

MISSION COLLEGIATE HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

2017-2018

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

Vision Statement

MISSION COLLEGIATE HIGH SCHOOL 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

MISSION COLLEGIATE HIGH SCHOOL 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
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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.**

MISSION COLLEGIATE HIGH SCHOOL

Roster by Grouping

2017-2018

Campus Based Professional Staff

Orlando Farias - Principal
Fernando Izaguirre - Dean of Instruction
Zina Acevedo - Counselor

Non-Teaching

Elia Flores - Nurse
Jesus Sanchez - Instructional Technologist
Virginia Barnhart - Librarian

District Level Professional Staff

Sharon Roberts - Director for Advanced Academic Services/UII
Rumalda Ruiz - Assistant Superintendent for Finance
Ricardo Rivera - Assistant Superintendent for Operations
Mario Solis - Assistant Superintendent for HR & Student Services
Diamond Tijerina - Secondary Coordinator for Language Arts
Nereyda Trevino - Secondary Coordinator for Math
Judy Rodriguez - Secondary Coordinator for Social Studies
Lisa Krienke - Secondary Coordinator for Science
Edgar Ibarra - Director for Bilingual Education

Teachers (Secondary)

Maria Nellie Kvapil - Science
Maria Elena Pinon - Math
Araceli Chapa-Leija - English
Barbara Noguerras - Social Studies
Genel Montes - CTE

Non Teaching (Secondary)

Veronica Cepeda - Family & Community Engagement

Business Representatives

Ruben Sanchez
Monica Moreno

Parents

Vanessa Barba

Community Representatives

Steve Pena -City of Alton
Cristina Garza
Selma Femat

Central Office Representative

Cynthia Wilson - Executive Director for Secondary Education

CAMPUS IMPROVEMENT PLAN**Directory**

NAME	TITLE
Orlando Farias	Principal
Fernando Izaguirre	Dean of Instruction
Zina Acevedo	Counselor
Araceli Chapa - Leija	ELA Teacher
Carmen Puente	ELA Teacher
Cassandra Guerra	ELA Teacher
Krystania Sanchez	ELA Teacher
Shawna Kennedy	ELA Teacher
Barbara Nogueras	Social Studies Teacher
Jesus Montemayor	Social Studies Teacher
Julio Puente	Social Studies Teacher
Cheryl Floodine	Math Teacher
Maria Pinon	Math Teacher
Maria Nellie Kvapil	Science Teacher
Benjamin Guzman	Science Teacher
Zuriel Lara	Science Teacher
Liz Genel Montes	CTE Teacher
Tomas Pena	CTE Teacher
Lourdes Acuna	Art Teacher
Amparo Denise Rosales	PE/Health Teacher
Virginia Barnhart	Librarian
Jesus Sanchez	Instructional Technologist
Marissa Femat	Principal's Secretary
Margie Guerra	Registrar
Marlen Salinas	Attendance Clerk
Liza Balderas	Counselor's Secretary
Veronica Cepeda	Family and Community Engagement
Daniel Pena	Paraprofessional
Yolanda Garza	Security
Rodney Rodriguez	Police Officer
Eric Martinez	Crew Leader
Jorge	Custodian
Maria	Custodian
Myra Hernandez	Custodian
Rogelio Ramirez	Custodian

CAMPUS IMPROVEMENT PLAN**Directory Cont.****NAME****TITLE**

Leslie Martinez	Cafeteria Manager
Margarita Cantu	Cook/Server
Jessica Ledesma	Cook/Server
Niria Rios	Cook/Server
Miguel Almaguer	Cook/Server
Norma Villarreal	Cook/Server
Cynthia Lopez	Math Teacher
Reuel Bautista	Math Teacher
Esmeralda Noyola	Speech Teacher
Ofmara Martinez	Spanish Teacher



COMPREHENSIVE NEEDS ASSESSMENT

DEMOGRAPHICS

- 1 Provide intensive Reading and Writing intervention programs for struggling students.
- 2 Offer intervention courses for struggling LEP students.

