

Meridian Independent School District

District Improvement Plan

2015-2016

Accountability Rating: Met Standard



Mission Statement

The mission of Meridian ISD is to provide an orderly and safe environment and challenging curriculum for all students to learn social, academic, and technological skills necessary to succeed in a changing and global society. Each child will possess a positive self-concept, the desire to learn and the morals and ethics to become a productive citizen.

Vision

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

Meridian School Board Big Ideas

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 Independent School District encompasses 147 square miles of Bosque County. The two campuses, Meridian Elementary School (Grades PreK-5) and Meridian High School (Grades 6-12), serve the educational needs of approximately 510 students. Enrollment numbers have slightly increased for elementary aged students while staying roughly the same for the junior high and high school students over the past three years.

Demographically the district is comprised of approximately 60% White, 32% Hispanic, 4% two or more ethnicities, and 4% African American students. Meridian ISD is a Title 1 district serving a population of 62% of Economical Disadvantaged students. Over the past three years, there has been an increase in Economical Disadvantaged students while the ethnic populations have remained generally the same. At-Risk students, 50% of student population, are identified mainly in the area of homelessness, and failure to perform satisfactorily on readiness assessments or state assessments.

Demographics Strengths

Meridian ISD's attendance rate, dropout rate, and completion rate continues to be better than the state and regional averages with little variance from year to year.

Meridian High School students continue to perform better in Higher Education Readiness than state and regional averages.

Class size averages throughout the district remains below the state average. The teaching staff continues to be one of experience with over 50% of the faculty having more than 10 years teaching experience.

Demographics Needs

The biggest demographic change over the past several years has been an increase in the economically disadvantaged population. While this is not unique to MISD, as a district, and individual campuses we strive to meet the needs of these students in a variety of ways outline in the DIP and CIPs.

Student Achievement

Student Achievement Summary

Meridian ISD as a district and at each campus Met Standard on all indices in 2014-15. Meridian Elementary and Meridian High School achieved the Met Standard rating. MES earned all four academic distinction designations; Top 25 Percent Student Progress, Academic Achievement in Reading/English language arts, and Academic Achievement in Science, and Academic Achievement in Postsecondary Readiness.

Student Achievement Strengths

As a district all students scored 88% in Reading at the Phase-in Level II or above standard. The students also scored 85% in math and 85% in science.

MHS students ACT scores were equal to the state average and SAT scores were above the state average.

Student Achievement Needs

As a district there will be a continued emphasis on math and science instruction.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The professional faculty members and instructional paraprofessionals employed by Meridian ISD are highly qualified. Meridian ISD enjoys a high retention rate of all employees. When a 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

Elementary staff continues to meet 100% Highly Qualified Status.

High school staff continues to meet 100% Highly Qualified Status.

Staff Quality, Recruitment, and Retention Needs

Staff development is a need at both campuses as we work to implement new TEKS, textbook adoptions, and to disaggregate data to provide the best instruction for all students.

Sheltered Instruction training will be provided to all staff members in order to enhance instruction for all students.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Meridian ISD prides itself in delivering quality curriculum and instruction to all students. A yearly review of state assessment data allows each campus to align the curriculum with state standards and expectations. Data analysis further provides the district with curriculum and instruction strengths and needs.

Curriculum, Instruction, and Assessment Strengths

Meridian ISD implements a Response to Intervention program that allows for identification of students in need of accelerated learning. At Meridian High School, students are identified for enrichment classes through state assessment data. Students attend an enrichment period in which targeted areas are addressed. These areas may be those where students are falling below acceptable standards or areas in which additional support would yield commended scores.

Meridian Elementary identifies students for RtI Services through local assessments each six weeks. Students are identified as needing additional support are instructed by grade level teachers in the areas of math and reading during a designated time. Students identified as being at or above benchmark levels are provided enrichment learning.

Curriculum, Instruction, and Assessment Needs

A review of state data reveals the need to train our staff in sheltered instruction techniques in order to enhance learning for all students.

