

Meridian Independent School District
Meridian High School
2015-2016 Campus Improvement Plan

Mission Statement

Meridian High School will provide every student with what they need to be successful.

Vision

Working together, with planning and hard work, all students at MISD will be successful.

Value Statement

Academics:

Have high academic standards for all students.
Emphasize college and career readiness

Facilities:

Continue to improve MISD facilities.

Transportation:

Maintain a safe transportation system.

Safety:

Maintain a safe and drug-free environment for students.

Personnel:

Maintain a well-trained staff that puts students first.

Communication:

Emphasize communication between the community and the school.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The Meridian High School serves the educational needs of approximately 269 students in grades 6th through 12th grade. Enrollment numbers have remained steady over the past three years. Demographically the campus is comprised of approximately 60% White, 31% Hispanic, and 5% African American students. Meridian High School has a student population of 52% of Economically Disadvantaged. Over the past three years, there has been an increase in Economically Disadvantaged students while the ethnic populations have remained generally the same. At-Risk students, 43% of student population, are identified mainly in the area of retention, homelessness, and failure to perform satisfactorily on readiness assessments or state assessments.

Demographics Strengths

Average class size is 13 remains below the state average at 18.6. The teaching staff continues to be one of experience with over 66% of the faculty having more than 10 years teaching experience.

Demographics Needs

Special Education enrollment numbers have been a concern for Meridian ISD. Interventions implemented last year have proven to be effective in providing the least restrictive environment for qualified students. Meridian ISD will continue to strive to provide students with the least restrictive environment while providing curriculum to meet their needs.

Student Achievement

Student Achievement Summary

Meridian High School achieved the Met Standard rating. MHS received distinctions in the areas of Reading/ELA and Social Studies.

Student Achievement Strengths

Meridian High School students scored above the state average in all areas except for 8th grade SS (see below)

Subject	State	Meridian High School
Algebra I	62	91
English I	40	60
English II	62	77
US History	87	100
Biology	79	87
Writing-grade 7	72	86
Science-grade 8	70	70
Social Studies-grade 8	64	45
Math-grade 6-8	74	83
Reading-grade 6-8	76	90

The target score for Index 1, Student Achievement, was 55 in all five areas: Reading, Math, Writing, Science, and Social Studies. Meridian High School scored well above this target with 81 points.

The target for Index 2, Student Progress, was 15 in all 5 areas. Meridian score 36 points in this area.

The target for Index 3, Closing Performance Gaps, was 31 in the same five areas. Meridian High School scored 43 points.

The target for Index 4, Post-Secondary Readiness, was 57 in five areas: STAAR-Post Secondary Readiness, Graduation Rate, Graduation Plan, and Post Secondary Indicator scored above the target with 79 points.

Student Achievement Needs

Scores also indicate a need for growth in 8th grade Science and Social Studies. In addition, Phase 2 expectations go into place this year and the passing standards for all test will increase. Other than US History, this new level of expectation will effect all test and could impact our ratings for the 2015-16 school year if not addressed.

School Culture and Climate

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The professional faculty members and instructional paraprofessionals employed by Meridian High School are highly qualified. Meridian High School enjoys a high retention rate of employees who are non-coaches. When a non-coaching-teacher leaves a district it is usually due to a change in spouse employment, promotion, or retirement.

Professional development is available to all faculty members in order to improve instruction. The district provides on campus professional development according to campus needs and feedback from faculty. While providing for state required updates and trainings, Meridian ISD also provides trainings on subjects of interest to the faculty and administration.

Professional staff is evaluated yearly by the PDAS system. Principals conducted walk through evaluations as well during the year. Data from evaluations is used to strengthen teaching practices and to provide valuable feedback to teachers.

Staff Quality, Recruitment, and Retention Strengths

The faculty instructs many professional development sessions. These facilitators provide expertise in various fields and are available after the trainings for follow-ups and additional support. District administration allows teachers to attend off campus professional development on an as-needed basis. This year, we utilized Lead4ward and their 3di data tools. We have had a lot of positive feedback from core teachers on this training/development.

