase performance of all students.

Performance Objective 4: Staff Development Opportunities will be provided to teachers to help them grow professionally based upon their T-Tess goals.

Summative Evaluation 4: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 4: Continue

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 1) Professional development will be based on teacher needs and and teacher T-Tess goals and campus needs.	Administration	Agendas, T-Tess Goals, Evidence of PD used in classrooms				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: Midland Freshman High School will increase performance of all students.

Performance Objective 5: 100% of core teachers will have scheduled collaboration time to plan CFA's, analyze data, and discuss best practices.

Summative Evaluation 5: Exceeded Performance Objective

Next Year's Recommendation 5: Continue

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 1) Math and English Teachers will meet 5 days a week to collaborate.	Administration and Instructional Specialist	Sign-In Sheet, CFA Data, Agendas				
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 2) World Geography and Biology/IPC Teaches will meet 5 days a week during Advisory to collaborate.	Administration and Instructional Specialist	Sign-In Sheets, CFA Data, Agendas				
Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7 3) Spanish will meet two days a week before school to collaborate.	Administration and Instructional Specialist	Sign-In Sheet, CFA Data, Agenda				
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Goal 1: Midland Freshman High School will increase performance of all students.

Performance Objective 6: Increase the number of students attaining Level III on the EOC by 10%.

Summative Evaluation 6: Significant progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 CSF 2 CSF 4 1) Provide enrichment opportunities for students mastering the objective on the CFA and summative assessments.	Admin, Dept. Chairs	Increase level III performance on STAAR.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: Midland Freshman High School will increase performance of all students.

Performance Objective 7: Increase the number of students leaving Midland Freshman with Algebra I credit to 92%

Summative Evaluation 7: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 7: Raise goal-Assign mentors

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 CSF 2 CSF 4 1) Use Imagine math to fill-in educational gaps and prepare students for Algebra I. Teachers will be able to target student needs.	Admin, chairs	Students will receive instruction that will build them up to Algebra I.				
Critical Success Factors CSF 1 CSF 2 CSF 7 2) Create a data room to track progress of students and school goals.	Instructional Specialist, Admin, Counselors	Allow teachers to focus on students that are not making progress.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: Midland Freshman will close the achievement gap between all student groups.

Performance Objective 1: Provide targeted instruction and interventions to the following student groups:

- Economically Disadvantaged
- ELL
- Special Education
- African American

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 1: Continue with modifications

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 1) Students that perform below passing standard on summative assessments will be pulled for additional instruction.	Department Chairs, Administration	Summative Assessment Data				
→ → →						

Goal 2: Midland Freshman will close the achievement gap between all student groups.

Performance Objective 2: Students identified as LEP, will receive ESL services and additional tutorial sessions to promote academic language instruction to ensure academic success.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Next Year's Recommendation 2: Continue with Modifications

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 CSF 2 CSF 4 1) Weekly instructional support in Algebra I targeting ELL students will be provided.	Algebra I Team	Increased performance.				
Critical Success Factors CSF 1 CSF 2 CSF 4 2) ELL students will be placed in advisory class with ELL teacher so that we can provide extra time to enhance instruction.	ELL Admin, ELL teacher	CFA and district check points				
Critical Success Factors CSF 1 CSF 2 CSF 4 3) ELL students will be placed in a small, targeted English I class.	EL Counselor, EL Teacher, Admin	Create an atmosphere where students feel safe and supported while working on English I Standards.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: Midland Freshman will close the achievement gap between all student groups.

Performance Objective 3: Midland Freshman teachers will implement researched-based strategies during classroom instruction to increase student engagement.

Summative Evaluation 3: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 3: Continue with modifications

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Teachers will collaborate with content area and will work collaboratively to develop lesson plans and CFA's that target deficits and enrich areas of mastery.</p>	PLC Leader, Administration, Instructional Specialist	PLC Minutes, lesson plans				
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>2) Midland Freshman High School will incorporate Instructional rounds to help grow and develop teachers.</p>	Admin, Instructional Specialist	Provide timely feedback and opportunities for growth in a non-evaluated atmosphere.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: Midland Freshman will close the achievement gap between all student groups.