Family and Community Involvement

Family and Community Involvement Summary

Meridian ISD promotes family and community involvement through various activities. It is the goal of MISD to make family and community members feel welcomed at each campus and to keep everyone informed of student activities and progress.

Family and Community Involvement Strengths

Each campus provides opportunities for family and parental involvement through memberships in activity organizations and special days on campus. Meridian High School provides interested parties the opportunity to become involved in Jacket Backers, Band Boosters, and Site-Based Decision Making teams.

Meridian Elementary provides opportunities for families to visit the campus and classrooms through Grandparent's Day, Thanksgiving Feast, and Play Day. Interested parties are selected to become members of the Site-Based Decision Making team.

Both campuses inform 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.

MISD provides a school website for better communication between school, home, and community. The website offers up to date information for all campuses as well as a Parent Portal for parental access to grades and attendance.

MISD added a Facebook page in order to keep parents and community up to date with immediate changes in schedules and events.

Stronger communication between school, home and, community has been a concern in the past. The continuation of website and parental access to grades and attendance has strengthened communication.

Family and Community Involvement Needs

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

The need for more emphasis on school initiated parent communication.

The need for more opportunities (events) for parent to come to the campus.

Technology

Technology Summary

The Meridian ISD Technology Plan provides a needs assessments, goals and objectives for technology in MISD. The plan is updated as needed and approved every three years by the school board.

Technology Strengths

MISD Technology plan lists the strengths of our program.

Technology Needs

MISD Technology plan lists the needs of our program.

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
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment 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
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc
- Homeless data
- Gifted and talented data

Student Data: Behavior and Other Indicators

- Annual dropout rate data
- Attendance data

- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback

Employee Data

- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Teacher STaR Chart Technology Data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

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

Goals

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

Performance Objective 1: MISD 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	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Orientation will be provided for new teachers on District Policies and expectations.		Dr. Horak	Sign in sheets				
2) All staff , including substitutes, will be provided training on policies and procedures.		Dr. Horak	Documentation sheets				
3) Staff meetings are scheduled at the beginning of the year to review the district's discipline policy, classroom management, Code of Conduct, and conflict resolution.		Mr. Booth, Mrs. Edwards	Sign-in sheets, agendas				
4) Online training will be held for all faculty and staff in child abuse awareness, prevention, and reporting responsibilities per state directive.		Dr. Horak	Elementary staff completion 9/30/2014, Secondary staff completion 12/31/2014, all other staff 5/31/2015 Certificates on file in office				
5) Special Education training is provided to all district employees.		Dr. Horak	Sign in sheet, agenda				
6) Technology training is provided to all district employees.		Mr. Smith	sign in sheets, agenda				
7) Faculty and staff handbooks are reviewed and presented to all district employees.		Dr. Horak	sign in sheet				
8) MISD will continue to employ highly qualified paraprofessionals to provide academic assistance to certified personnel in order to better serve students experiencing difficulty.		Dr. Horak, Mrs. Edwards, Mr. Booth	Highly Qualified Documentation				
9) First year teachers will be assigned a mentor teacher on their campus according to employee induction plan.		Mr. Booth, Mrs. Edwards	Faculty retention rates				
10) Early Mental Health and Suicide Prevention training for all staff at all levels.		Dr. Horak, Mrs. Dowler, Ms. Robinson	agenda, participation documentation				

11) All instructional staff will complete Texas Behavior Support Initiative training and use the instructional and behavior strategies with students as needed.		Mrs. Roberts	course completion certificates				
12) Teams will be trained on each campus in Nonviolent Crisis Intervention (CPI) for staff and student safety.		Mrs. Edwards, Mr. Booth	course completion certificates				

Goal 1: 1. Meridian I.S.D.'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, MISD will determine current curriculum needs.


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

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

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

Performance Objective 3: MISD will increase student attendance to 97% district wide.