SCHOOL CULTURE AND CLIMATE

- 1 Promote more participation in extracurricular activities to decrease discipline and peak student interest in targeted careers.
- 2 Provide more security cameras in order to improve school safety.
- 3 Meet with the Coordinator for Student Activities at the local colleges to create a plan to include MCHS students in appropriate college activities.

CURRICULUM, INSTRUCTION, AND ASSESSMENT

- 1 Provide follow-up training on the RTI process.
- 2 Conduct summative evaluations of all the campus instructional programs.
- 3 Provide intentional and systematic monitoring of targeted LEP students.

STUDENT ACHIEVEMENT

- 1 Expand the Voyager reading program.
- 2 Provide training on the new TSI standards and on strategies to meet these standards.
- 3 Refine the campus system for data analysis and data validation.

TEACHER QUALITY

- 1 Promote post-graduate studies for teachers, specifically in the content areas (Master's degree).
- 2 Adopt/create an effective classroom walkthrough monitoring tool.
- 3 Create a campus-based "New Teacher Induction Program".

FAMILY AND COMMUNITY INVOLVEMENT

- 1 Create a parental involvement meeting calendar indicating all the meeting dates and topics for the school year.

SCHOOL CONTEXT AND ORGANIZATION

- 1 Provide planning time for teachers to meet with other content area teachers.
- 2 Provide targeted staff development on strategies to address the needs of LEP students.

TECHNOLOGY

- 1 Campus technology strategist is needed to provide training and technical support.
- 2 Create a campus professional development calendar to ensure teachers use technology to its full potential in the classroom.
- 3 Equip all the classrooms with additional desktops and more advanced technology and equipment to be used in the advanced AP and dual courses.
- 4 Purchase software to support the TSI and AP initiatives.

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



**MISSION COLLEGIATE HIGH SCHOOL
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 District Curriculum 9 - 12	Principal Dean of Instruction Teacher(s)	199 211 161 175	Every Six Weeks	Walkthroughs Lesson Plans PLC Agendas	3,9,10
1.1.2 Utilize multiple sources to address system safeguards.	Principal Dean of Instruction Teacher(s)	211 161 175	Daily	Walkthroughs Lesson Plans Agendas	2,8,9,10
1.1.3 Coordinate efforts to increase academic achievement for students participating in multiple programs.	Dean of Instruction Counselor(s)	211 161 175	Daily	National, State and Local Assessments	1,2,10
1.1.4 Provide supplemental instructional materials aligned to special program requirements and objectives.	Dean of Instruction Teacher(s)	211 161 175	Weekly	Teacher Assessments	1,9,10
1.1.5 Provide Academic instructional support in areas of need to increase advanced academic performance and TSI ready students	Dean of Instruction Teacher(s)	211	Weekly	TSI Diagnostic Results	1,3,8,9
1.1.6 All students will graduate from high school with at least 12 college credits hours, core complete or an associates degree.	Counselor(s) CTE Counselor Principal	199	Daily		1,2,10
1.1.7 Provide supplies and materials to enhance the Pre-AP, AP and Dual Enrollment programs.	Principal Dean of Instruction Counselor(s) Teacher(s)	211 175	Weekly	Department Meetings Requisitions	
1.1.8 Utilize district road maps for the 2017-2018 school year.	Dean of Instruction Teacher(s)	211 175	Weekly	Lesson Plans	3,8,10
1.1.9 Review the lessons and unit tests for the upcoming six weeks period during the designated planning periods.	Dean of Instruction Teacher(s)		Weekly	Lesson Plans Local Assessments	1,2,4,8,10



