

HURLA M. MIDKIFF ELEMENTARY CAMPUS IMPROVEMENT PLAN

2017-2018

Students First • Innovation • Collaborative Ownership • Diversity • Continuous Learning

Vision Statement

HURLA M. MIDKIFF ELEMENTARY will prepare and inspire all students to be equipped to excel in the college and career of their choice, dominate 21st century skills in leadership, knowledge, language, and technology to compete in a global economy and serve as successful citizens in their community

Collective Commitments

We believe that we have the duty to foster opportunities for each student to build a legacy of success .

We, therefore, collectively commit to:

- ✓ Putting students first and inspiring innovation
- ✓ Taking ownership of a collaborative, educational partnership through student, parent, and civic engagement
- ✓ Understanding cultural diversity with the ability to relate effectively amidst varied cultures within a global economy
- ✓ Learning professionally for continuous improvement

Nondiscrimination Notice

HURLA M. MIDKIFF ELEMENTARY does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

MISSION CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
Board of Trustees
2017-2018

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DISTRICT GOALS

- GOAL 1.0** **Mission CISD Students demonstrate academic success through a curriculum that is well balanced, appropriate, and relevant to the real world in order to be college and career ready.**
- GOAL 2.0** **All stake holders understand the district's mission and vision and are actively involved in providing service to our family and community to ensure the education of our students.**
- GOAL 3.0** **Mission CISD has a plan to address the efficient operations of District facilities, safe environment, integration of technology, and fiscal responsibility.**
- GOAL 4.0** **A process is in place that assures quality and highly effective personnel will be recruited, developed, and retained as part of our Mission CISD team.**

HURLA M. MIDKIFF ELEMENTARY
Roster by Grouping
2017-2018

Campus Based Professional Staff

Adriana Reyna - PK
Irma Gomez - KN
Alma Garza - 1st
Illiana Gomez - 2nd
Yvonne Ayala - 3rd
Kristina Venecia - 4th
Veronica Garza - 5th
Sandra Rios - Special Programs

Non-Teaching

Dora A. Villalobos - Principal
Efrain Zamora - Asst. Principal
Maricela Sanchez - Counselor
Loyda Guerrero - Counselor
Paula Garcia - I & A Strategist

District Level Professional Staff

Carlos R. Garcia

Teachers (Secondary)

None

Non Teaching (Secondary)

None

Business Representatives

Ashley Rivera

Parents

Patricia Razo

Community Representatives

Lori Lopez

None

CAMPUS IMPROVEMENT PLAN**Directory**

NAME	TITLE
Dora A. Villalobos	Principal
Efrain A. Zamora	Asst. Principal
Maricela Sanchez	Counselor
Loyda Guerrero	Counselor
Paula Garcia	Instructional and Assessment Strategist
Sandra Rios	LRC Specialist
Jose Espino	Physical Education Teacher
Jorge Garcia	Physical Education Teacher
Enedelia Leos-Rojas	Music Teacher
Sylvia Adame	PK Teacher
Sonia Longoria	PK Teacher
Erica Garza	PK-Teacher
Adriana Reyna	PK Teacher
Irma Garcia	Kinder Teacher
Irma Gomez	Kinder Teacher
Gloria Padron	Kinder Teacher
Melissa Quintanilla	Kinder Teacher
Joanna Perez	Kinder Teacher
Bertha Madrigal-Gamboa	Kinder Teacher
Alma Garza	1st Grade Teacher
Maria Cervantes	1st Grade Teacher
Jessica Diaz	1st Grade Teacher
Evelyn Flores	1st Grade Teacher
Claudia Garcia	1st Grade Teacher
Sonia Saenz	1st Grade Teacher
Illiana Gomez	2nd Grade Teacher
Adela Arriaga	2nd Grade Teacher
Sandra Villarreal	2nd Grade Teacher
Alejandro Tijerina	2nd Grade Teacher
Esmeralda Carmona	2nd Grade Teacher
Rosalva Fajardo	3rd Grade Teacher
Mary Leal	3rd Grade Teacher
Yvonne Ayala	3rd Grade Teacher
Marissa Cantu	3rd Grade Teacher
Leticia Alanis	3rd Grade Teacher

CAMPUS IMPROVEMENT PLAN**Directory Cont.**

NAME	TITLE
Linda Cantu	4th Grade Teacher
Rita Garcia	4th Grade Teacher
Herlinda Rodriguez	4th Grade Teacher
Kristina Venecia	4th Grade Teacher
Melody Villarreal	4th Grade Teacher
Ivette Arevalo	5th Grade Teacher
Maribel Farias	5th Grade Teacher
Veronica Garza	5th Grade Teacher
Luana Medina	5th Grade Teacher
Christine Montemayor	5th Grade Teacher
Daniella Alaniz	5th Grade Teacher
Claudia Rangel	Parent Liaison
Hilde Reyna	Campus Technician
Deborah Mora	Resource Teacher
Alva Salinas	PPCD Teacher
Sandra Acosta	Headstart Teacher
Sylvia Hernandez	Headstart Teacher
Sonia Salinas	Math Coach
Bertha Cantu	Reading Coach
Mary Salinas	Dyslexia Teacher
Ana Cantu	Dyslexia Teacher
Mariel Flores	LSSP
Ileana Rodriguez	Speech Teacher



COMPREHENSIVE NEEDS ASSESSMENT

DEMOGRAPHICS

- 1 Increase the level of academic achievement for all populations especially Spec. Ed. and LEP subgroups.
- 2 Increase the level of academic achievement for all sub groups by focusing on summarization and the Learning Focused Strategies.
- 3 Consistent Communication with Newcomers Academy.

STUDENT ACHIEVEMENT

- 1 Increase the passing rate for all students in all subjects.
- 2 Provide targeted professional development especially for Special Ed. and LEP populations.
- 3 Schedule vertical and horizontal meetings to allow staff to collaborate on core content standards and expectations.
- 4 Hire team teachers to reinforce specific skills.
- 5 Conduct PLC Planning and Standing Meetings.

SCHOOL CULTURE AND CLIMATE

- 1 Continue open communication and promote effective SBDM.
- 2 Continue with community events for example; Fall Festival, Career Day, Health Fair, Movie Night, Literacy Night, Palmhurst Night Out, Principal for A Day, Informative Parent Meetings and Veteran's Day Program.
- 3 Recognize student's achievement for example; Student of Week, Student of the Month, Birthdays, Author For The Week, Attendance, Honor Roll, etc.

STAFF QUALITY, RECRUITMENT AND RETENTION

- 1 Continue staff development for all content subjects and for all sub-groups.
- 2 Reinforce Diana Ramirez Literature Strategies and Project GLAD.
- 3 Continue open communication within campus, during Grade Levels, SBDM meetings and Vertical Team Meetings.
- 4 Hire a nurse assistant to assist our school nurse with medications, routine checks and daily clinical visits.

CURRICULUM, INSTRUCTION & ASSESSMENT

- 1 Effectively implement the curriculum including Assessments/Performance Indicators.
- 2 Purchase instructional materials to reinforce the readiness standards and expectations.
- 3 Provide immediate interventions for students not mastering TEKS objectives.
- 4 Provide additional tutorials for students who are part of the SLR list.
- 5 Conduct walk-throughs to ensure effective implementation of the curriculum, Time and Treatment for Bilingual and implementation of IEPs.
- 6 Implement the Response to Intervention Program to target at risk students.

SCHOOL CONTEXT AND ORGANIZATION

- 1 Continue administrative support and open door policy.
- 2 Provide after-school and Saturday tutorials to address the At-Risk population(Spec. Ed. and Bilingual)
- 3 Dual Language Program for PK-1st to address ELLS.
- 4 Intervention Block for KN-1st.
- 5 Create a master schedule.
- 6 SBDM monthly meetings

FAMILY AND COMMUNITY INVOLVEMENT

- 1 Encourage parents to participate in the Rosetta Stone.
- 2 Implement parent/student activities after school.
- 3 Conduct Family Literacy Nights to improve the AR program.
- 4 Communicate with parents via School Messenger and Newsletters.
- 5 Conduct Curriculum meetings to inform parents of the state accountability and expectations.
- 6 Encourage parents to be part of our Parental Involvement Program.



COMPREHENSIVE NEEDS ASSESSMENT

TECHNOLOGY

- 1 Conduct meetings on technology updates, Techno Thursday.
- 2 Provide staff development on new technology programs specifically on how to integrate it with classroom instruction.
- 3 Update labs and student workstations with new computers including PE, Music and Special Ed.
- 4 Eiki projectors, document cameras and digital cameras are needed.