Summative Evaluation: Attendance records

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Continuation of campus incentive programs for attendance.		Mrs. Edwards, Mr. Booth	Attendance rates				
2) Saturday school will continued to be offered to make up for excessive absences.		Mr. Booth	Saturday attendance documentation				
3) Odyssey Ware will continue to be utilized for credit recovery.		Mr. Booth	Odyssey Ware records, grade books				
4) Saturday School, tutoring, and Odyssey Ware will be used to assist students in danger of becoming drop outs complete the minimum requirements for graduation.		Ms. Robinson, Mr. Booth	decrease in drop out rate				
							

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

Performance Objective 4: MISD will provide campuses with needed technology training, hardware and software as determined by campus technology committees.

Summative Evaluation: Needs assessments, purchase orders






Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Funding sources through grants will be researched and applied for as needed and appropriate.		Mr. Booth, Mrs. Roberts	Documentation of grants written and submitted				
2) Hardware will be purchased on a rotating basis as determined by the technology plan and needs assessments.		Mr. Smith	Purchase orders, documentation of needs				
3) Software will be purchased on a needs basis for improved student performance.		Mr. Booth	Needs assessments, teacher requests, purchase orders				
4) Teachers will be provided technology training and assistance on an as needed basis.		Mr. Smith	Training Log				
5) Students in grades 3-8 will utilize software to practice Reading and Math TEKS.		Mrs. Roberts	increase in student performance on the testing measures within these programs				
							

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

Performance Objective 5: MISD 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	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Policies, procedures and notifications are followed		Mr. Booth, Mrs. Edwards	ARD minutes				
2) ARDs are held annually or as needed		Mr. Booth, Mrs. Edwards	ARD minutes				
3) Modifications and accommodations for instruction are carried out per ARD decisions		teachers, Mrs. Lauderdale, Mrs. Higgins, Coach Bogne	Accommodations and modification teacher check list				
4) IEP modifications are provided to all teachers involved.		Mrs. Lauderdale, Mrs. Higgins, Coach Bogne	Signed documentation of receipt				
5) Speech services are provided to identified students		Valerie Palermo	Contact logs				
6) OT/PT services are provided for identified students.		Bosque County Co-Op	Contact logs				
7) The least restrictive environment is provided for identified students.		Mr. Booth, Mrs. Edwards	ARD minutes				
8) PPCD is provided through contract with Bosque County Co-op Services		Dr. Horak	Attendance records				
9) Paraprofessionals will provide assistance to identified special education students.		Mr. Booth, Mrs. Edwards					
10) Contract with Bosque County Co-Op to provide additional special education services.		Dr. Horak	Contract				
11) Universal testing of elementary students will be held each six weeks. Results from this testing as well as information from teachers will determine placement in the RtI program. This program is designed to identify areas of concern for individual students and provide them with accelerated instruction to remedy these concerns.		Ms. Booth, Ms. Keese, Mrs. Edwards	Decrease in RtI enrollment and special education referrals				
12) RtI instruction will be delivered by highly qualified classroom teachers and paraprofessionals under the direction of the teacher.		Ms. Roberts, Mrs. Edwards, Mr. Booth, teachers	Decrease in RtI enrollment				

13) Review each student's placement during ARDs to determine least restrictive environment.		Mr. Booth, Mrs. Edwards	Amount of resource class time, State assessment data, Improved PBMAS rating				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

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

Performance Objective 6: MISD will continue services to address the needs of identified gifted and talented students


Summative Evaluation: List of students, schedule of services, contact logs

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Nominations for MPACT (the MISD gifted and talented program) are made in the Fall and Spring. Parents and teachers are provided with information and forms for nominations.		Ms. Robinson, Mrs. Dowler	nomination packets, list of nominations, agenda of Fall meeting				
2) Nominated students are assessed using district approved tools by a qualified test administrator.		Ms. Robinson, Mrs. Dowler	Test results				
3) MHS requires identified GT students to complete an Individual Study Project each year or participate in an advance measures course.		Mr. Deborde	projects, field trip logs				
4) MES will continue a pull-out program designed to meet the needs of identified GT students		Mrs. Reiss	GT Showcase, Envision project check list				
5) Yearly training will be held for gifted/talented staff and administrators.		Mrs. Roberts					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