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School Year: 2017-2018

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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
1.1.10 Monitor the implementation of the curriculum to support teaching staff	Dean of Instruction Principal		Daily	Walkthroughs Lesson Plans PLC	2,3,9, 10
1.1.11 Align instruction with the district curriculum and increase use of research-based instructional strategies (CIF) and methodologies "Capturing Kids Hearts" that support students in all targeted populations.	Principal Dean of Instruction Teacher(s)	211 175	Weekly	Walkthroughs Lesson Plans PLC	2,3,10
1.1.12 Provide students and staff with general supplies needed to meet TEKS objectives and resources needed to fully implement district curriculum.	Principal Dean of Instruction Teacher(s)	211 175	Daily	Lesson Plans CNA	1,10
1.1.13 Provide additional reading material and printing services needed to meet TEKS objectives and delivery of instruction.	Principal Teacher(s)	211 175	Weekly	CNA Lesson Plans	1,3
1.1.14 Support and participate in field trips for investigation to achieve TEKS expectations, explore college options and degree plans and expose students to college cultures.	Counselor(s) Dean of Instruction	175 211	Each Semester	Lesson Plans Itinerary	1,2,7, 10
1.1.15 Bring in Team Teachers to help provide academic support in the areas of need.	Principal Dean of Instruction	211	Each Semester	Assessments	3,9
1.1.16 Utilize the Title I, Part A funds reserved for professional development.	Principal Dean of Instruction	211	Each Semester	Evaluations	4
1.1.17 Provide teachers with training on System Safeguards and the Texas Accountability Intervention System (TAIS) requirements.	Principal Dean of Instruction	211 175	Each Semester	Accountability Results	2,4
1.1.18 The campus administration will work with the special population program directors/coordinators to monitor student progress and audit student records	Dean of Instruction Counselor(s)		Every Six Weeks	Assessment Data	1,2,9, 10
1.1.19 Acquire library resources to meet the academic needs including college readiness materials of diverse populations and learning styles	Principal Librarian(s)	199	Each Semester	CNA Requisitions	1,2,7, 10



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.20 Ensure Priority for Service Migrant Student has an Action Plan which indicate academic and supplemental support	Counselor(s) Migrant Strategist	212	Each Semester	Report Cards	2,9,10
1.1.21 Coordinate mentoring programs to develop migrant students' learning styles and study skills. Follow up to monitor and document progress	Counselor(s) Teacher(s)	212	Every Six Weeks	Student Assessment Data	2,9,10
1.1.22 Coordinate options for credit accrual and recovery to ensure that migrant secondary students are accessing opportunities available to earn needed credits	Dean of Instruction Counselor(s)		Every Six Weeks	Report Cards	2,9,10
1.1.23 Ensure migrant students who fail STAAR EOC in any content area participate in summer STAAR EOC intervention programs	Dean of Instruction Counselor(s)		Yearly	Assessment Data	2,9,10
1.1.24 Ensure migrant secondary students have homework assistance tools to reach academic success	Dean of Instruction Counselor(s)		Every Six Weeks	Report Cards	2,9,10
1.1.25 Coordinate with Migrant coordinator to ensure the Texas Migrant Interstate Program (TMIP) migrant students who have failed STAAR EOC have access to intrastate and interstate opportunities	Dean of Instruction Counselor(s)		Yearly	Assessment Data	1,2,9,10
1.1.26 Ensure the assigned Migrant Counselor conducts at least one home visit per semester to parents of PFS students	Migrant Strategist		Each Semester	Home Visit Logs	2,9,10
1.1.27 Work with higher education partners to ensure students graduate with the opportunity to have acquired 60 college credits/Associates by high school graduation	Principal Dean of Instruction Counselor(s)		Each Semester	Agendas Sign in Sheets	2,7,10
1.1.28 Work with higher education partners to help prepare students to successfully transition from high school to college	Principal Dean of Instruction Counselor(s)		Each Semester	Agendas Sign in Sheets	2,7,10
1.1.29 Work in partnership with STC in coordinating efforts to review students degree plans	Dean of Instruction Counselor(s)		Each Semester	Sign in Sheets Degree Audits	2,7,10



