

Miles Independent School District
Miles High School
2019-2020 Campus Improvement Plan

Accountability Rating: A

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Comprehensive Needs Assessment

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Goals





Revised/Approved: August 23, 2019

Goal 1: Miles Junior High and High School will recruit and retain exemplary employees who are committed to student success and professional growth.

Performance Objective 1: When hiring new employees, Miles High School will seek out the strongest candidates based on experience, background and references.

Evaluation Data Source(s) 1: Resume's
T-TESS Appraisal's

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
TEA Priorities Recruit, support, retain teachers and principals 1) Actively recruit highly qualified teachers, professionals, and paraprofessionals by advertising positions	Principal, Superintendent	Employee the best available candidates.				
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Goal 1: Miles Junior High and High School will recruit and retain exemplary employees who are committed to student success and professional growth.

Performance Objective 2: When hiring new employees, Miles Junior High/High School will recruit potential staff by listing incentives on Job Recruitment ads as soon as openings become available.


Evaluation Data Source(s) 2: Number of applicants
Approved School Board Stipends

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
TEA Priorities Recruit, support, retain teachers and principals 1) Miles Junior High/High School will recruit potential staff by listing incentives such as Board Approved Stipends, teacher laptops, low student to teacher ratio, etc...						
2) When hiring new employees, Miles Junior High/High School will recruit potential staff by listing incentives such as Board Approved Stipends, teacher laptops, low student to teacher ratio, etc...	Superintendent Principal	Hire the best available teachers and staff by offering them incentives.				




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Goal 1: Miles Junior High and High School will recruit and retain exemplary employees who are committed to student success and professional growth.

Performance Objective 3: Develop and implement strategies/activities to retain staff.

Evaluation Data Source(s) 3: Number of returning teachers and staff each year.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Recruit, support, retain teachers and principals 1) Develop and implement strategies/activities to retain staff by providing a portion of the health benefits, continuing the step increase for teachers with 20+ years in education, and offering a yearly stipend for advanced degrees in education.</p>	Principal, Superintendent	100% of core academic classes taught by certified teachers, 100% of paraprofessionals meet ESSA requirements				
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Goal 2: Miles ISD will prepare all students for college and career readiness by providing rigorous academic coursework while exploring diverse educational pathways.

Performance Objective 1: Miles HS Seniors will be able to successfully apply and be accepted to a university, community college, technical college or the military upon graduating High school.

Evaluation Data Source(s) 1: Number of students accepted into a 4 year university, community college, technical college or Military.

Summative Evaluation 1:

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
TEA Priorities Connect high school to career and college 1) Students will be provided access to supplemental programs to help with preparation, and also, monitoring and assessment of progress for STAAR, SAT, ACT, TSI, as well as, credit recovery	Principal Instructional Staff	Improved assessment results on standardized testing				
Funding Sources: 199 PIC 38 College, Career, and Military Readiness - 0.00						

Goal 2: Miles ISD will prepare all students for college and career readiness by providing rigorous academic coursework while exploring diverse educational pathways.

Performance Objective 2: 100% of all students and each student group (H, W, ED, ELL, SpEd) will pass all portions of the state assessment.

Evaluation Data Source(s) 2: Benchmark Data

EOC Scores





Improved six weeks grades

Reduced failure rate

Summative Evaluation 2:

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide tutorial times, STAAR Boot camp and supplies for students who are at risk of failure in core subject areas and STAAR	Core subject teachers, Principal	Improve performance rate on state assessments. Improve 6 weeks grades.				
2) Give benchmark assessments at least one time per year prior to STAAR. More will be given when determined to be necessary	Core subject teachers, Principal	Improved assessment results				
3) Evaluate the effectiveness of ELA and social studies curriculum and to make adjustments as needed to improve student outcome	Principal ELA and Social Studies Teachers	Improved assessment results in ELA and social studies				
TEA Priorities Build a foundation of reading and math	Principal Instructional staff	Improved assessment results in all core academic areas				
4) Classrooms will be provided materials needed to reflect the increase in standards in state assessments						
5) Provide instructional preparation periods during the school day	Principal Instructional staff	Improved academic and assessment results in all core academic areas				
6) Students will be provided access to supplemental programs to improve assessment results, and to help monitor or assess progress for STAAR, SAT, ACT, as well as credit recovery.	Principal Instructional Staff	Improved assessment results on standardized testing				
Funding Sources: SRSA Grant Funds - 0.00, 199 PIC 25 State Bilingual/ESL - 0.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
7) Support needs of Homeless Students	Counselor	Improved academic and assessment results in all core academic areas				
TEA Priorities Build a foundation of reading and math 8) Develop targeted instruction and provide support and research based material in areas of weakness including students in Special Education	Principal Instructional Staff SPED department	Improved academic and assessment results in all core academic areas for general education and special education students.				
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Goal 2: Miles ISD will prepare all students for college and career readiness by providing rigorous academic coursework while exploring diverse educational pathways.