Staff Quality, Recruitment, and Retention Needs

Mentoring of new teachers and those new to the campus is a need at Meridian ISD. While a mentor is provided to these new faculty members, specific systems are not in place to support the teachers and to provide guidelines to the mentors.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Meridian High School strives to provide a quality education. The campus dedicates multiple professional development days to ensure our curriculum aligned with the state standards as well quality, researched based teaching strategies and methods are utilized in the classroom.

Curriculum, Instruction, and Assessment Strengths

Meridian High School has implemented All in Learning, an assessment and data collection program aimed at providing teachers more information. This information will allow teachers to identify areas of need and expand lessons in the classroom to improve in areas of need.

Curriculum, Instruction, and Assessment Needs

A review of the state assessment data reveals a need for improvement in the Hispanic and economically disadvantaged sub population. Special attention also needs to be given to the 8th grade social studies, 8th grade science and campus wide writing.

Family and Community Involvement

Family and Community Involvement Summary

Meridian High School promotes family and community involvement through various activities. It is the goal of MHS to make family and community members feel welcomed on campus and to keep everyone informed of student activities and progress.

Family and Community Involvement Strengths

Meridian High School provides numerous opportunities for families to visit the campus and classrooms through Pep Rallies, Thanksgiving Feast, and extra-curricular activities and contests, and parent nights.

Interested parties are selected to become members of the Site-Based Decision Making team.

MHS informs families of the rights and responsibilities of all students as well as providing academic progress reports on a regular basis. Parents are encouraged to meet with teachers with any concern.

Family and Community Involvement Needs

The need for a Spanish speaking translator at various meetings and events.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

Accountability Data

- Texas Academic Performance Report (TAPR) data
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- PBMAS data

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (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) results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- SAT and/or ACT assessment data
- Student Success Initiative (SSI), Grades 5 and 8, data
- Local benchmark or common assessments data
- Student failure and/or retention rates

Student Data: Student Groups

- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Section 504 data
- Homeless data

Student Data: Behavior and Other Indicators


- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data

Goals

Goal 1: 1. Meridian High School's highly qualified staff will provide an aligned curriculum so that all students will reach their full academic and social potential.

Performance Objective 1: MHS will continue to hire, retain, and train highly qualified faculty and staff.


Summative Evaluation: Documentation will be maintained to ensure and prove highly qualified status.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet highly qualified status.	Mr. Booth	Checklists				
2) Assist teachers in maintaining or attaining certification, through alternative programs, GT certification, ESL certification, coursework, and TExES testing in order to assure that all staff is highly qualified.	Mr. Booth	Highly Qualified records, teacher certification records				
3) Analyze data from paraprofessionals' files to ensure all instructional aides are highly qualified.	Mr. Booth	Highly Qualified records				
4) Orientation will be provided for new teachers on using the district's student management system.	Fred Smith	Sign in sheets				
5) Substitutes will be provided training on policies and procedures.	Dr. Horak	Documentation Sheets				
6) Sheltered Instruction training for all MHS staff to ensure competency in working with ELLs.	Kathryn Roberts	sign in sheets, strategies used in classroom instruction, rise in ELL scores on STAAR and Telpas				
						

Goal 1: 1. Meridian High School's highly qualified staff will provide an aligned curriculum so that all students will reach their full academic and social potential.

Performance Objective 2: Based on the most recent state and achievement test scores and data, MHS will determine current curriculum needs.


Summative Evaluation: Disaggregated data from STAAR, EOC, ACT, SAT, PSAT and achievement testing will be evaluated for gaps in instruction.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Principal will present testing data to faculty groups for disaggregation .	Mr. Booth, Mrs. Roberts	Disaggregated data, sign in sheets				
2) Faculty groups will review disaggregated data to determine current needs and alignment concerns.	Mr. Booth, Mrs. Roberts	Documentation of findings				
3) Teachers will be given opportunities to attend professional development in STAAR and EOC assessments.	Mr. Booth, Mrs. Roberts	Certificates of attendance				
						

Goal 1: 1. Meridian High School's highly qualified staff will provide an aligned curriculum so that all students will reach their full academic and social potential.