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

Performance Objective 7: Programs and activities are provided to serve identified At-Risk students


Summative Evaluation: State Assessment scores, Drop Out Statistics, Pregnancy Statistics, TPRI Scores

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) At-Risk policies, procedures, and notifications are followed.		Ms. Robinson, Mrs. Dowler	Records of identified students				
2) Students are identified as At-Risk through Board Policy and local eligibility criteria.		Ms. Robinson, Mrs. Dowler	Identification sheets				
3) Tutorials are offered		Teachers	attendance records				
4) Communicate with parents of students at risk of dropping out and, when necessary, pursue legal action		Mr.Booth	Parental communication records				
5) Communicate with parents, provide resources, and develop strategies to ensure students complete current grade and are promoted to the next grade level on schedule.		Mr. Booth, Mrs. Edwards	Parent communication log				
6) Response to Intervention reading and math programs continue to provide instruction for at risk students.		Mr. Booth, Mrs. Edwards	Rtl enrollment logs				
7) Teachers attend staff development which focuses on: At-Risk Criteria, services and programs offered, and confidentiality.		Mr. Booth, Mrs. Edwards	Sign in sheets, agendas				
8) Pregnancy prevention classes are offered at the junior high and high school level. classes encourage abstinence and spends time discussing sexual diseases and financial burden of sexual activity. The Pregnancy Prevention Council presents a program to students, divided into boy and girl groups, stressing abstinence.		Ms. Robinson	class attendance list				
							

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

Performance Objective 8: English Language Learners (ELL) are provided services to identified students






Summative Evaluation: Enrollment, Pre/post testing, TELPAS data

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Home language surveys completed by each newly enrolled student		Office Staff	Surveys				
2) Policies, procedures, and notifications are followed		Mrs. Roberts	Documentation of services				
3) Screening and testing is completed as required.		Mrs. Roberts	Testing documentation				
4) Language Proficiency Assessment Committee (LPAC) Board is approved and trained.		Mrs. Roberts	Meeting agendas, minutes				
5) Follow-ups for exited students are preformed.		Mrs. Roberts	Monitored Student Report				
6) SIOP training for all instructional staff		Mrs. Roberts	sign in sheets				
7) Maintain content based ESL program for all ELL students		Mrs. Roberts					
							

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

Performance Objective 9: Dyslexic programs will continue for identified students.


Summative Evaluation: Enrollment data, lesson plans.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Policies, procedures, and notifications are followed.		Mrs. Dowler, Ms. Robinson	Documentation paperwork				
2) Parent notification and consent for testing.		Mrs. Dowler, Ms. Robinson	Signed consent				
3) Students are identified through assessment.		Mrs. Dowler, Ms. Robinson	completed assessments				
4) Identified students are utilizing the ESC Region 12 curriculum at the high school. They will also continue to receive accommodated instruction in their ELAR classes.	6	Mr. Booth Ms. Robinson, Mrs. Moreau, Mrs. Neuman	Lesson Plans				
5) District Dyslexia Plan approved and followed		Mrs. Moreau	plan				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

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

Performance Objective 10: MHS will provide classes, programs, and activities to guide students toward career opportunities.


Summative Evaluation: Attendance lists, records of student enrollment in higher education programs and/or career programs

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) ASVAB (aptitude test) will be given to all 11th graders		Ms. Robinson	Test results				
2) ACT offered to all 11th and 12th graders. This test has an interest survey.		Ms. Robinson	test results				
3) Students in career classes at 8th grade and will take career interest inventories.		Mrs. Robinson, Mr. Bogney	test results				
4) Each grade level at MES focus on a different aspect of career readiness and promotes college attendance.		Mrs. Edwards, Mrs. Dowler	post graduation college attendance				
							

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

Performance Objective 11: MHS and MJS will provide information on higher education opportunities to students and their families.