Performance Objective 3: 100% of instructional staff will implement strategies that improve student success as a result of high quality professional development.

Evaluation Data Source(s) 3: Increased student performance

Staff development Agendas

Staff development sign-in sheets

Summative Evaluation 3:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Build a foundation of reading and math Connect high school to career and college 1) Miles High School will provide multiple Professional Development opportunities for teachers and staff throughout the school year.</p>	Principal	Teachers and staff will gain new knowledge about teaching strategies and curriculum.				
Funding Sources: 199 PIC 38 College, Career, and Military Readiness - 0.00						
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Goal 2: Miles ISD will prepare all students for college and career readiness by providing rigorous academic coursework while exploring diverse educational pathways.

Performance Objective 4: 100% of core academic classes will be taught by certified teachers and 100% of paraprofessionals with instructional duties will meet ESSA requirements. The LEA will recruit and retain highly qualified teachers.

Evaluation Data Source(s) 4: 100% core academic classes taught by certified teachers, 100% paraprofessional meet ESSA requirements

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Identify teachers and paraprofessionals who do not meet ESSA requirements and provide specific professional development	Principal Superintendent	100% core academic classes taught by certified teachers, 100% paraprofessional with instructional duties will meet ESSA requirements				
						

Goal 3: Use efficient and effective practices to manage district finances while exploring alternative ways to increase funding.

Performance Objective 1: Miles HS administration will work with teachers and staff to best use designated budget funds for each program or subject area.

Evaluation Data Source(s) 1: Monthly Budget Updates from Business Office
Budget meetings with staff

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The principal will discuss individual budgets with each staff member throughout the school year to ensure best practices are used when spending budgeted funds.	Principal Teachers	All budgets will be used efficiently throughout the school year to promote student success.				


Goal 4: Miles JH/HS will seek to provide a safe and secure learning environment for all members.

Performance Objective 1: Miles High School will provide a safe and secure learning environment for students and staff by implementing security measures throughout the campus.


Evaluation Data Source(s) 1: Security Cameras in place in JH and HS.
Security Camera Monitors in Hs Office.

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Security Cameras will be installed in designated high priority areas throughout the school year.	Principal, Superintendent, Technology Director	Increased safety of the campus by knowing who has entered the campus without checking into the office.				
2) 2) Increased outdoor lighting to increase safety of early mornings and late nights.	Principal Superintendent	Increase safety of the campus for students, staff and visitors.				




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Goal 4: Miles JH/HS will seek to provide a safe and secure learning environment for all members.

Performance Objective 2: Miles High School will provide all required awareness, prevention, and reporting programs/activities that pertain to social awareness, substance abuse and mental health issues throughout the school year.

Evaluation Data Source(s) 2: STOPiT reports
 Number of students referred for tobacco, alcohol, other drugs

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide students with awareness, prevention, and reporting programs/activities including information on dating violence/substance abuse/bully, harrassment and the dangers of vaping.	Principal Counselor	A decrease of violence, bullying, harassment and vaping incidents.				


Goal 4: Miles JH/HS will seek to provide a safe and secure learning environment for all members.

Performance Objective 3: Provide all required training for all staff members each school year.

Evaluation Data Source(s) 3: Training Certificates
Discipline Log

Summative Evaluation 3:

Targeted or ESF High Priority


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide bully prevention training , suicide awareness, mental health first aide and child abuse awareness training for all staff.	Principal	All staff will be trained in all required training.				
						

Goal 4: Miles JH/HS will seek to provide a safe and secure learning environment for all members.

Performance Objective 4: Maintain a discipline tracking system (to include monitoring of special education trends) and expand disciplinary options

Evaluation Data Source(s) 4: Discipline Log

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The High School Principal will develop and maintain a discipline log to track student discipline referrals for all students.	Principal	Track student behavior in order to look for patterns of poor behavior in all areas of the campus.				
						

Goal 4: Miles JH/HS will seek to provide a safe and secure learning environment for all members.

Performance Objective 5: Improve instructional practices for developing relationship building skills.