School Wide Components

- 1 Comprehensive Needs Assessment
- 2 Reform Strategies
- 3 Instruction by Highly Qualified Teachers
- 4 High Quality Professional Development
- 5 Strategies to Attract HQ Teachers
- 6 Strategies to Increase Parental Involvement
- 7 Transition
- 8 Teacher Decision Making Regarding Assessments
- 9 Effective and Timely Assistance to Students
- 10 Coordination and Integration



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.1 Fully implement the vertically aligned Curriculum PK - 5 with fidelity including the increase use of research-based instructional strategies and methodologies that support students with disabilities in all settings.	Principal Teacher(s)	175, 199, 211, 212, 165, 171, 263	Daily	Lesson Plans, Walkthroughs	1,2,3
1.1.2 Utilize multiple sources to address the Four Indexes in the state accountability requirements.	Principal Teacher(s)	175, 199, 211, 212, 165, 171, 263	Daily	STAAR, Common Assessment, District Benchmark	1,2,3
1.1.3 Coordinate efforts to increase academic achievement for students participating in multiple programs.	Principal		Daily	Walkthroughs, Common Assessments, District Six Weeks Benchmarks	1,2,3
1.1.4 Provide supplemental instructional materials aligned to special program requirements and objectives.	Principal	199, 263, 211, 175	Daily	Common Assessment, Six Weeks Test, AWARE, District Benchmark	1,2,3, 9
1.1.5 Provide a rigorous, relevant and engaging instruction in all core areas and in all grade levels that will lead to meeting state standards. Specific targets will include all students, Hispanics, Economic Disadvantaged, EL Populations and Special Ed.	Principal		Daily	AWARE, Six Weeks test, Common Assessment, District Benchmark	1,2,3, 8
1.1.6 Continue the implementation of various technology programs to strengthen the curriculum such as: *EduSmart Science(KN-5th) *The World and I School *Science Tech Lab(4th-5th) *Brainpop/Brainpop Español *Brainpop Jr. *STEM SCOPES *Maps 101 *CPALLS Timeline for PK *Think Through Math (3rd-5th) *Reading Renaissance *Reflex Math *IXL Math/Reading *The World and I Kids *Encyclopedia Britannica *Science Flix *Freedom Flix *Istation Reading & Math *Tex Quest Gale Group *EBSCO *Mackinvia	Principal Teacher(s)	175, 211, 199	Daily	Computer Usage Report	2



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OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.7 Purchase additional resources for ELAR, SLAR, Math, Science and Social Studies in an effort to 90-Approches, 60-Meets and 30 Masters performance.	Principal	199, 175, 211, 263, 171	Yearly	Common Assessment, AWARE, Six Weeks test, District Benchmark	2,3
1.1.8 Participate in the web-based Renaissance Learning Accelerated Reader Program as a supplemental resource to increase reading fluency and comprehension skills. *AR Enterprise *STAR Reading Service *STAR Reading Enterprise *Progress Pulse *SR Spanish Service	Librarian(s)	175, 211, 199	Daily	AR Reports, STAR Reports	2
1.1.9 Participate in the implementation of the campus curriculum writing initiatives to strengthen the curriculum. *Project GLAD *Randy Whitney (TWA) *Dr. Rodriguez *Bretchen Bernabie	Principal Teacher(s)	211	Daily	STAAR (Grade 4), District Assessment, Common Assessment	2
1.1.10 Continue to increase the volume of library resources (library books, magazines, audio visual materials, etc.) that meet academic needs of the students and staff encourages reading, reflects diverse populations and learning styles.	Principal Librarian(s)	199	Yearly	Comprehensive Needs Assessment	1,10
1.1.11 Participate in the Books-Come Alive reading challenge for 3rd grade students and Battle of the Books for 4th and 5th.	Librarian(s)		Yearly	Reports, Meetings, Journal	3
1.1.12 Conduct an LRC celebration for students who met AR goals and million word count status to promote reading and research.	Librarian(s)	461	Every Six Weeks	Diagnostic Reports, AR Reports	3,9
1.1.13 Utilize the LRC multimedia lab and on-line database to conduct research on various topics.	Librarian(s)		Yearly	Classroom Participation	3
1.1.14 Participate in the following programs and activities in order to promote: the love of reading; the utilization of technology for academic progress; and to increase academic achievement. *Author Visits *Book Fairs *4th and 5th grade students will participate in the Bluebonnet Books (yearly) *Weekly Lessons(Poetry, Biography, Folk Tales, Fables, etc) *National Library Week (April) *Series Challenge (all year) *Literacy Nights (twice a year)	Librarian(s)	461, 199	Yearly	Diagnostic Reports	3
1.1.15 Provide opportunities for campus librarian to attend professional development in order to update his or her knowledge and skills in the areas of best practices, research, integration of curriculum, resources, teaching strategies and technology.	Principal	199	Yearly	Sign-in sheet	4



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.16 Assess students in grades 3rd - 5th with the FITNESSGRAM and use the data results to make improvements in our physical education program.	P.E. Coach Principal		Each Semester	Reports	3
1.1.17 Continue implementing the physical education curriculum for all students in KN-5th for at least 135 minutes during each school week. *Physical Education Curriculum will target obesity awareness, physical skills and Health Education	P.E. Coach Principal	199	Yearly	Classroom Participation	3
1.1.18 Physical Education coach will attend Heathy Wise staff development.	P.E. Coach Principal		Yearly	Participation	3
1.1.19 Promote college readiness for all students by increasing the number of students participating in the Destination Imagination and promoting Career Day.	Counselor(s) Teacher(s) Principal		Yearly	Participation	3
1.1.20 Participate in Building Bridges Early Childhood program to migrant 3 and 4 year olds. (required by TEA)	Principal		Yearly	Participation	7
1.1.21 Review monthly migrant rosters and priority reports to monitor access to services and programs to ensure student success. *Purchase general supplies *Assign Brain Child Technology (Kineo tablets) *Provide Summer School and enter into NGS *Coordinate with the Migrant Program to assist with students who fail the STAAR	Principal Teacher(s) Migrant Strategist	212	Weekly	Monthly	10
1.1.22 Provide Team Tutors/Teachers for identified "At Risk" population.	Principal	175, 211	Yearly	Six Weeks data Common Assessments data Benchmark scores	10
1.1.23 Participate in the Scripps National Spelling Bee Competition.	Testing Strategist	199	Yearly	Once a year	2
1.1.24 Provide teachers with the necessary instructional resource materials needed to ensure student academic, social, musical, and liberal arts development successes.	Music Teacher Principal	199	Daily	Every Six Weeks	2
1.1.25 Purchase materials to encourage students. Materials will be used to promote academic achievement and achieve success with the STAAR assessment.	Principal	199, 211, 175, 212, 461	Yearly	Six Weeks Assessments	2



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1.1.26 Recognize and provide incentives for teachers to promote a positive environment conducive to higher learning. *Staff Spirit Shirts *Staff Luncheons *Teacher Appreciation	Principal	199, 461	Monthly	Participation	5
1.1.27 Implement the Road Maps and utilize the curriculum overview for the 2017-2018 school year.	Teacher(s) Principal		Daily	Lesson Plans Walk-throughs	2
1.1.28 Implement the lessons and unit tests for the upcoming six weeks period.	Teacher(s) Principal		Every Six Weeks	Aware/data	2
1.1.29 Monitor the implementation of the curriculum and administer 3 week checks and six weeks assessments.	Principal Teacher(s)		Daily	Aware	2
1.1.30 Align instruction with the curriculum and increase use of research-based instructional strategies and methodologies that support students with disabilities in all settings.	Resource Teachers Teacher(s) Principal		Daily	Aware	2,10
1.1.31 Implement the district Pre K curriculum according to the Texas Pre K guidelines.	Teacher(s) Principal		Daily	Lesson Plans	2
1.1.32 Administer a school readiness inventory to all prekindergarten and K-3rd grade students.	Teacher(s) Principal		Quarterly	CPall, Results, Lesson Plans, Istation	2
1.1.33 Monitor and implement the Pre K Program developed by the district. *Headstart students visit campus to facilitate the transition from Early Childhood to Midkiff.	Teacher(s) Principal		Daily	C-Palls, Lesson Plans, Classroom Observation	2
1.1.34 Review the lessons and unit tests for the upcoming six weeks.	Teacher(s) Testing Strategist Principal		Weekly	Aware data	2



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.35 Fully implement the Dual Language Model for PK-4th as designed by the district.	Bilingual Teacher(s) Teacher(s) Principal		Daily	Aware	2,10
1.1.36 Purchase supplemental resources to enhance the district curriculum and meet the state requirements; STAAR assessment.	Principal	175, 199, 211, 212, 165, 171, 263	Yearly	Purchase orders, Utilize data resource	2
1.1.37 Conduct PLC Planning. *Support Staff	Principal		Weekly	PLC Binder, Sign in	1,2
1.1.38 Reading/Math coaches provide lesson plans for KN-5th grade and end of year assessment.	Principal Academic Strategist		Weekly	Lesson plans, walk throughs	1,2
1.1.39 Provide research based resources to address Reading, Math, Science and Writing.	Principal	175, 199, 211, 212, 165, 171, 263	Daily	Classroom Observations, data/scores	1,4
1.1.40 Provide instructional field trips that are relevant to the TEKS/Curriculum. *Visit UTRGV *Gladys Porter Zoo *Robotics *Children's Museum *Fine Arts *Etc..	Principal Teacher(s)	199, 185, 211, 461	Yearly	Lesson Plans	2
1.1.41 Instructional supplies/materials will be utilized for daily lessons to increase student performance on the STAAR, common assessments or six weeks assessments.	Principal Teacher(s)	199, 211, 175, 212, 171	Daily	Common Assessments, Classroom Observation, Six Weeks Assessment	2
1.1.42 The special population program directors/coordinators will coordinate efforts to increase academic achievement of all special population students by working as a team in monitoring student progress, and auditing student records.	Principal Teacher(s) Special Ed Teacher(s) Resource Teachers		Every Six Weeks	Aware, Classroom Observation	10
1.1.43 Ensure Priority for Service Migrant Student has an action plan which indicate academic and supplemental support.	Principal		Every Two Weeks	Lesson Plans, Action Plans	1,2