Summative Evaluation: Records of students attending higher education

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Daily announcements made, information written in the Jacket Gazette and published on the website about applications (ACT, SAT, THEA, FAFSA)		Mrs. Robinson, Mrs. Adams	publications				
2) Parent night for college admission, FAFSA, grant, and scholarship questions.		Ms. Robinson	agenda and sign in sheets				
3) College Night in Waco in October. Extra credit in classes is given for attending these classes.		Ms. Robinson	attendance rolls				
4) Seniors receive assistance, from the counselor, with completing applications. MHS will mail the applications.		Ms. Robinson	Documentation of applications mailed				
5) Dual credit courses are offered to juniors and seniors at the Hill College site in Meridian. Currently the school is able to fund 2 classes per semester per student.		Ms. Robinson, Mrs. Zeptner	enrollment in classes				
6) Ms. Robinson will offer after school help to students completing SAT, ACT, etc. applications. Financial waivers are available for testing (ACT/SAT/PSAT) and college applications for student who are economically disadvantaged.		Ms. Robinson	Logs of applications				
							

Goal 2: Meridian I.S.D. will maintain a safe and positive learning environment for all students.

Performance Objective 1: MISD will continue to provide services for all students in Safe and Drug Free Schools and Communities programs.


Summative Evaluation: List of programs, notes home, PEIMS data

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Character Education training		Ms. Robinson, Mrs. Dowler	lesson plans, citizenship grades, office referrals				
2) Programs and assemblies promoting SDFSC goals will be held during the school year.		Ms. Robinson, Mrs. Dowler	program calendar				
3) Jackets Against Drugs Program will continue in 5th grade.		Mrs. Dowler	lesson plans				
4) Red Ribbon Week activities will be observed with contest and assemblies to promote a safe environment.		Mrs. Dowler, Ms. Robinson	PEIMS data, documentation of participation				
5) Fire Prevention Week will be observed with contest and assemblies to promote a safe environment.		Mrs. Dowler	participation documentation				
6) Fire, Lock Down, and tornado drills will be held.		Mr. Booth, Mrs. Edwards,	Fire Drill Log				
7) School Health Advisory Council will continue to assess curriculum and school programs and ensure that all students participate in the required physical education/activity according to TEA guidelines.		Mrs. Roberts, Mrs. Edwards, Mr. Booth	Agendas, minutes				
							

Goal 2: Meridian I.S.D. will maintain a safe and positive learning environment for all students.

Performance Objective 2: MISD will revise and improve the Student Code of Conduct and Student Handbook each year.

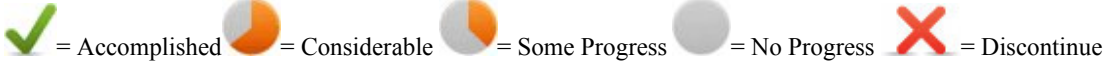
Summative Evaluation: parent signed receipts

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Revise/improve the Student Code of Conduct yearly, as needed. Distribute to students and make available on the website.		Mr. Booth & Mrs. Edwards	signed receipt by parent				
2) Revise/improve the Student Handbook yearly, as needed. Distribute to students and make available on the website.		Mr. Booth & Mrs. Edwards	signed receipt by parent				
							

Goal 2: Meridian I.S.D. will maintain a safe and positive learning environment for all students.

Performance Objective 3: MISD will update and maintain the crisis management and violence prevention plans and procedures.