Evaluation Data Source(s) 5: Staff Development materials/sign in sheets

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide training by ESC staff, counselor or principal to help develop relationship building skills among teachers and students.	Principal Counselor	Improved teacher & student rapport in all classes.				



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= No Progress



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Goal 5: All students at Miles High School will graduate from high school with their cohort group.

Performance Objective 1: By May 2020, a dropout rate of less than 1% for all students and all student groups will be maintained and achieve a completion rate of 100%.

Evaluation Data Source(s) 1: Successful completion of all course work in order for students to graduate with their cohort group.

Summative Evaluation 1:

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
TEA Priorities Connect high school to career and college 1) Provide credit recovery program and/or acceleration program for students at-risk for failure/drop out	End of each semester	Successful completion of course work to recover credits				
2) Provide Saturday school (or additional assignments to gain credit) for secondary students at risk of being denied credit due to excessive absences.	At least once per semester	Number of students attending Saturday school to recover credits.				
3) Provide AEP to at-risk students in danger of dropping out.	Throughout the school year.	At-risk students will graduate.				
4) Provide STAAR remediation program and supplies during the school year and summer to at-risk students that have failed the state assessment	Throughout the school year and summer.	Student success in gaining credit toward graduation requirements.				
5) Participate in Education Go Get It Week to promote awareness and support for higher education	Fall 2019	Increased students awareness of available higher education options to them.				
6) Provide students with opportunities to receive industry certifications before graduating High School in CTE supported fields of study.	Throughout the school year.	Increase opportunities for students who may choose to enter the workforce right out of High School.				
Funding Sources: 199 PIC 22 State Career & Technical Ed (CTE) - 0.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June

Goal 5: All students at Miles High School will graduate from high school with their cohort group.

Performance Objective 2: All identified pregnant students enrolled in Miles HS will be provided pregnancy related services.

Evaluation Data Source(s) 2: Successful completion of all course work in order for students to graduate with their cohort group.

Summative Evaluation 2:

Targeted or ESF High Priority


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Offer counseling services for all students identified as at risk due to pregnancy.	Upon notification of pregnancy through graduation.	Ensure the graduation of pregnant students and/or student parents.				
2) Offer schooling and information for health related services outside the normal school setting for at-risk students due to pregnancy.	Up to 4 weeks after notification of pregnancy or return to the regular classroom.	Ensure the graduation of pregnant students and/or student parents.				
3) Offer instruction related to parenting skills, including child development, home and family living, and appropriate job readiness training.	Upon notification of pregnancy through graduation.	Ensure the graduation of pregnant students and/or student parents.				
4) Offer information connecting pregnant students and their families with appropriate social services.	Upon student request	Ensure the graduation of pregnant students and/or student parents.				

Goal 5: All students at Miles High School will graduate from high school with their cohort group.

Performance Objective 3: Provide appropriate services and opportunities for migrant students.

Evaluation Data Source(s) 3: Successful completion of all course work in order for students to graduate with their cohort group.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide support materials, tutorials, school/homework supplies, and homework assistance for migrant students during the school year and summer school to ensure academic success	August-June	Improved six weeks grades Improved STAAR results Improved TELPAS results				
			Funding Sources: 212 Title I, Part C - 0.00			
2) Provide a variety of credit recovery opportunities for migrant students	Year round as needed	State credits for graduation earned.				
			Funding Sources: 212 Title I, Part C - 0.00			
						

Campus Funding Summary

199 PIC 22 State Career & Technical Ed (CTE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	1	6			\$0.00
Sub-Total					\$0.00
199 PIC 25 State Bilingual/ESL					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	6	Success Ed-ELLA software to document ESL services for English language proficiency needs, and ESL instructional & administrative supplies		\$0.00
Sub-Total					\$0.00
199 PIC 38 College, Career, and Military Readiness					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	1	Cargill ACT Presentation for students and teachers		\$0.00
2	3	1	Chad Cargill's ACT presentation for teachers		\$0.00
Sub-Total					\$0.00
212 Title I, Part C					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	3	1	Staff to provide tutorials, summer school, homework support, NGS data entry, recruitment, etc. Educational, supplemental supplies, and clerical supplies needed to perform and administer all activities.		\$0.00
5	3	2			\$0.00
Sub-Total					\$0.00

SRSA Grant Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	6	Annual Renaissance Platform (Accelerated Reader Licenses, Accelerated Math Licenses, STAR Reader Screening Licenses, & STAR Math Screening Licenses)	287	\$0.00
Sub-Total					\$0.00
Grand Total					\$0.00