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OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.44 Implement Mentoring Programs to develop Migrant Students' Learning Styles and study skills. Follow up to monitor and document progress.	Counselor(s) Teacher(s)		Daily	Action Plans, Observations, Reports	1,2
1.1.45 Ensure Migrant Students who failed STAAR in any content area participate in Migrant tutorial program.	Principal Teacher(s)	212	Daily	Lesson Plans, STAAR Scores	1,2
1.1.46 Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure Migrant Students who have failed STAAR have access to Intrastate and Interstate opportunities.	Principal Teacher(s)		Daily	STAAR Scores	1,2
1.1.47 Increase the academic achievement of all special population students by monitoring student progress and review student records.	Principal Teacher(s)		Daily	Walk Throughs, Progress Reports, Six Weeks Assessment	2,1,8
1.1.48 Promote reading initiatives and integration of technology in grades PK through 5th grade.	Principal Testing Strategist Teacher(s)		Daily	Lesson Plans, Classroom Observation	1,2
1.1.49 Acquire library resources to meet the academic needs of diverse populations and learning styles.	Librarian(s) Principal	199, 211, 175	Each Semester	Circulation Reports	1
1.1.50 Promote college career readiness in grades Pre-Kinder through 5th grade.	Principal Teacher(s)		Daily	Student Progress, Aware, Classroom Observation	1,2,3
1.1.51 Provide instructional materials for English Learners (EL) students in order to increase academic achievement in L1 and L2.	Principal	263, 199, 165	Daily	LPAC, Classroom Observation	2
1.1.52 Provide instructional materials to special education programs in order to increase academic performance and close learning gaps.	Principal	175, 199, 211, 212, 165, 171, 263	Daily	Student mastery reports, data reports, classroom observation	1,2,3
1.1.53 Dissegregate data using STAAR results, Eduphoria "Aware", Six Weeks Assessments, Weekly Grades and common assessments.	Academic Strategist Testing Strategist Principal		Weekly	Aware Reports, Data Meetings	1,2
1.1.54 Implement Sing, Spell, Read and Write/ Cantar, Deletrear, Leer y Escribir & Estrellitas as a supplemental program for students PK-2nd.	Teacher(s) Principal	199, 211, 175	Daily	Lesson Plans, Classroom Observations, Aware Reports	1,2,3



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OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.55 Provide research-based supplemental instructional materials for (EL) English Learners program, Special Education, and Migrant Students to increase academic achievement and gap closure.	Principal	175, 199, 211, 212, 165, 171, 263	Daily	Aware, Lesson Plans, Classroom Observation	1,2
1.1.56 Monitor various technology programs through lesson plans, walkthroughs, unit assessment results, usage reports, and Science Tech Lab needs assessments	Principal		Daily	Lesson Plans, Classroom Observation	1,2
1.1.57 Analyze the six weeks assessment results and implement a plan of action to increase performance.	Principal Testing Strategist Teacher(s)		Every Six Weeks	Aware Data/reports	1,3,2,8
1.1.58 Analyze the Literacy progress monitoring reports, diagnostic reports, and STAR results.	Principal Librarian(s) Teacher(s) Testing Strategist		Monthly	Aware Reports, Report Cards, STAR Reports, Diagnostic Reports	1,8
1.1.59 Analyze the STAAR results and Six Weeks assessments.	Principal Teacher(s)		Every Six Weeks	Aware, Data Meeting	1,8
1.1.60 Review and provide AR and STAR reports to teachers.	Librarian(s) Principal		Weekly	Diagnostic Reports	3,1
1.1.61 Student participation, AR reports, District Newsletter, Channel 17 and Maverick Monthly Newsletter	Principal Assistant Principal(s)		Monthly	Increase student participation/Recognition	1,7
1.1.62 Participate in different staff developments to target Math, Reading, Writing & Science (Web Travel, Agendas, Sign in sheets)	Principal Assistant Principal(s)		Monthly	Eduphoria workshop transcripts	1,4
1.1.63 Analyze the FITNESSGRAM test results.	P.E. Coach Principal		Yearly	Fitness Gram Submission	3
1.1.64 Submit lessons plans and monitor expectations through walk-throughs.	Assistant Principal(s) Principal		Weekly	Lesson plans, Classroom Observation	1,2



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.65 Register for staff developments via eduphoria and implement effective instruction to increase student performance.	Teacher(s) Principal		Weekly	Lesson Plans, Classroom Observations	1,4
1.1.66 Review student enrollment.	Principal		Weekly	Enrollment reports	1
1.1.67 Review Priority Reports, academic data, six weeks assessments and report cards to create a plan of action and address the needs of special populations.	Principal Testing Strategist Academic Strategist Teacher(s)		Every Six Weeks	Aware Reports, Six Weeks Data	1,8,10
1.1.68 Provide identified students rosters/schedules based on data.	Principal Teacher(s)		Daily	Rosters	1,9,10
1.1.69 Ensure student participation in special programs.	Principal		Monthly	Schedule	1,7,10
1.1.70 Teachers will submit campus requisitions and instructional materials request list	Teacher(s) Principal	175, 199, 211, 212, 263, 171, 185, 165	Yearly	Requisition Report	1,10
1.1.71 Review Tyler SIS attendance reports	Teacher(s) Principal		Weekly	ADA Reports	1,10
1.1.72 Provide plaques and incentives to increase academic achievement for the Six Weeks and to promote AR, Student of the Month and AR Celebration.	Principal Teacher(s) Librarian(s)	461, 199	Monthly	More students participating in AR celebrations, Increase scores	1,10
1.1.73 Provide incentives for teachers.	Principal	199, 461	Yearly	Retaining Teachers	1,5
1.1.74 Coordinate with migrant coordinator to increase participation.	Principal Teacher(s)	212	Yearly	Identifying Migrant students, Classroom Observation	1,10
1.1.75 Minitropolis	Principal Teacher(s)	461, 199	Every Six Weeks	Minitropolis participation	2,7



**HURLA M. MIDKIFF ELEMENTARY
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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.1 Provide appropriate Extended School Year services to students with disabilities who meet the criteria.	Principal Resource Teachers Teacher(s)		Yearly	Six weeks assessments	2,9
1.2.2 Implement the district-wide inclusion initiative.	Principal Teacher(s)		Daily	Six weeks assessment	2
1.2.3 Evaluate academic success of students participating in existing special programs.	Principal Resource Teachers		Yearly	Six Weeks reports	8
1.2.4 Implement Response to Intervention (RTI) to address academic and behavior needs.	Assistant Principal(s) Teacher(s)		Daily	Six Weeks reports, data	9
1.2.5 Create procedures for accelerated and intensive instruction	Assistant Principal(s) Teacher(s)	175, 199, 211,	Daily	Six Weeks reports, Aware data	10
1.2.6 Increase participation for college-readiness of all students	Principal		Daily	UIL Participation	3
1.2.7 Implement the SRA program for Special Ed. students.	Special Ed Teacher(s)		Daily	Mastery Test Fluency	9
1.2.8 Implement M-STAR universal screener assessment for 5th grade to identify Tier 2 and Tier 3 in response to Algebra Readiness.	Principal		Each Semester	M-STAR reports	3
1.2.9 Provide interventions to support Tier 2 and Tier 3 students in grades KN-5th.	Principal Assistant Principal(s) Teacher(s)		Daily	Six Weeks reports, Aware reports, Istation	9
1.2.10 Provide Extra Curricular Courses after school. *Robotics *Folkloric Dance	Teacher(s)		Yearly	Student Participation	9
1.2.11 Offer a variety of behavioral services that prevents student specific regression of skills. *Suicide Prevention *Conflict Resolution *Violence Prevention *Bullying	Assistant Principal(s) Counselor(s) Teacher(s)		Yearly	Six Weeks reports, Counseling Sessions	9



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OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.12 Coordinate with the Special Ed Department to ensure participation.	Assistant Principal(s) Special Ed Teacher(s)		Every Two Weeks	Bi-weekly meetings, Agendas & Sign In Sheets,	8
1.2.13 Utilize resources to support implementation of supplemental aides and services in the general education classroom.	Principal Teacher(s)	171, 199, 211, 175	Daily	Six Weeks Reports, Aware Reports	8
1.2.14 Participate in professional development in Math, Science, Reading and Writing for all teachers.	Assistant Principal(s) Principal Teacher(s)	199, 211	Yearly	Agendas & sign in sheets, Web travel	4
1.2.15 Implement the district inclusion guidelines and best practice model.	Assistant Principal(s)		Daily	STAAR Results	2
1.2.16 Monitor special population (English Learner, Dyslexic Program, Migrant & Special Ed.) student placement and assessment decisions over the course of the year.	Assistant Principal(s) LPAC Coordinators		Daily	Yearly	8
1.2.17 Monitor progress of GT/HA and advanced learners to increase advanced academic performance.	Coordinator for Advanced Academic Ser/UIIL Teacher(s) Principal		Daily	Aware Reports	1,2,3
1.2.18 Monitor special education discipline placements in ISS, OSS, and DAEP over the course of the year.	Principal Special Ed Teacher(s)		Daily	Referrals Log	9
1.2.19 Monitor special population students by using the local academic achievement data over the course of the year.	Teacher(s) Principal		Daily	Aware Reports	9
1.2.20 Monitor consistent implementation of the District's Bilingual/ESL and Dual Language models.	Principal		Daily	Aware Reports	9,7