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.30 Work with the Mission Economic Development Corporation on the Mission Community Career Center aimed at training students for jobs available in our community	CTE Teacher Principal Dean of Instruction	161	Each Semester	Agendas Sign in Sheets	9,10
1.1.31 Utilize instructional materials for any needed classes that will assist in student learning including but not limited to CTE, EL's, Migrant, Special need, Core areas and Fine Arts.	Teacher(s) Dean of Instruction	211 161 212 185	Daily	Assessment Data	3,9,10
1.1.32 Provide research-based supplemental instructional materials for LEP program, special education and migrant students to increase academic achievement and gap closure.	Principal Dean of Instruction Teacher(s)	211 263	Weekly	Assessment Data	3,9,10
1.1.33 Provide supplemental instructional materials for gifted/talented, pre-AP, AP, Dual students to attain advanced academic achievement.	Principal Dean of Instruction Teacher(s)	211 175 195	Every Six Weeks	Student Data	2,3,8, 10
1.1.34 Seek and acquire EOC, ACT, SAT, TSI, AP, PSAT supplemental materials	Principal Dean of Instruction Teacher(s) Counselor(s)	199 211 175 173	Each Semester	Student Assessment Data	2,3,8, 9,10
1.1.35 Seek and acquire resources available to provide academic support to students.	Dean of Instruction Teacher(s)	211 175 173	Yearly	Student Data	2,3,8, 9,10
1.1.36 Bring additional support in the core areas to help close the achievement gap	Principal Dean of Instruction		Each Semester	Student Data	2,3,9, 10
1.1.37 Ensure all students have completed a Personal Graduation Plan (PGP)	Counselor(s)		Yearly	PGP Plan Schedules and Counselor logs	9,10



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.38 Ensure all students have a four year Graduation Plan and College Degree Plan	Counselor(s)		Yearly	Counselor Logs	7,9,10
1.1.39 Ensure a program of study for all students entering 9th grade including a Summer Bridge Program	Counselor(s) Dean of Instruction		Yearly	Summer Bridge Attendance Data	3,7,10
1.1.40 Provide accelerated instruction opportunities for students who are not on target to graduate with their cohort	Teacher(s) Dean of Instruction Counselor(s)	211	Every Six Weeks	Report Cards	3,9,10
1.1.41 Coordinate with the Advanced Programs Coordinator to ensure the appropriate textbooks and materials are provided for the AP and Dual enrollment courses.	Principal Dean of Instruction	195	Each Semester	Textbook Data from STC and MOU	7,10
1.1.42 Implement and support the district initiative to identify and service students with dyslexia, support and implement the "New Human Method".					3,9,10



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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 Implement the district-wide inclusion initiative.	Principal Dean of Instruction	171	Daily	Student Schedule of Services	2,3,9
1.2.2 Evaluate academic success of students participating in existing special programs.	ARD Committee Counselor(s)		Every Three Weeks	IEP's Progress Monitoring & Coordination of Meeting	2,3,9
1.2.3 Implement Response to Intervention (RTI) to address struggling student's needs.	RTI Committee Dean of Instruction Counselor(s) Teacher(s)		Monthly	RTI Monitoring forms/Documentation	2,3,9
1.2.4 Create procedures for accelerated and intensive instruction	Migrant Strategist Teacher(s)	212	Daily	walkthroughs	3
1.2.5 Increase participation in district-wide initiative to increase college-readiness and cultural awareness of all students.	Counselor(s)	195	Each Semester	College Fairs	2,3,9
1.2.6 Ensure participation in professional development for all stakeholders involved with SPED students.	Teacher(s) Dean of Instruction		Each Semester	Eduphoria Certificates	4,10
1.2.7 Monitor special population (LEP & Special Ed., 504) student placement and assessment decisions over the course of the year.	Dean of Instruction Teacher(s) Counselor(s)		Every Six Weeks	Report Cards	8,9,10
1.2.8 Monitor progress of GT/Pre-AP/AP and advanced learners to increase advanced academic performance.	Dean of Instruction Teacher(s)		Every Six Weeks	Assessments Report Cards	8
1.2.9 Monitor special population students' local academic achievement data during PLC's over the course of the year.	Teacher(s)		Every Three Weeks	Grades Assessments	8
1.2.10 Monitor consistent implementation of the District's ESL Education program models.	Dean of Instruction Teacher(s)		Every Six Weeks	Report Cards	9,10