Performance Objective 3: MHS will increase student attendance to 97% campus wide.


Summative Evaluation: Attendance records

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continuation of campus incentive programs for attendance.	Mr. Booth	Attendance rates				
2) Saturday school will continued to be offered to make up for excessive absences that result in loss of credit.	Mr. Booth	Saturday attendance documentation				
3) Odyssey Ware will continue to be utilized for credit recovery.	Mr. Booth	Odyssey Ware records, grade books				
						

Goal 1: 1. Meridian High School's highly qualified staff will provide an aligned curriculum so that all students will reach their full academic and social potential.

Performance Objective 4: MHS will continue to provide services to address the needs of identified Special Education students.


Summative Evaluation: Progress reports, Individual Education Plan (IEP), Grade sheets, ARD Minutes

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Policies, procedures and notifications are followed	Mr. Booth, Mrs. Roberts	ARD minutes				
2) Modifications and accommodations for instruction are carried out per ARD decisions	Mr. Booth, All Faculty and Staff	Accommodations and modification teacher check list				
3) IEP modifications are provided to all teachers involved.	Mrs. Lauderdale, Coach Bogney	Signed documentation of receipt				
4) The least restrictive environment is provided for identified students.	Mr. Booth, All Faculty and Staff	ARD minutes				
5) Paraprofessionals will provide assistance to identified special education students.	Mr. Booth, Mrs. Lauderdale, Coach Bogney					
6) RtI instruction will be delivered by highly qualified classroom teachers and paraprofessionals under the direction of the teacher.	Mr. Booth, Mrs. Roberts, All Faculty					
7) Review each student's RtI data classroom achievement, state assessment data, etc. to determine appropriate version of test.	Mr. Booth, Mrs. Roberts					
8) Review Hispanic students being referred for special education assessment testing. Make certain ESL, RtI, and 504 services have been granted/offered before referral and have not been successful.	Mrs. Roberts, Mrs. Robinson, Mrs. Lauderdale					
						

Goal 1: 1. Meridian High School's highly qualified staff will provide an aligned curriculum so that all students will reach their full academic and social potential.

Performance Objective 5: MHS will improve or maintain state assessment scores for all students.


Summative Evaluation: STAAR and EOC results

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Benchmark tests will be given in grades 6-8, EOC - English I & II, Algebra I, Biology, and US History as determined by a testing schedule, to target TEKS objectives.	Mrs. Roberts, Appropriate Staff	Benchmark scores				
2) Eduphoria reports will be used to determine current student needs from benchmark testing.	Mrs. Roberts	Eduphoria Reports				
3) Teachers will be trained with Lead4ward tools on how to disaggregate STAAR data using Heat Maps, Quintiles, and TEKS Scaffolding documents.	Mr. Booth, Mrs. Roberts	increase in individual students STAAR scores.				
4) MHS students will maintain passing standards as the state moves to Phase 2 standards.	Mr. Booth, Mrs. Roberts, teachers	increase and maintain STAAR scores				
5) MJH students will have access to STAAR formatted practice books in each area of assessment.	Mr. Booth	students scores will increase				
						

Goal 1: 1. Meridian High School's highly qualified staff will provide an aligned curriculum so that all students will reach their full academic and social potential.

Performance Objective 6: MES will serve identified students in a Response to Intervention program in order to increase individual student achievement.