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.21 Evaluate by generating reports from the SRA program and six weeks assessments.	Principal Special Ed Teacher(s)		Daily	Aware Reports	2
1.2.22 Continue to implement the Metametrics (TTM) Universal Screener Assessments for 3rd-5th to identify RTI Tier 2 and Tier 3 students in response to Algebra Readiness.	Principal Teacher(s)		Daily	Istation, TTM and TEMI reports	8
1.2.23 Continue to implement the Texas Early Mathematics Inventory assessments (TEMI) to monitor math progress in numeration-numerical fluency and the District End of the Year grade level assessment in grades K-2nd.	Principal Teacher(s)		Each Semester	TTM & TEMI REPORTS	2
1.2.24 Use Istation data to continually monitor K-3rd grade students for reading progress and at-risk characteristics of dyslexia and related disorders.	Principal Teacher(s)		Daily	Istation Reports	2
1.2.25 Implement the district RTI process.	Principal Teacher(s)		Daily	RTI, Progress Monitoring	2
1.2.26 Implement the special education child find process.	Principal Teacher(s)		Daily	RTI Referrals	2
1.2.27 Utilize an RTI flow chart designating the specific Tier I, II and III intervention programs.	Principal Teacher(s)		Daily	RTI Referrals	2
1.2.28 Attend district wide training sessions to rollout the revised RTI process	Principal		Each Semester	Sign In	1,4
1.2.29 Implement research-based strategies and interventions to support the needs of culturally and linguistically diverse learners; for example, dyslexic students or students with reading deficits.	Principal Teacher(s) Academic Strategist		Daily	Aware Reports, Classroom Observations	2
1.2.30 Utilize specific intervention materials to be used for the targeted Intervention Block, afterschool, Saturday tutorial sessions and enrichment.	Principal Teacher(s)	211, 199, 175	Daily	Aware Reports, Six Weeks Assessment	2
1.2.31 Implement science kits and participate in training for all summer school science teachers to use for intensive instruction.	Principal Teacher(s)		Daily	Walkthrough Observation, Lesson Plans	2



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.32 Provide enrichment opportunities in core content for GT/Advanced Learners. Purchase materials to be used for activities such as UIL, Destination Imagination Program, and the Texas Performance Standards Project.	Principal Coordinator for Advanced Academic Ser/UIL	199, 195, 211	Daily	Performance Standard Project	2
1.2.33 Include documentation of accelerated /intensive plan for instruction for students with disabilities and progress monitoring.	Principal Assistant Principal(s) Counselor(s) Special Ed Teacher(s)		Yearly	Aware, IEP Plan, Progress Monitoring	2,1
1.2.34 Provide supplemental English intensive instruction for (EL) English Learner students at the beginning and intermediate levels of proficiency.	Principal		Daily	Aware Reports, Lesson Plans	2,9
1.2.35 Teachers will participate in meetings to better serve the GT/HA and advanced learners every 6-weeks.	Principal Coordinator for Advanced Academic Ser/UIL		Every Six Weeks	Aware Reports	4
1.2.36 Review reports for 3rd-5th Minimetrics (TTM.)	Principal		Each Semester	TTM Report	2
1.2.37 Conduct RTI meetings to review pertinent data.	Assistant Principal(s) Counselor(s)		Daily	Forms, Sign In, Agenda	2,9



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 3 Sustain and improve a targeted, high quality coordinated professional development system.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.1 Provide professional development activities to support district initiatives and priorities. 1. Garland Linkenhoger for Math Professional development. 2. Randy Whitney 3. Math/Writing/Reading/Science 4. Region One ESC 5. Answer Blocks 6. Diana Ramirez Consulting 7. Lead4Ward (Connecting the Dots)	Principal	175, 199, 211, 212, 165, 255	Every Six Weeks	STAAR Test Reading, Writing & Math Benchmarks	4
1.3.2 Participate in professional development for administrators.	Principal Assistant Principal(s) Counselor(s) Testing Strategist	211, 199	Daily	Improving of Scores	4
1.3.3 Gifted and Talented *Participate in 30-hour GT Training for new teachers *Participate in the annual GT Updates	Principal Teacher(s)		Yearly	Sign in Sheets, Eduphoria	4
1.3.4 ELA *Participate in professional development training sessions from Randi Whitney; The Writing Academy, Dr. Diana M. Ramirez (DMR); Region One; University Texas Rio Grande Valley (English Department Professors) to ELAR /SLAR teachers from PreK-5th. *Participate in ELPS training *Critical/Inferential Thinking *Differentiated Instruction *Consultants to address Reading and Writing *Dual Language Pre-K-4th *ELAR Technology in the classroom	Teacher(s) Principal Testing Strategist	211, 199	Daily	STAAR Reading Test, Benchmarks, Common Assessments, Six Weeks Test, TTESS	4
1.3.5 Math *Participate in Math Staff development sessions for all Math teachers in order to implement the Math TEKS for grades K-5. *Participate in Key Leader content training and district-wide horizontal planning on a six weeks basis. *Math Links Training by Garland Linkenhoger	Teacher(s) Testing Strategist Principal	211, 199	Daily	STAAR Math Test, Benchmarks, Six Weeks Test, Common Assessments, TTESS	4



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 3 Sustain and improve a targeted, high quality coordinated professional development system.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.6 Science *Participate in Science staff development for differentiated instruction, LEP methodologies and to address all TEKS.	Principal Teacher(s) Testing Strategist		Every Six Weeks	STAAR Science Test, Benchmark, Six Weeks Test, Common Assessments, TTESS	4
1.3.7 Participate in staff development for the implementation of Social Studies.	Principal Teacher(s) Testing Strategist		Every Six Weeks	Six Weeks Test, Benchmark, Common Assessments, TTESS	4
1.3.8 Bilingual/ESL Program *Participate in staff development to successfully implement the Bilingual ESL program. *Participate in professional development for paraprofessional staff working with LEP students.	Principal Teacher(s)		Yearly	TELPAS	1,7
1.3.9 Special Education Program *Utilize Research-Based Instructional Methodologies, Strategies, & Supports *Implement Positive Behavior Supports, Interventions, & Alternatives to Discipline *Ensure that the Special Education Program is in Compliance with State & Federal Regulatory Mandates/Requirements & Best Practice Guidance *Participate in Staff Development for Special Ed/ELL *Implement Grading Guidance for students with disabilities *Implement Bilingual assessments	Special Ed Teacher(s) Principal		Yearly	Documentation of RTI, ARDs and TTESS	9
1.3.10 Instructional Technology *Participate in trainings that support campus/district initiatives	Teacher(s)		Yearly	T-TESS	4
1.3.11 Provide opportunities for professionals and paraprofessionals to attend local and state conferences.	Principal	211, 199	Yearly	Web travel, Classroom Observation, Lesson Plans	4



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 3 Sustain and improve a targeted, high quality coordinated professional development system.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.12 Implement a Special Education program *Research based instructional Methodologies, Strategies and Support *Implement Positive Behavior Support and Interventions and Alternatives to Discipline *Special Education Program compliance with the State and Federal regulatory mandates requirements and Best Practice Guidance	Principal Special Ed Teacher(s)		Daily	Lesson Plans, Classroom Observation, STAAR Results	3
1.3.13 Attend local new teacher training.	Principal		Yearly	T-TESS New Teacher Academy	3
1.3.14 Campus administration will participate on data analysis using Eduphoria "Aware"	Principal		Yearly	Sign in Sheet	4
1.3.15 Campus administrators will participate on various trainings special education program implementation, data analysis and compliance indicators.	Principal		Yearly	Sign In Sheet	4
1.3.16 Campus administrators will participate in staff development to ensure proper Bilingual Dual Language and ESL Program implementation.	Principal		Yearly	Sign In Sheet	4
1.3.17 Participate in the Administrator's Academy for 2017-2018 school year.	Assistant Principal(s) Principal		Yearly	Sign In, Agenda	4
1.3.18 Attend different training on Special education programs, program implementation of guidelines, procedures, legal requirements, data analysis and state/federal compliance indicators.	Principal		Yearly	Special Ed. Academic growth	4
1.3.19 Attend Regional service centers workshops and state conferences on the needs of all students and Special population; LEP, Special Ed., Migrant, GT/HA.	Principal	211, 199	Yearly	Web Travel, Sign In, Agenda	4
1.3.20 Inform staff to increase their awareness to migrant's students needs for timely attention and appropriate intervention for academic and non-academic problems or concerns.	Principal		Daily	Lesson Plans, Walkthroughs	4
1.3.21 Utilize the Title I, Part A funds reserved for professional development.					4



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 4 Use multiple sources of data to assess, guide, and strengthen instruction.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.1 Evaluate local and state assessment results and plan accordingly.	Principal		Every Six Weeks	STAAR/Common Assessments	8
1.4.2 Use data to evaluate academic success of students participating in existing special programs.	Principal		Every Six Weeks	Aware Reports, STAAR	2
1.4.3 Implement an intentional monitoring system for the special population programs.	Principal Special Program Coordinators / Directors from C.O.	165, 211	Yearly	Accountability Report	2
1.4.4 Continue Six Weeks GT Planning and Sharing meetings to improve students performance.	Principal		Every Six Weeks	Classroom Observation, Lesson Plans	10
1.4.5 Analyze the AMOS System, Safeguards, local reports and six weeks assessments to implement a prescriptive plan for all students.	Teacher(s) Principal		Yearly	STAAR Reports	8
1.4.6 Evaluate student success in the existing special programs. *Accelerated Reader *Istation - Reading and Math *Brainpop *Brainpop Jr. *Reflex Math *Think Through Math *GT/HA curriculum *Implement the TEMI assessment for KN-2nd *IXL Math and Reading *Stemscopes *Maps 101 *CPALLS	Principal Teacher(s)	199, 211	Yearly	Usage Reports	8
1.4.7 Dissegregate the six weeks test results and common assessments and create a plan to address the academic needs.	Principal Teacher(s) Testing Strategist		Every Six Weeks	Data Meetings	8
1.4.8 Dissegregate universal screener results and refer identified students for reading, math, speech or behavioral interventions to the RTI team.	Principal Teacher(s)		Every Six Weeks	Aware Reports	8