Performance Objective 4: Students identified in Special Education will be appropriately placed according to their educational needs and receive targeted instruction to ensure success.

Summative Evaluation 4: Significant progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 1) SPED teachers will attend monthly PLC meetings to collaborate on effective instructional strategies.	SPED Lead Teacher	CFA, Classroom Performance, district checkpoints.				
Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 2) MFHS Special Education Teacher will implement Stetson training and co-teach models to better serve our Special Education Students in all Content Areas.	Administration, Special Education Lead Teacher.	Improve instruction in all co-teach classrooms and resource classrooms.				
Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 3) Resource and co-teachers will collaborate 5 days a week with the appropriate content area.	Department Chairs, Administration	Support teachers will prepared and have input on lesson design and aware of student data. Resource teachers will be teaching on grade level.				
Critical Success Factors CSF 1 4) Students will use technology equipped to provide appropriate accommodations to ensure student success.	Special Ed Lead Teacher	Students will be able to use technolgoy that will provide accommodations.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: Midland Freshman will close the achievement gap between all student groups.

Performance Objective 5: Midland Freshman will utilize communities in school to work with at-risk students to help increase attendance in tutorials.

Summative Evaluation 5: Some progress made toward meeting Performance Objective

Next Year's Recommendation 5: Continue with newly hired CIS person.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 CSF 2 CSF 4 1) CIS will help coordinate extra tutorial sessions during the school year.	CIS	Sign-In sheets	✗	✗		➔

Goal 3: Midland Freshman will ensure a safe and welcoming environment.

Performance Objective 1: Reduce amount of time student spend out of the classroom due to disciplinary issues.

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Next Year's Recommendation 1: Create a school-wide management plan

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 CSF 4 CSF 6 CSF 7 1) 100% of teachers will be trained and will implement Discipline in the Secondary Classrooms	Administration and Instructional Specialist	Reduction of Office Referrals				
Critical Success Factors CSF 1 2) Communities in School will help mentor students with behavior issues.	Communities in School	Reduced number of referrals from members of the CIS program.				
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 3) New teachers will be trained in Discipline in the Secondary classroom and meet 4 times during the year to help with classroom management.	Teacher trainer, Instructional Specialist	Students in class more, less behavior issues.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: Midland Freshman will ensure a safe and welcoming environment.

Performance Objective 2: Increase the number of opportunities for parental involvement.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Next Year's Recommendation 2: Continue with modifications

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 CSF 5 1) ELL will host a family night, once a semester, to keep parents informed on grades, credits, and ways to help at home.	ELL admin	sign-in sheets				
Critical Success Factors CSF 1 CSF 5 2) MFHS will host open house for all parents.	Principal	Sign-In Sheets				
Critical Success Factors CSF 5 CSF 6 3) MFHS will create a program to get "Dads" involved in school.	Admin	Increase male presence on school.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: Midland Freshman will ensure a safe and welcoming environment.

Performance Objective 3: Midland Freshman will create a Positive Behavior Support System to encourage and promote good behavior.

Summative Evaluation 3: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 3: Continue

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 1 1) Create rewards by 6 weeks based on grades, attendance, discipline.	Administration	Attendance Rates, referrals				
Critical Success Factors CSF 1 CSF 6 2) Create Positive Office Referrals to promote core values.	Teachers/Administration	Better behavior				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: Midland Freshman will ensure a safe and welcoming environment.

Performance Objective 4: Midland Freshman will utilize Communities in School to connect to At-Risk students and to provide resources for families in need.








Summative Evaluation 4: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 5 1) Counselors will connect students/parents with CIS as they learn the needs of the students.	Counselors/CIS	Documentation	✗	✗		➔

Goal 3: Midland Freshman will ensure a safe and welcoming environment.

Performance Objective 5: Midland Freshman will ensure that staff, students, and community members are aware of the safety and security procedures.

Summative Evaluation 5: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Feb	Apr	June
Critical Success Factors CSF 6 1) Increase the number of lockdown/shelter in place drills from 1 per semester to 2 and communicate the process via social media/callout/email to parents.	Admin, security	Students and staff members will have time to practice procedures.		 5%	 75%	 100%
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						