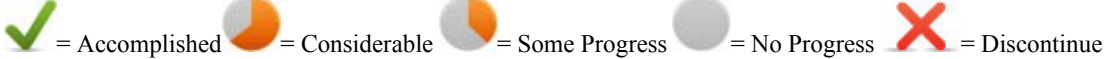
Summative Evaluation: plans

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Crisis Management Response Plan is maintained		Mr. Booth, Mrs. Edwards	plan				
2) Crisis Response Team is maintained. Members are replaced and receive training as needed.		Mr. Booth & Mrs. Edwards	list of members				
3) Crisis Response Box is created and available in the office of MES, MHS, the district office, and Bosque County Educational Cooperative.		Mrs. Roberts	Completed kits at locations				
4) Staff orientation is held on emergency drill procedures: fire, tornado, lockdown		Mr. Booth & Mrs. Edwards	Agendas				
							

Goal 2: Meridian I.S.D. will maintain a safe and positive learning environment for all students.

Performance Objective 4: MISD will effectively implement District Alternative Education Program (DAEP) as needed and required by law.






Summative Evaluation: DAEP enrollment, PEIMS reports

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) DAEP will be considered discretionary unless mandated by TEC Chapter 37.		Dr. Horak, Mr. Booth, Mrs. Edwards	PEIMS reports, discipline reports				
2) DAEP provides transitioning back to general education program on home campus.		Mr. Hillburn, Mr. Booth, Mrs. Edwards	reduction in return trips to DAEP				
							

Goal 2: Meridian I.S.D. will maintain a safe and positive learning environment for all students.

Performance Objective 5: All students will be trained in conflict resolution, freedom from harassment, Internet Safety, Dating Violence (grades 7-12), Suicide Prevention, and Bullying to maintain a safe and orderly environment.


Summative Evaluation: Title IV Reports

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Guidance lessons will be provided to students on each campus that teach conflict resolution, Internet Safety, and Suicide Prevention. As well as, information to teach students how to avoid, prevent, and their rights concerning harassment, dating violence (grades 7-12,) bullying and suicide.		Mr. Booth, Mrs. Edwards, Ms. Robinson, Mrs. Dowler, Mrs. Adams, Mrs. Keese	lesson plans, activity logs				
2) Present "Take a Stand,Lend a Hand, Stop Bullying Now" at both campuses.		Ms. Robinson, Mrs. Dowler	lesson plans, attendance records				
3) Board Policy and the student hand book outlines the definition of bullying, reporting procedures, investigation procedures, and district actions. These are also available on the district website.		Dr. Horak	Title IV Reports				
4) Character Counts curriculum is incorporated into classroom lessons.		teachers	title IV reports				
5) Student surveys determine future needs.		Mr. Booth & Mrs. Edwards	Completed surveys, programs implemented				
6) Guest speakers address students on the dangers of bullying.		Ms. Robinson, Mrs. Dowler	schedule of presentations				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: 3. Meridian I.S.D. 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, home, and community.






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

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) MHS will publish a digital newspaper. Publication will be emailed out and made available on the MHS website.		Mrs. Adams	Copies of newspapers				
2) Electronic marquees at each campus will be kept up to date in order to inform the public of upcoming events.		Mr. Booth, Mrs. Edwards	Marquees displaying current news				
3) MISD website will be kept up to date to inform the community of school events and district facebook site		Mrs. Adams	Website is up to date				
4) Three week failure reports and six week report cards will be sent home with students to keep families informed of progress.		teachers	signed reports				
5) The School Reach program will be bought and implemented throughout the district. This program pulls parent contact information from the PIEMS data and allows campuses to send mass voicemail, email and text messages to parents.		Mr. Smith, Mr. Booth, Mrs. Edwards	Parent comments, survey results				
6) MISD website will provide a link to the TxConnect Parent Portal. Parent Portal will be utilized to keep parents up to date on grades and attendance. Parent Portal information letters will be sent home at the beginning of the school year.		Ms. Roberts	Log in information of parents				
7) Public informational meeting about Title 1 funding and program requirements.		Mrs. Edwards	increased awareness of Title 1 objectives				
8) MISD pursues input from community on college and career readiness.		Dr. Horak	Community response recorded				
							