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 4 Use multiple sources of data to assess, guide, and strengthen instruction.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.9 Conduct an annual survey of students, teachers, and parents to ensure needs of identified gifted students are being met. Use the surveys to improve the GT program in addition to instructional materials.	Principal Teacher(s)	195, 199	Yearly	Sign In, Parent Meeting, Notices for Parents	10
1.4.10 Review testing data for all special population(GT, EL, Special Ed, Eco. Dis., and Migrant) students to ensure their needs are met.	Principal Teacher(s)		Each Semester	STAAR Reports	8
1.4.11 Monitor the academic progress of EL (English Learner) students.	Principal Teacher(s)		Every Six Weeks	Aware Reports	8
1.4.12 Screen, assess and identify students for the gifted and talented program.	Teacher(s) Coordinator for Advanced Academic Ser/UIL		Yearly	GT Testing	10
1.4.13 Conduct a migrant student needs survey to assess the supplemental support most needed for migrant students.	Teacher(s) Principal		Yearly	Survey	10
1.4.14 Create a data analysis system that will target all special populations(GT, ELL, Special Ed, Migrant, Eco. Dis.)	Principal Teacher(s)		Every Six Weeks	Aware Reports, STAAR	10
1.4.15 Monitor the LPAC process and decisions to ensure adherence to state and federal guidelines.	Principal Assistant Principal(s)		Daily	Walkthroughs, Lesson Plans	10
1.4.16 Implement a systematic analysis of curriculum-based assessment and STAAR data for intentional instructional/accelerated intervention plans to be implemented during the school day.	Principal Teacher(s)		Daily	STAAR Results, Lesson Plans, Walkthroughs	9
1.4.17 Implement and monitor the Bilingual/Dual Language/ESL and LEAD4Ward program to increase the academic performance in PK - 5th. Instructional materials will be provided to ensure success.	Principal Teacher(s)		Daily	AWARE, STAAR Test Results, Walkthroughs	10
1.4.18 Utilize "Aware" and LEAD4WARD to address the specific needs of Special population groups (LEP & Sp. Ed.) (PBMAS) Performance Based monitoring analysis system.	Principal Teacher(s)		Every Six Weeks	STAAR Test, Aware Reports	8



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 5 Ensure availability of resources to implement changing systems of accountability.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.5.1 Foster campus and district understandings of new standards and key concepts within the state and federal accountability systems.	Principal		Each Semester	Aware reports, STAAR	2
1.5.2 Review and align sequence of the STAAR Assessment.	Principal		Each Semester	Lead4ward/Aware	2
1.5.3 The Instruction and Assessment Strategist will participate in trainings in order to interpret and evaluate the new state assessments (STAAR).	Principal Testing Strategist	199, 211	Each Semester	Present Data, Sign In, Web Travel	8
1.5.4 Participate in trainings on how to interpret Safeguards reports specific to special populations.	Principal Testing Strategist		Yearly	Present Data	8
1.5.5 Attend regional conferences that address accountability.	Principal Testing Strategist	199, 211	Yearly	Web Travel, Present Data	8
1.5.6 PLCS and faculty meetings will be held to analyze the new STAAR data and requirements.	Principal Testing Strategist Teacher(s)		Every Six Weeks	Agendas, Sign In Sheets, Data Analysis	8
1.5.7 Attend trainings on how to interpret accountability reports specific to special populations.	Principal Testing Strategist Teacher(s)		Yearly	Agendas, Sign In Sheets, Eduphoria, Web Travels	8



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 6 Improve communication between all district stakeholders.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.6.1 Utilize electronic resources to expedite communication. *Email *School Messenger *Class Dojo	Principal Teacher(s)		Daily	Reports	6
1.6.2 Conduct teacher meetings to refine and increase vertical and horizontal communication between all the campus grade levels.	Principal		Weekly	Sign in Sheets, Agenda	10
1.6.3 Participate in collaborative curriculum and instruction meetings to refine and increase communication between stakeholders. *Progress Report Night *Literacy Night *Curriculum Nights *STAAR Meetings	Principal Teacher(s)		Each Semester	Sign In Sheets, Agenda	6
1.6.4 Utilize campus resources to communicate amongst all stakeholders.	Principal	199, 211	Every Six Weeks	Agenda, Sign In	6
1.6.5 Create Maverick News weekly to inform staff of upcoming training sessions and meetings.	Principal		Weekly	Maverick News	6
1.6.6 Conduct staff meetings relevant to curriculum and instruction.	Principal		Weekly	Sign In Sheets, Agenda	4
1.6.7 Conduct vertical meetings to discuss curriculum and instruction, data, resources and specific strategies.	Principal		Every Four Weeks	Agenda, Sign In	3
1.6.8 Create monthly newsletter to inform parents of upcoming events.	Principal Teacher(s)		Monthly	Newsletter	6,3
1.6.9 The DEIC representative will represent Midkiff in monthly meetings to improve communication between Central Office and the campus.	Principal Teacher(s)		Each Semester	Sign In Sheets, Agenda	1
1.6.10 Participate in Bilingual Learning Community Meetings to address the needs of program implementation.	Principal Teacher(s)		Each Semester	Sign In Sheets, Agenda	4
1.6.11 Participate in Key Leader meetings every six weeks with content area coordinators.	Teacher(s)		Every Six Weeks	Sign In Sheets, Agenda	4
1.6.12 Review various reports to determine campus needs.	Principal Teacher(s)		Yearly	CNA	10,1



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GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 1 Continue to strengthen the community network that supports our mission statement.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.1 Improve community networking by inviting stakeholders to different events/meetings.	Principal		Monthly	Parent-Teacher Log, Agenda	6
2.1.2 Expand community education opportunities through educational partnerships and participation in community activities.	Principal		Yearly	Local business partner	6
2.1.3 Recognize parent volunteers, community and business leaders who support a variety of district/campus activities. *Luncheon *Recognition during assembly	Principal	199, 211	Yearly	Assembly, Parent Participation	6
2.1.4 Promote attendance of parental conferences addressing state and federal academic requirements to improve student achievement and parent accountability.	Principal		Yearly	Sign In, Agenda	6
2.1.5 Utilize the School Messenger in addition to parent notices to inform parents of the upcoming events.	Principal		Monthly	School Messenger Reports	6
2.1.6 Organize parental meetings to discuss various topics *Meet the Teacher Night *Compulsory Attendance *Curriculum Nights(STAAR/TEKS Objectives) or special population requirements ELAR/Math/Science/Social Studies *Literacy Nights *Health Fair *Progress Report/PTO Nights *Family Night *Fall Festival *Other Parental Meetings	Principal Parental Liaison	199, 211	Monthly	Sign in Sheets, Agenda	6
2.1.7 Continue implementing Principal For A Day Program.	Principal		Yearly	Feedback from the "Principal of the Day"	6
2.1.8 Involve community agencies in parent conferences and parent meetings.	Principal Parental Liaison		Yearly	Agenda, Sign In, Parent Meeting	6
2.1.9 Conduct Health Fairs and Career Fairs.	Principal Counselor(s)		Yearly	Sign In Sheets, Register Participants	6
2.1.10 Inform parents of the opportunity to attend the yearly Parent Conference	Principal		Yearly	Sign In Sheets, Notices	6
2.1.11 Continue to recognize Partners in Education to increase student performance.	Principal		Yearly	Business Participation	6



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GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 1 Continue to strengthen the community network that supports our mission statement.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.12 Recognize parents during an assembly and provide a luncheon.	Principal Parental Liaison	199, 211	Yearly	Sign In Sheets, Assembly Recognition	6
2.1.13 Highlight outstanding volunteers on their parental involvement.	Principal Parental Liaison		Yearly	Assembly Recognition	6
2.1.14 Encourage attendance for the yearly parental conference by promoting awareness on the different topics being discussed.	Principal Parental Liaison		Yearly	Promote Participation	6
2.1.15 Invite parents to different meetings to promote awareness on different topics especially state and federal requirements.	Principal Parental Liaison		Weekly	Sign in Sheets, Notices for Parents	6
2.1.16 Informational brochures/incentives from participating agencies will be desiminated during parental meetings.	Principal Parental Liaison		Weekly	Participation, Agenda, Sign In	6
2.1.17 Campus administration will conduct Title I Meeting and assist in recruiting parents for the various parent meetings and parent conferences.	Principal Parental Liaison		Each Semester	Sign In Sheets, Agenda, Evaluation	6