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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
1.2.11 Use the revised district RTI handbook	Counselor(s) Teacher(s)		Yearly	Student Participation	9
1.2.12 Follow the district RTI flowchart to identify the specific Tier I, II and III intervention programs.	Counselor(s) Teacher(s)		Yearly	Student Participation	9
1.2.13 Ensure participation in district-wide training sessions to rollout the revised RTI process.	Counselor(s) Teacher(s)		Each Semester	Sign in Sheets	9
1.2.14 Implement a campus-wide mentoring program for struggling students in special populations.	Counselor(s)		Every Six Weeks	Mentoring Forms	9
1.2.15 Provide assistance to students suffering from an acute or chronic condition that impedes the student from achieving academic success through the district 504 program.	Counselor(s) Dean of Instruction Principal School Nurse Teacher(s)		Every Six Weeks	504 Forms	9
1.2.16 Implement the special education child find process.	Principal Counselor(s)		Yearly	Posters	10
1.2.17 Implement research-based strategies and interventions to support the needs of culturally and linguistically diverse learners.	Teacher(s)		Daily	Lesson Plans	3,9
1.2.18 Provide specific intervention materials to be used for the targeted afterschool and Saturday tutorial sessions.	Dean of Instruction Teacher(s)	211	Weekly	Sign in Sheets	3,9
1.2.19 Provide enrichment opportunities in core content for GT/Advanced Learners to purchase materials to be used for activities such as UIL, Masterminds, Pre-AP & AP courses, Destination Imagination Program, and the Texas Performance Standards Project.	Teacher(s) Dean of Instruction Counselor(s)	211 195 199	Yearly	Student Participation	3,9



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School Year: 2017-2018

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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
1.2.20 Provide opportunities for students to accelerate through Credit by Exam	Counselor(s)		Each Semester	Calendar of Exams Student Participation	3,9
1.2.21 Maintain documentation of accelerated/intensive plan for instruction for students with disabilities and progress monitoring.	Teacher(s)		Every Six Weeks	Progress Monitoring IAP's	1,4,9
1.2.22 Participate in implementation of an afterschool accelerated Migrant Program utilizing District Curriculum	Migrant Strategist		Weekly	Schedule Sign in Sheets	3,9
1.2.23 Provide supplemental English intensive instruction for LEP students at the beginning and intermediate levels of proficiency.	Teacher(s) Dean of Instruction		Yearly	Student Assessment	1,3,8, 9
1.2.24 Provide incentive/snacks to promote perfect attendance and tutorials on a six weeks basis.	Principal Teacher(s)	199	Every Six Weeks	Attendance Reports Tutorial Logs	1,9,10
1.2.25 Provide Migrant funded summer programs such as Project Smart, Literary Program, Muse, MAARS and SLAMS to migrant students.	Migrant Strategist	212	Yearly	Schedule of Program Student Participation	1,3,9
1.2.26 All students will be enrolled in Pre-AP, AP, and dual enrollment courses at MCHS.	Counselor(s) Dean of Instruction Principal		Each Semester	Schedules	2,10
1.2.27 Continue district policy of students completing the required College Readiness course.	Counselor(s)		Each Semester	Schedules	7,10,3 ,9
1.2.28 Monitor post-secondary attendees through data from THECB and National Student Clearinghouse.	Counselor(s)		Yearly	Student Data	7,10
1.2.29 Meet with teachers serving Pre-AP/AP/Dual students and advanced learners every 6-weeks to provide support	Dean of Instruction		Every Six Weeks	Report Cards	3,9,10
1.2.30 Ensure all student visit the STC campus and other college campuses to instill the college-going culture.	Principal Teacher(s)	175	Yearly	Student Participation	7,10