Goal 3: 3. Meridian I.S.D. 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	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Jacket Backers will continue on the High School campus.		Mr. Roberts	Minutes from meetings				
2) Band Boosters will continue on the High School campus/		Mr. Ramsey	Minutes of meetings				
3) Parents and community members will serve on campus and district Site Based Teams and SHAC (Student Health Advisory Committee.)		Dr. Horak, Mr. Booth, Mrs. Edwards, Mrs. Roberts	Minutes from meetings				
4) County Extension Agents will teach lessons at grades 6-8 on bullying/anti-bullying and health lessons in grade 5.		Mrs. Robinson, Mrs. Henderson	completed lesson, decrease in bullying behaviors				
5) Guest speakers from the community speak to students at all grade levels about making positive choices.		Mrs. Edwards, Mr. Booth, Mrs. Dowler, Ms. Robinson	decrease in office referrals and negative behavior				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: 3. Meridian I.S.D. 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	TITLE I	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 Compact.		Mr. Booth, Mrs. Edwards	Signed acknowledgement forms				
2) G/T policies and procedures are provided to parents and students.		Mrs. Dowler, Mrs. Robinson	Agenda of meeting				
3) Special Education rights are provided and explained to parents		Mr. Booth, Mrs. Edwards,	ARD minutes				
4) English as a Second Language (ELL) students rights and procedures are provided to parents and students.		Mrs. Roberts	Signed forms				
5) 504 & Dyslexia student rights and procedures are provided to parents and students.		Mrs. Roberts, Mrs. Robinson, Mrs. Dowler, Mrs. Parsons	signed forms				
6) UIL and Athletic policies and procedures are provided to parents and students.		Mrs. Brigham, Coach Roberts	signed forms				
							

Goal 3: 3. Meridian I.S.D. 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	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Scholarships are posted on the website and in the Jacket Gazette		Mrs. Robinson	postings				
2) Folders with scholarship applications available to parents and filed according to deadlines.		Mrs. Robinson	Scholarships awarded				
							

State Compensatory

Budget for District Improvement Plan:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
19911614100101624000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$3,332.00
19911614200001624000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$3,064.00
19911614200101624000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$8,065.00
19911614600001624000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$2,040.00
19911614600101624000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$6,282.00
19911614900101624000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$5,580.00
19911611900001624000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$145,052.00
19911611900101624000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$214,011.00
19911611902101624000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$4,000.00
19911612900101624000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$27,000.00
19911614100001624000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$1,976.00
6100 Subtotal:		\$420,402.00
6300 Supplies and Services		
19911639900101624000	6311 Gasoline and Other Fuels for Vehicles	\$7,000.00
6300 Subtotal:		\$7,000.00

Personnel for District Improvement Plan:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amy	Wester	Paraprofessional	.5
Angela	Moreau	Teacher	1
Christie	Coverdale	Teacher	.5
D'Anna	Dempsey	Teacher	.5
Darrell	Selke	Teacher	.34
Emily Ramsey	Teacher	SCE/Local	.49
Jamie	Fischer	Teacher	.5
Joey	O'Hearn	Teacher	.126
Julie Maher	Teacher - Elementary	SCE/Local	.16
Karla Childers	Teacher Aide	SCE	1
Kelley	Neuman	Teacher	.5
Leisha	Martin	Teacher	.5
Linda	Brigham	Teacher	.5
Pamela Avance	Teacher - Secondary	SCE/Local	.5
Robert Harper	Teacher - Secondary	SCE/Local	.13
Sarah DeBorde	Teacher - Elementary	SCE/Local	.5
Sky Parsons	Teacher-Part time - Secondary	SCE/Local	.4
Staci	Garriott	Teacher	.5
Terrence	Smith	Teacher	.5
Wendy	Cummings	Teacher	.5

Title I

Schoolwide Program Plan

Meridian ISD has one campus, Meridian Elementary, designated as a Title I school. Meridian Elementary develops goals and strategies to support all students in learning. A Comprehensive Needs Assessment (CNA) is conducted at the end of each school year to identify areas of concern and needs. Three programs provide instruction for students in need of assistance: Response to Intervention, tutorials, and summer school.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

The CNA identified specific areas and student populations where actual performance does not meet the goals of the campus or district. This information was then used to form the goals and strategies of the Comprehensive Schoolwide Plan. An ongoing evaluation, each six weeks, provides grade level teams with the effectiveness of interventions and other strategies.