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GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.2.1 Disseminate a Parental Involvement Policy that addresses how parents can be actively involved at the district/campus level.	Principal Parental Liaison		Yearly	Sign In Logs, Agenda	6
2.2.2 Conduct parent trainings on successful practices needed to assist students in meeting state and federal accountability standards.	Principal		Monthly	Sign in Logs, Agenda, Evaluation	6
2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education.	Principal		Monthly	Sign in Logs, Agenda	6
2.2.4 Ensure representation of community members and parent involvement in the educational decision-making process as mandated by the state and federal guidelines.	Principal		Each Semester	Sign in Logs, Agenda	6
2.2.5 Develop targeted initiatives to increase parental involvement at all campuses.	Principal		Each Semester	Sign in Logs, Agenda	6
2.2.6 Participate in monthly parent meetings to promote parent awareness on Migrant updates, academic issues and other concerns.	Coordinator for Migrant		Each Semester	Sign in Logs, Agenda, Presenters	6
2.2.7 Disseminate Campus Policy at Registration.	Principal Teacher(s)		Each Semester	Registration Packet	6
2.2.8 Establish an orderly system encouraging parents to assist teachers with copying instructional materials and assisting with instructional resources.	Principal Parental Liaison	199, 211	Daily	Work Order slips	6
2.2.9 Provide parent training on specific student population needs: *LEP students *Migrant *Special Ed *GT/High Achievers *Newcomers Academy *At Risk Students	Principal Parental Liaison		Monthly	Sign in Sheets, Agenda, Speakers/Presenters	6
2.2.10 Invite speakers to address topics on student success	Principal Parental Liaison Counselor(s)		Yearly	Sign in Sheets, Evaluation forms	6
2.2.11 Mongo Language reports will be generated.	Parental Liaison Principal		Monthly	Reports	6



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GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.2.12 Offer opportunities for parents to enroll and participate in Region One ESC adult education.	Principal Parental Liaison		Each Semester	Sign in Sheets, Evaluations	6
2.2.13 Provide access to Spanish and English dictionaries.	Principal Parental Liaison		Daily	Checkout Reports	6
2.2.14 Provide PD sessions to parents of LEP students to become Partners in Education	Principal Parental Liaison		Every Two Weeks	Parent Participation, Sign in Sheets	6
2.2.15 Meet with PTO members to increase their participation in the decision making process to increase student performance.	Principal		Every Six Weeks	Sign in Sheets, Agenda	6
2.2.16 Invite parents and community members for committees for example: SBDM, DEIC, SHAC, and parent policy/compact.	Principal		Every Six Weeks	Sign in Sheet, Agendas	6
2.2.17 Utilize parental and community members expertise as guest speakers.	Principal Parental Liaison		Each Semester	Agendas, Sign in Sheets	6
2.2.18 Conduct trainings and informational meetings based upon parent interest and needs.	Principal		Each Semester	Agendas, Sign In Sheets	6
2.2.19 Conduct meetings covering topics mandated by state and federal guidelines.	Principal		Each Semester	Agendas, Sign in Sheets, Evaluations	6
2.2.20 Provide relevant information regarding different topics.	Principal		Each Semester	Sign In Sheets, Agendas	6
2.2.21 Parental Liaison is part of the Dropout Prevention program.					6



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GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 3 Expand the communication effort with the community.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.3.1 Ensure all parent communications are in a format and language parents will understand.	Principal		Each Semester	Observation	6
2.3.2 Implement emerging technologies for expanding and improving communication with the community.	Principal		Yearly	Parent Meeting, Sign in Sheets, Evaluations	6
2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and district.	Principal	211	Daily	Open Forum Meeting	6
2.3.4 Parental notices are written in both English and Spanish in addition to the school messenger.	Principal Parental Liaison			Reports	6
2.3.5 Monthly newsletters depicting monthly school activities are provided to parents.	Principal		Monthly	Newletters	6
2.3.6 The School Messenger and Channel 17 are utilized to communicate with the community.	Principal		Monthly	Reports	6
2.3.7 Utilize a portable transmitter with a microphone and receiver to assist with parent translations if applicable.	Principal		Each Semester	Sign Out	6
2.3.8 Provide training opportunities for parents on how to use the parent portal.	Principal		Each Semester	Sign in Log, Agenda	6
2.3.9 Build parent awareness of technology tools to build parental involvement.	Principal Parental Liaison		Each Semester	Sign in Log	6
2.3.10 Continue utilize the use of social media in communication.	Principal		Monthly	Observation, Reports	6
2.3.11 The parent liaison will provide feedback on the communication between the community and the district.	Principal Parental Liaison		Every Two Weeks	Sign In Logs	6
2.3.12 Participate in professional development or trainings on ESSA updates for parent liaison.	Principal Parental Liaison	211	Yearly	Sign in Logs	6
2.3.13 Identify and code homeless families in the PEIMS system to provide resources for additional support.					6



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GOAL 3 EFFICIENT OPERATIONS

OBJ 1 Develop an action plan that addresses district growth and facilities needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.1.1 Conduct security audit. *All classroom doors will be closed and locked at all times. *Only one main entrance access *Safety procedure plan will be implemented	Principal Teacher(s)		Yearly	Reports	10
3.1.2 Continue to conduct a needs assessment to determine the facilities and equipment needs of all the campuses.	Principal		Each Semester	Reports	10
3.1.3 Comply with state and federal guidelines	Principal		Each Semester	Reports	10
3.1.4 Address security and safety audit findings.	Principal		Each Semester	Reports	10
3.1.5 Completed work orders based on the findings	Principal		Each Semester	Reports	10
3.1.6 Maintenance dept will submit a work order to address the findings.	Principal		Each Semester	Reports	10
3.1.7 Implement the new dietary guidelines through the menu.	Principal		Each Semester	Report	10



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GOAL 3 EFFICIENT OPERATIONS

OBJ 2 Establish plans for replacing facilities, equipment, furniture, and technology.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.2.1 Continue with a needs assessment to determine obsolete equipment, furniture, facilities, and technology.	Principal	199	Each Semester	Reports	10
3.2.2 Create a plan that outlines the furniture replacement of student desks, teacher desks, cafeteria furniture, filing cabinets, storage cabinets, etc.	Principal		Each Semester	Reports	10
3.2.3 A work order is submitted to repair furniture and equipment. If furniture is not repaired then a Help Desk is generated for proper removal or disposal	Principal		Each Semester	Reports	10
3.2.4 Purchase furniture and equipment as needed for campus growth.	Principal	199, 211, 175	Each Semester	Reports	10
3.2.5 Submit a work order or help desk to properly replace or dispose of furniture and equipment.	Principal		Each Semester	Reports	10



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 3 Provide a well-defined plan to promote a safe and secure environment for students and staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.3.1 Assess the needs and utilize personnel and resources to increase the effectiveness of security and safety personnel.	Principal		Monthly	Submit monthly log	10
3.3.2 Implement a Multi-Hazard Emergency Operations Plan that address mitigation, preparedness, response, and recovery.	Principal		Yearly	Binder is reviewed	10
3.3.3 Implement a plan to provide a clean, safe and healthy physical school environment.	Assistant Principal(s)	211, 199	Monthly	Classroom Observation	10
3.3.4 Continue to implement a Discipline Plan.	Assistant Principal(s)		Yearly	Behavior log submitted annually by all teachers	10
3.3.5 Conduct climate surveys	Principal		Yearly	Reports	10
3.3.6 Review/analyze discipline referral data for proper deployment of safety and security resources	Assistant Principal(s)		Yearly	Binder	10
3.3.7 Evaluate Emergency Operation Plans for relevance and effectiveness. *Bus evacuation training *V-Raptor *CPR and AED Training *Lockdown *Fire Drills	School Nurse Principal		Yearly	Documentation	10
3.3.8 Regular inspection of overall campus facility	Principal		Yearly	Documentation of monitoring	10
3.3.9 Monitor the discipline referral data for proper deployment of safety and security resources.	Assistant Principal(s) Principal		Yearly	Reports	10
3.3.10 Continue to monitor the discipline referral data for proper deployment of safety and security resources.	Assistant Principal(s)		Weekly	Periodic Review of plan	10
3.3.11 Web travel reports and staff development registration.	Principal		Yearly	Web Travel System	10
3.3.12 Provide campus employee training in responding to an emergency	Principal School Nurse		Yearly	Provide documentation of meetings	10
3.3.13 Provide mandatory school drills to prepare students and employees for responding to an emergency.	Principal		Monthly	Submit Monthly Log	10



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 3 Provide a well-defined plan to promote a safe and secure environment for students and staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.3.14 Provide measures to ensure coordination with local emergency management agencies, law enforcement, and fire departments in the event of an emergency	Principal		Yearly	Reports from Risk Management	10
3.3.15 Continue Mutual Aid Agreements with Community partners to improve emergency management efforts.	Principal		Yearly	Evidence of supplemental processes used with each coordinated program	10
3.3.16 Participate in a security audit of the campus facility at least once every three years.	Principal		Yearly	Reports	10
3.3.17 REM4ed Incident Management System, a web-based system, will continue to be implemented campus-wide.	Principal		Yearly	Reports	10
3.3.18 Provide training for all campus personnel on the use of the REM4ed Incident Management System.	Principal		Yearly	Reports	10
3.3.19 Utilize safety equipment. * Purchase new security cameras and repair existing cameras (when needed) * Purchase communication radios for safety and security of students	Principal	199	Yearly	Purchase orders	10
3.3.20 Participate in various trainings such as the Texas Behavior Support Initiative (TBSI), Crisis Prevention Intervention (CPI) to school employees in order to address the provisions of the law for students under (IDEA).	Counselor(s) Principal Teacher(s)		Yearly	Sign in Sheets, Agenda	10
3.3.21 Participate in the DAEP Referral Procedure Orientation Training for principals and assistant principals in procedures for assigning students to Alternative School.	Principal Assistant Principal(s)		Yearly	Sign in Sheets, agenda	10
3.3.22 Implement RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP.	Assistant Principal(s)		Yearly	RTI packets	10
3.3.23 Conduct exit meetings when students transition back to home campus, which include both campus and DAEP staff (staffing with parent, counselor, administrator and DAEP staff).	Principal Assistant Principal(s)		Yearly	Meeting data, Agenda	7