Summative Evaluation: Schedule or services, enrollment data, STAAR & EOC Assessment results

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Train teachers in RtI identification, procedures, and policies.	Mrs. Roberts	Agendas				
2) Develop "Inclusion" RtI with teachers serving as interventionist and paraprofessionals supporting classroom instruction for small groups and Learning Labs.	Mr. Booth, Mrs. Roberts, Mrs. Lauderdale, Coach Bogney, Faculty, and Paraprofessionals	Schedule of Services				
3) RtI schedule reflects use of certified teachers delivering Tier 2 and 3 instruction to increase student learning.	Mr. Booth, Mrs. Roberts, Mrs. Lauderdale, Coach Bogney, Faculty, and Paraprofessionals	Schedule of Services				
4) Develop Accelerated Math curriculum utilizing XLI program for the mathematics RtI program	Mr. Booth, Mrs. Roberts, Mrs. Lauderdale, Coach Bogney, Faculty, and Paraprofessionals	XLI Reports				
						

Goal 2: Meridian High School will ensure that all students are taught in a safe environment.

Performance Objective 1: MHS will continue to provide a safe and drug free school.


Summative Evaluation: Improve student achievement.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide character education program to all students.	Mrs. Robinson / classroom teachers	Improve academic success				
2) Random drug dog visits.	Paul Booth, Mrs. Roberts	Minimal findings during visits				
3) Utilize Red Ribbon Week to increase student awareness against drug abuse.	Mrs. Robinson	Increased student participation from previous years by having a student leader plan and student organizations (NHS/NJHS) assist				
4) Provide bully prevention program to students.	Mrs. Robinson	Reduced number of discipline referrals				
5) Provide peer led character programs to effectively reach all students.	Mrs. Robinson	Reduces number of discipline referrals, improved academic success				
6) Educate MJH students about the effects of social media.	Officer Harrison	reduction in numbers of reports of misuse of social media				
						

Goal 2: Meridian High School will ensure that all students are taught in a safe environment.

Performance Objective 2: MHS will continue to ensure emergency evacuation plans are in place.


Summative Evaluation: Record of Drills

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Ensure that updated evacuation procedures are provided for teachers	Paul Booth	Documented procedures posted				
2) Multiple drills throughout the year	Paul Booth	Record of drills				
3) Security cameras are in use throughout the campus to provide for the safety of the students, faculty, and staff.	Paul Booth	Reduced discipline reports				
4) Installation of security door and cameras in the MHS entry	Paul Booth, Russell Crawford, Fred Smith	increased safety on campus				
						

Goal 2: Meridian High School will ensure that all students are taught in a safe environment.

Performance Objective 3: Students will be made aware of common and regional health risk.






Summative Evaluation: Improved student performance.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) MHS will be effectively represented at district SHAC meetings.	Kathryn Roberts	Improved student success				
2) Students grades 6-9 will go through the Worth the Wait curriculum.	Kathryn Roberts	log of students who participated				
						

Goal 3: 3. Meridian High School will encourage parents and members of the community to be involved in the school in order to elicit their support and maintain communication.

Performance Objective 1: MISD will continue various and numerous approaches to assure open communication between the school and home.


Summative Evaluation: Parental involvement records, agendas of meetings, documentation of correspondence sent home

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Brochures developed and distributed to parents about the campus and various programs.	Paul Booth, Mrs. Roberts, Mrs. Robinson	Brochures				
2) School/Parent/Student Compact will be signed by all parties.	Paul Booth	Signed Compacts				
3) SSI brochures will be sent home with 8th grade students.	Mrs. Robinson	Brochures				
4) MHS regularly post important information on the MISD Facebook page to inform parents, students, and Meridian Learning Community.	Paul Booth	Percentages of MHS Educational Parents, Students, and Community following the page.				
5) Scrolling marquee will broadcast important dates and events.	Paul Booth	Increased Parent, Student, and Meridian Learning Community Participation in Campus and District activities.				
6) Teachers and Staff will utilize "Remind", "Celly" and/or email, to communicate with parents about homework, schedule/time changes and other timely information concerning students in their classes/activities.	Faculty and Staff	Increased awareness of activity schedules and changes.				
7) Teacher will update grades on a weekly basis so parents can fully utilize Parent Portal to monitor student grades.	Kathryn Roberts, Paul Booth	Increased awareness of student grades				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: 3. Meridian High School will encourage parents and members of the community to be involved in the school in order to elicit their support and maintain communication.

Performance Objective 2: MISD will continue opportunities for parents and community members to be actively involved in the programs of the district.