2: Schoolwide Reform Strategies

Students receive instruction that is based on scientifically-based research. Teachers review student needs each six weeks and set goals to track progress or lack thereof. The use of Renaissance Learning products, STAR Early Literacy, STAR Reading, and STAR Math, as well as TPRI and benchmark testing allows teachers to fine-tune instructional goals and strategies for individual students.

3: Instruction by highly qualified professional teachers

Every teacher and paraprofessional at Meridian Elementary is highly qualified. We are fortunate to have a pool of highly qualified applicants for every job vacancy therefore it is unnecessary to provide funding for faculty and staff to achieve highly qualified status. It is further unnecessary to provide timely notice to parents of a non highly qualified teacher in the classroom. If the need for parent notification of a teacher not being highly qualified arises, parents would be sent a letter, from the principal, within the first two weeks of the occurrence.

The campus principal is responsible for keeping on file documentation of highly qualified status for all faculty and instructional staff.

4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff

Teachers are surveyed at the end of each year for recommendations and needs for professional development. Professional development is held during the first week of inservice and as needed throughout the year to meet the identified needs. Teachers may attend off campus training, as it pertains to their

teaching assignment, during the school year.

5: Strategies to attract highly qualified teachers

Meridian Elementary is an Exemplary campus that has no problems attracting highly qualified applicants. MES maintains high student and teacher expectations that makes the campus attractive to everyone.

6: Strategies to increase parental involvement

Parental and community involvement, in the past, has consisted of families and community members being invited to the school for special programs. Meridian Elementary is in the process of developing a more comprehensive parental involvement plan.

7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs

Meridian Elementary helps transition from early childhood programs to kindergarten by having a day of visitation. Area daycares, Head Start, and Pre-kindergarten students are given a tour of the campus and kindergarten rooms. They are given the opportunity to meet the teachers during this time as well as on the day of kindergarten registration.

8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program

Teachers are given state assessment data as soon as possible after the test. At the beginning of the school year, teachers are given the results of their past year students as well as the results of those coming into their classroom. Disaggregation of this data provides teachers with the information they need to improve individual student achievement.

During the year scheduled benchmarks are given. The results of these benchmarks are given to the teacher within one day of testing. Timely results provides the teacher with a road map for instruction.

9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards

Meridian Elementary universally tests every student in grades kindergarten through fifth grade every six weeks. This testing provides up to date information on individual student needs. Students are assigned to the RtI program if a need for assistance is indicated. Students remain in RtI for a six week period at which time testing is repeated.

10: Coordination and integration of federal, state and local services and programs

Our schoolwide plan uses the flexibility that is available to our District to integrate services and programs with the aim of upgrading the entire educational program and to help all students reach proficient and advanced levels of achievement. In addition to coordinating and integrating services and programs, our schoolwide plan combines most Federal, State, and local funds to provide those services. By exercising this option, our District maximizes the impact of the resources available to carry out the schoolwide program for our District.

2015-2016 District Education Improvement Committee

Committee Role	Name	Position
Administrator	Paul Booth	Member
Administrator	Kim Edwards	Member
Administrator	Kathryn Roberts	Member
Business Representative	Jane Murphy	Member
Classroom Teacher	Christi Coverdale	Member
Classroom Teacher	Kim Koonsman	Member
Classroom Teacher	Kelly Lauderdale	Member
Classroom Teacher	Nansy Reiss	Member
Community Representative	Johnny Hauerland	Member
District-level Professional	John Horak	Committee Chairperson
Parent	Jena Bridgefarmer	Member