HURLA M. MIDKIFF ELEMENTARY CAMPUS IMPROVEMENT PLAN

GOAL 3 EFFICIENT OPERATIONS

OBJ 3 Provide a well-defined plan to promote a safe and secure environment for students and staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.3.24 Monitor Special Ed discipline placements in ISS, OSS and DAEP.	Assistant Principal(s) Principal		Each Semester	Meeting Data	10



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 4 Implement the comprehensive counseling and guidance program to directly impact the achievement and well-being of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.4.1 Deliver guidance content in a systematic way to students.	Counselor(s)		Every Two Weeks	Counseling log	10
3.4.2 Conduct regularly scheduled district counselors' meetings to provide training and determine needs of guidance and counseling department.	Counselor(s)		Monthly	Eduphoria	10
3.4.3 Conduct classroom presentations and Individual/Group Session based on a needs assessment. *Bullying *Conflict Resolution/Anger Management *Drug Prevention *Self Injury/Suicide *Character Education *Mentoring Program *Other Topics Relevant to Campus Needs	Counselor(s)		Every Two Weeks	Counseling Log	10
3.4.4 Assist student in monitoring and understanding their own career pathway through pre-registration, transition, career awareness and career orientation.	Counselor(s)		Yearly	Sign In Sheet	10
3.4.5 Implement student guidance/counseling services for all students.	Counselor(s)		Daily	Log	10
3.4.6 Participate in planning session at designated intervals to coordinate student counseling services.	Counselor(s)		Yearly	Sign in Sheet	10



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 5 Provide intervention strategies that support the safety and wellness of the students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.5.1 Conduct professional development training for all teachers and staff to support the safety and wellness of the students.	Counselor(s)		Yearly	Sign in Sheet	10
3.5.2 Coordinate services to better serve our students, families, and district through Community Partners.	Counselor(s) Parental Liaison		Yearly	Sign in Sheet	10
3.5.3 Provide awareness for teachers and staff to improve: *student behavior, *encourage goal settings, *increase academic skills, increase attendance, *discourage the use of illegal drugs and alcohol, *discourage gang involvement along with other potentially harmful activities	Counselor(s)		Yearly	Counseling Log	10
3.5.4 Tropical Behavioral Center will provide mental health services to at-risk students and their parents.	Counselor(s)		Yearly	Trainings	10
3.5.5 Security guard will ensure campus is safe.	Principal		Each Semester	Observation, Meetings	10



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 6 Create a technology committee to periodically review district instructional programs to evaluate all the district software.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.6.1 Continue to assess and analyze technology needs to support implementation of instructional technology by campus/departments (LRP 3.6). • Hardware • Network Infrastructure • Software Integration • Support Staff • System Management Resources	Principal Campus Computer Technician		Monthly	Inventory	10
3.6.2 Renew site based licenses for the approved list of instructional software applications.	Principal		Yearly	Monthly report of usage	2
3.6.3 The completion of the Texas School Technology and Readiness (STAR) at the campus level.	Principal Teacher(s)		Yearly	Usage Findings Report	4
3.6.4 Use the campus chart summary as a needs assessments to ensure Technology annual updates.	Principal Teacher(s)		Yearly	Reports, CNA	1



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 7 Conduct more campus-based staff development in order to expedite the use of technology by all stakeholders.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.7.1 Continue to implement, train and support on instructional technology applications such as myON®, Istation, Student Information Systems, Tyler Gradebook, Aware Data Analysis, Wireless Digital Tablets, Online Professional Development, E2020, Microsoft SharePoint and Stoneware Portal.	Principal		Yearly	Sign In Sheets, Eduphoria	2
3.7.2 Continue to implement, train and support TEMS Student Information Systems hardware and application.	Principal		Yearly	Eduphoria	4
3.7.3 Provide Technology Staff Development for all personnel.	Principal		Yearly	Sign In Sheets	4
3.7.4 Campus personnel will coordinate with the Technology/Media Dept. to address the needs created by extensive technology growth, state/local reporting, network infrastructure and curriculum integration mandated by the Technology Application TEKS (EPLAN Goal 3.5). To include: <ul style="list-style-type: none"> • Instructional Technology Trainer (Campus-Shared) • Campus Support Technicians (Full time campus) • Webmaster (Full time) • State Reporting Specialist (Programing, PEIMS) 	Librarian(s) Principal Campus Instructional Technologist		Yearly	Comprehensive Needs Assessment	1
3.7.5 Attend monthly meetings for attendance, PEIMS and discipline	Principal		Monthly	Sign In Sheets	1
3.7.6 Attend scheduling meetings as needed throughout the year.	Principal		Each Semester	Sign In Sheets	1
3.7.7 Attend grade book training at the beginning of the year.	Administrator for Information Systems Teacher(s)		Yearly	Sign In Sheets	4
3.7.8 Utilize the electronic grade book and attendance tracking system for student attendance and grade reporting.	Teacher(s)		Daily	Report Cards, Daily Attendance Reports	6
3.7.9 Coordinate Parental Involvement meetings to develop training for parents on the student SIS parent portal.	Principal Parental Liaison		Yearly	Sign in Sheets	6
3.7.10 Participate in all TEMS trainings.	Principal Teacher(s)		Monthly	Sign In Sheets	6



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 8 Continue to implement district technology initiatives through local, bond, state technology, e-rate and other funding sources.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.8.1 Review fixed assets comprehensive inventory for all technology hardware: (EPLAN Goal 3.6) and implement a plan for reposition/replacement of technology equipment.	Principal	175, 199, 211	Yearly	Work Order	1
3.8.2 Continue to support and maintain network hardware equipment to comply with CIPA (Children Internet Protection Act) requirements.	Principal		Yearly	Work Order	1
3.8.3 Expand and improve technology infrastructure.	Principal		Yearly	Work Order	1
3.8.4 Support curriculum integration activities by providing technology peripherals and software. *CPS *Mimios *Wireless Mouse *Interwrite Boards *Aver Cams *Tablets/I-Pads *Chrome Books *Desk Tops (PCs) *Laptops *Copiers *Headphones *Document Cameras	Principal	199, 211, 175, 212, 195, 171	Yearly	Inventory	2
3.8.5 Determine the computer hardware to be repositioned every three years or discarded every five years.	Principal Campus Instructional Technologist		Yearly	Inventory	1
3.8.6 Follow internet policies and procedures.	Principal		Daily	Usage Reports	1
3.8.7 Utilize the voice-over-IP (VOIP) systems based on Mission CISD transition plan	Principal		Yearly	As needed	1
3.8.8 Implement the use of mobile devices in the K-5 school environment in order to deliver curriculum and enable students to read and promote literacy.	Principal Teacher(s)		Weekly	Lesson Plans, Usage Reports	10
3.8.9 Utilize long distance telephone, cellular services, and data access to schools, administrative office and for staff that provide direct support to students.	Principal		Daily	Reports	1
3.8.10 Utilize Video Conference Equipment with the Distance Learning Consortium.	Principal Testing Strategist Campus Computer Technician		Each Semester	Usage, Work Order	1



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 8 Continue to implement district technology initiatives through local, bond, state technology, e-rate and other funding sources.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.8.11 Maintain, manage and upgrade servers, routers, switches for connectivity to local area network and wide area network resources.	Principal Campus Instructional Technologist		Weekly	Work Order	1
3.8.12 Continue to optimise the wireless infrastructure to support the multitude of wireless laptops and mobile devices.	Principal Campus Computer Technician		Yearly	Work Order	1
3.8.13 Upgrade the infrastructure to support future, state and local on-line testing.	Principal Campus Computer Technician		Yearly	Work Order	1
3.8.14 Provide telecommunication services to enhance student achievement and communications.	Principal Teacher(s)		Daily	Work Order	1
3.8.15 Utilize V-Brick for morning announcements, staff development or announcements.	Principal Teacher(s)		Daily	Work Order, Utilize	1
3.8.16 Integrate curriculum and technology	Principal Teacher(s)		Daily	Lesson Plans, Classroom Observations	3



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 9 Develop a district training curriculum on the utilization of software and reports to assist teachers with data analysis as relevant to campus needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.9.1 Provide technology staff development training to teachers, administrators and support staff.	Principal		Each Semester	Sign In Sheets, Agenda	4
3.9.2 Analyze data in a timely manner.	Principal		Weekly	Aware Reports	1
3.9.3 Attend staff development on technology.	Principal Teacher(s) Campus Computer Technician		Each Semester	Sign In Sheets	1
3.9.4 Review data with personnel.	Principal		Each Semester	Sign In Sheets	1
3.9.5 Campus technician will attend different trainings on how to run reports for all instructional software applications.	Principal Campus Computer Technician		Every Six Weeks	Eduphoria, Sign In Sheets	4



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 10 Educate all stakeholders regarding the financial system of public education and the fiscal responsibility and stability of the District.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.10.1 Increase understanding of financial aspects.	Principal		Yearly	Budget Reports	4
3.10.2 Business office procedures training to all administrators, secretaries/clerks, and sponsors	Principal		Each Semester	Budget Reports	4
3.10.3 Attend an overview of business office procedures meeting during the Administor's Academy.	Principal Assistant Principal(s)		Yearly	Budget Reports	4
3.10.4 Secretary/clerks and activity sponsors will attend business office procedures meetings.	Principal		Each Semester	Agenda, Sign In	4