Summative Evaluation: Sign in sheets

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) All students and parents invited to Open House night the 4th week of school.	Paul Booth	Sign-in Sheets				
2) Community Pep Rally During Homecoming Week	Mr. Booth, Mrs. Roberts	Attendance in Community Celebration				
3) Include as many students as possible in UIL, FFA, Athletics, and other Extra-Curricular activities as possible.	Mr. Booth, All Faculty and Staff	Attendance Records				
4) Jacket Backers will continue and increase participation on the High School campus.	Mr. Roberts	Minutes from Meetings				
5) Parents and community members will serve on campus Site Based Team and SHAC (Student Health Advisory Committee.)	Dr. Horak, Mrs. Roberts	Minutes from Meetings				
6) County Extension Agents will teach lessons at grades 6-8 on bullying	Mrs. Robinson	Completed Lessons				
						

Goal 3: 3. Meridian High School will encourage parents and members of the community to be involved in the school in order to elicit their support and maintain communication.

Performance Objective 3: MISD will ensure that parents and students are informed of their rights and responsibilities.


Summative Evaluation: Signed acknowledgement forms

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Students and parents receive and sign the acknowledgement forms of the Student Handbook, Student Code of Conduct, and School/Parent/Student Compac	Mr. Booth	Signed acknowledgement forms				
2) Special Education rights are provided and explained to parents	Mr. Booth	ARD Minutes				
3) English as a Second Language (ELL) students rights and procedures are provided to parents and students.	Mrs. Roberts	Signed Forms				
4) 504 and Dyslexia student rights and procedures are provided to parents and students.	Mrs. Robinson, Mrs. Parsons	signed forms				
						

Goal 3: 3. Meridian High School will encourage parents and members of the community to be involved in the school in order to elicit their support and maintain communication.

Performance Objective 4: Scholarship opportunities will be posted for parents to review and apply for as needed.

Summative Evaluation: Documentation of Postings

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Scholarships are posted on the website, brochures and other scholarship literature will be available in the counselors office or senior sponsors classroom, as well as announcements posted on bulletin boards and on the Facebook Page.	Mr. Booth, Mrs. Robinson, Mrs. Adams, Mrs. Brigham	Postings				
2) A scholarship/financial aid presentation for parents and students will be offered.	Mrs. Robinson	Sign- Sheets				
3) Students and parents will complete and file applications for admission to educational institutions, scholarships, and financial aid in meeting deadlines.	Mrs. Robinson	Evidence of admission and scholarship/financial aid awards.				
						

State Compensatory

Budget for Meridian High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199.11.6119.00.001.5.24.0.00	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$145,052.00
199.11.6141.00.001.5.24.0.00	6141 Social Security/Medicare	\$1,976.00
199.11.6142.00.001.5.24.0.00	6142 Group Health and Life Insurance	\$415.00
199.11.6146.00.001.5.24.0.00	6146 Teacher Retirement/TRS Care	\$2,040.00
199-11-6149-00-001-6-24-0-00	6149 Employee Benefits	\$900.00
6100 Subtotal:		\$150,383.00

Personnel for Meridian High School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Christie Coverdale	Teacher	SCE/Local	.5
Darrell Selke	Teacher	SCE/Local	.34
Joey O'Hearn	Teacher	SCE/Local	.126
Kelley Neuman	Teacher	SCE/Local	.5
Linda Brigham	Teacher	SCE/Local	.5
Pamela Avance	Teacher	SCE/Local	.5
Sky Parsons	Teacher-part time	SCE/Local	.4

2015-2016 Site-Based Decision Making Committee

Committee Role	Name	Position
Business Representative	Gayla Purcell	
Classroom Teacher	Joe DeBorde	Teacher
Classroom Teacher	Kelley Lauderdale	Special Education Teacher
Non-classroom Professional	Paul Booth	Administrator
Non-classroom Professional	Kathryn Roberts	Administrator
Non-classroom Professional	Karen Robinson	Counselor
Parent	Elva Rabago	parent