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 11 Develop and implement a yearly budget plan.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.11.1 Review and adjust the overall budget planning process to maximize available resources.	Principal		Daily	Budget Printouts	4
3.11.2 Allocate additional resources to meet the needs of Special Education and LEP population.	Principal		Each Semester	Budget Reports	4
3.11.3 Monitor monthly budget balances.	Principal		Daily	Budget Printouts	4
3.11.4 Sustain and expand the two-way communication between campus and central office administration through Finance and Operations.	Principal		Daily	Budget Reports	4
3.11.5 Review the budget to address the needs of special populations.	Principal		Daily	Budget Printouts	4



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 13 Maximize innovative technology to promote operational efficiencies.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.13.1 Utilize new and emerging technologies	Principal		Daily	Classroom Observation	1,2
3.13.2 Utilize the emerging technology.	Principal		Daily	Classroom Observation	1,2
3.13.3 Continue utilizing the SHARS billing system.	Principal		Daily	SHARS Reports	1,2



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 1 Continue the implementation of a systematic plan for the recruitment, selection, and retention of high quality personnel.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.1.1 Study and review pupil/teacher ratios and instructional models relative to the existing needs for State accountability.	Principal		Yearly	Rosters	5
4.1.2 Continue to recruit and retain "highly qualified" teachers and instructional aides.	Principal SBDM Committee		Yearly	Teacher Rosters	5
4.1.3 Continue to recruit and retain qualified substitute teachers.	Principal		Daily	AESOP Reports	5
4.1.4 Employ Bilingual/ESL certified elementary teachers.	Principal		Yearly	Vacancy	5
4.1.5 Utilize Applitrack and Personnel Specialist Checklist for Qualifications	Principal		Yearly	Applitrack Reports	5
4.1.6 Continue to recognize Teacher of the Year and Employee of the Year.	Principal		Yearly	Application	3
4.1.7 Provide new teachers with ongoing support through TX-BESS mentoring and other sources	Principal		Yearly	TX-Bess Mentors	3
4.1.8 Utilize AESOP Reports	Principal		Daily	AESOP Report	3
4.1.9 Utilize TASB supplement studies.	Principal		Yearly	Recommendations by TASB	1
4.1.10 Utilize the Applitrack system.	Principal		Yearly	Applitrack Report	5
4.1.11 Hire a nurse assistant to assist our school nurse with medication, routine checks and daily medical visits.	Principal		Yearly	Clinical Logs	1,9



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 2 Re-evaluate the organizational chart and campus positions to meet program needs and to evaluate staff duties and responsibilities.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.2.1 Study the need for and acquire campus positions to address the needs of students through local, state or federal funds e.g. State Accountability and PBMAS.	Principal	211, 175, 199	Monthly	STAAR Results	1
4.2.2 Continue the use of automated substitute calling program and absences reporting system. (AESOP)	Principal		Daily	AESOP Reports	3
4.2.3 Evaluate the equitable distribution of "Highly Qualified" and inexperienced teachers assignment by campus.	Principal		Monthly	Teacher Vacancy	3
4.2.4 Continue to utilize elementary coordinators for each of the four content areas to support the teachers and assist them with the implementation of the curriculum. Utilize Bilingual Coordinator for Dual Language.	Principal		Yearly	Coordinator Meeting	1
4.2.5 Review staffing guidelines and determine how to best meet needs among all campuses considering budget constraints.	Principal		Yearly	Staffing	1
4.2.6 Continue to utilize the Staffing Study recommendations by TASB.	Principal		Yearly	Staffing, HR Recommendations	1
4.2.7 Follow the recommendations of the staff study.	Principal		Yearly	HR Recommendations, Staffing	1
4.2.8 Provide Instructional Staff to increase student academic achievement.	Principal		Yearly	Instructional Support Schedule	3
4.2.9 Ensure AESOP system is utilized to submit absences.	Principal		Daily	AESOP Report	3
4.2.10 Review teacher experience report regarding NCLB distribution of staff.	Principal		Yearly	Staffing	3
4.2.11 Coordinate with elementary coordinators to actively support teachers in the implementation of the Curriculum.	Principal Academic Strategist		Yearly	Coordinator Meeting	10



**HURLA M. MIDKIFF ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 3 Continue staff development efforts to support the Professional Development of Professional and Paraprofessional staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.3.1 Continue to provide a staff development plan that supports Teacher Quality Annual Measurable Objectives (TQAMO) under NCLB.	Principal		Monthly	STAAR Results	4
4.3.2 Participate in professional development for teachers and administrators aligned to diverse student groups in the district e.g. LEP, Special Education, technology standards	Principal		Monthly	Classroom Observation	4
4.3.3 Utilize the district's web travel system to record and approve personnel travel for staff development.	Principal		Quarterly	Web Travel	10
4.3.4 Hire substitutes for teachers attending staff development.	Principal		Daily	AESOP	3
4.3.5 Staff will participate in staff development that fulfills TQAMO requirements under NCLB.	Principal		Yearly	Agenda, Sign In	4
4.3.6 Utilize Eduphoria to generate professional development reports	Principal Teacher(s)		Yearly	Eduphoria Reports	4
4.3.7 Teachers will participate in staff development to meet the needs of all students.	Principal Teacher(s)		Yearly	Agenda, Sign In	4
4.3.8 Web travel reports and staff development registration.	Principal Teacher(s)		Yearly	Web travels, Sign In	10

**CAMPUS PERFORMANCE
2016-2017**

Campus Name: **Midkiff Elementary**



2017 STATE, REGION 1, DISTRICT, CAMPUS Comparisons: Performance Level by Subject and Student Group

Approaches <i>Student Group</i>	ALL TESTS TAKEN				READING				MATHEMATICS				WRITING				SCIENCE				SOCIAL STUDIES			
	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
All Students	75	74	71	97.9	72	69	67	88	79	81	77	85	67	70	65	79	79	79	74	84	77	75	69	
African American	65	78	86	*	61	75	80	*	68	77	86	*	57	72	*	*	69	88	*	-	69	89	-	
Hispanic	71	74	71	97.9	67	69	67	88	76	80	77	85	62	70	65	79	75	78	74	84	73	75	69	
White	85	85	78	*	83	82	79	*	87	87	87	*	77	81	64	-	89	89	75	-	86	88	64	
American Indian	75	74	*	-	71	70	*	-	79	78	*	-	64	58	-	-	80	80	*	-	78	79	-	
Asian	93	96	100	-	90	94	*	-	96	98	*	-	90	94	-	-	94	99	*	-	93	98	*	
Pacific Islander	77	89	-	-	73	90	-	-	82	86	-	-	71	60	-	-	81	95	-	-	79	91	-	
Two or More	82	85	*	*	81	80	*	*	84	86	*	*	74	93	*	*	86	86	-	-	84	92	-	
Special Education	41	42	38	97.1	35	33	27	59	49	52	47	65	30	32	29	*	47	45	46	100	45	44	49	
Ec. Disadvantaged	68	72	69	97.1	64	66	64	87	73	79	75	84	58	68	61	79	72	77	72	81	69	73	68	
ELL	57	60	53	97.8	51	51	47	80	69	72	65	76	50	57	45	60	57	62	56	78	48	50	38	

**CAMPUS PERFORMANCE
COLLEGE READINESS
2016-2017**

Midkiff Elementary



	ATTENDANCE RATE - ALL GRADES		ANNUAL DROPOUT RATE GRADES 9-12	
	2014-2015	2015-2016	2014-2015	2015-2016
	Rate	Rate	Rate	Rate
Afr. American	*	*		
Hispanic	98.0	97.9		
White	*	*		
Eco. Dis.	97.7	97.7		
All Students	98.0	97.9		

	4 -Year Graduation Rate	
	Class of 2015	Class of 2016
	4-Yr Grad.	4-Yr Grad.
<i>Student Group</i>	Rate	Rate
Afr. American		
Hispanic		
White		
Eco. Dis.		
All Students		

	AVERAGE ACT SCORE	
	2015	2016
<i>Subtests</i>		
English		
Mathematics		
Science		
All Subjects		

	AVERAGE SAT SCORE	
	2015	2016
<i>Subtests</i>		
ELA & Writing		
Mathematics		
All Subjects		

	AP EXAMS: PARTICIPATION		> OR = CRITERION	
	2015	2016	2015	2016
<i>Student Group</i>				
Afr. American				
Hispanic				
White				
Eco. Dis.				
All Students				

	ADVANCED COURSE/DUAL CREDIT COURSE COMPLETION	
	2015	2016
Grades 11 & 12		
<i>Course</i>	Rate	Rate
ELA		
Mathematics		
Science		
Social Studies		
Any Subject		

**Midkiff Elementary
2017-2018
CAMPUS BUDGET SUMMARY**

FUNDING SOURCE	FUNDING TYPE	AMOUNT
199	GENERAL FUND	\$84,736.00
FUNDING SOURCE	STATE	AMOUNT
195	STATE GIFTED & TALENTED	
161	STATE VOCATIONAL	
171	STATE SPECIAL EDUCATION	1,850.00
175	STATE COMPENSATORY	118,321.00
165	STATE BILINGUAL	35,464.00
173	HIGH SCHOOL ALLOTMENT	
FUNDING SOURCE	FEDERAL	AMOUNT
211	TITLE I REGULAR	90,453.00
212	TITLE I MIGRANT	180.00
224	IDEA-B FORMULA	
244	CARL PERKINS (CTE)	
255	TITLE II- PART A Classroom Size Red/Eisenhower	
263	TITLE III- BILINGUAL	14,495.00