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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
1.2.31 Provide transportation services and meals for student's instructional trips including UIL and other academic events.	Teacher(s)	199	Monthly	Web Travels Iteneraries	2,7
1.2.32 Provide opportunities and services for students to explore diverse cultures by providing a variety of fieldtrips, speakers, & community events.	Counselor(s) Teacher(s)	211 175	Each Semester	Web Travels	2,7
1.2.33 Provide opportunities and services for students through a GO CENTER.	Counselor(s)		Monthly	Student Log	2,7,10
1.2.34 Provide opportunities for guest speakers to create awareness of career opportunities, internships & career fairs.	Counselor(s) Teacher(s)	211 199	Each Semester	Student Participation	2,7,10
1.2.35 Provide teacher trainings to recognize clues to suicide. Implement District Suicide Prevention and use for each one. Provide Teacher Trainings through community Resources (Tropical)					3,9,10



**MISSION COLLEGIATE HIGH SCHOOL
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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 and ECHS initiatives and core principles.	Principal Dean of Instruction	211	Every Six Weeks	Agendas Sign in Sheets	1,4,10
1.3.2 Participate in professional development for administrators.	Principal Dean of Instruction	211	Each Semester	Agenda Sign in Sheet	4,10
1.3.3 Ensure all teachers are GT-certified by participating in Gifted and talented 30-hour GT Training and maintaining annual GT 6-hour updates.	Dean of Instruction	195	Yearly	Certificates	4,10
1.3.4 ELA *Encourage participation in professional development training sessions such as TCTLA and Laying the Foundation Program.	Principal Dean of Instruction	211	Yearly	Web Travels Certificates	4,10
1.3.5 Provide opportunity for all teachers to attend AP conference to complete certification requirements.	Dean of Instruction	195 173	Yearly	Certificates	4,10
1.3.6 Math *Encourage participation in professional development training conference such as CAMT *Provide opportunities to attend AP conference/institutions	Dean of Instruction Principal	211 195	Yearly	Web Travels Certificates	4,10
1.3.7 Science *Participate in district trainings; Conference for the Advancement of Science Teaching (CAST), RGVSA EOC updates training, and ongoing articulation with UTRGV/STC through AVATAR.	Principal Dean of Instruction	211	Yearly	Web Travels Certificates	4,10
1.3.8 Social Studies *Participate in Social Studies Conferences *Participate in training through s3strategies for 9th through 12th grade teachers on STAAR and EOC strategies, academic vocabulary development, and differentiated instructional strategies.	Principal Dean of Instruction	211	Yearly	Web Travels Certificates	4,10
1.3.9 ESL Program Participate in instructional staff development activities as per state and federal requirements to increase ELL achievement through effective research-based teaching practices, approaches, and strategies including SIOP.	Principal Dean of Instruction	211	Yearly	Agendas Sign in Sheets	4,10
1.3.10 Special Education Program *Implement Research-Based Instructional Methodologies, Strategies, & Supports *Positive Behavior Supports, Interventions, & Alternatives to Discipline *Special Education Program Compliance with State & Federal Regulatory Mandates/Requirements & Best Practice Guidance	Principal Dean of Instruction	171	Monthly	Agenda Sign in Sheets Certificates	



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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.11 CTE *Participate in district provided training and Tech Prep Conference *Provide CTE teacher opportunities certifications through MOS testing	Teacher(s)	161	Each Semester	MOS Certificates	4
1.3.12 Instructional Technology *Participate in training and support for district initiatives	Principal Dean of Instruction Teacher(s)	161	Yearly	Agendas Sign in Sheets	4,10
1.3.13 Provide staff Development opportunities to focus on the use of "Common Instructional Framework" and implement the PLC initiative.	Principal Dean of Instruction Teacher(s)	211 175	Yearly	Agendas Sign in Sheets	4,10
1.3.14 Provide opportunities for substitutes so teachers can have opportunities to do instructional rounds.	Principal Dean of Instruction	199	Each Semester	Instructional Rounds Forms	4,10
1.3.15 Foreign Language *Participate in educational sessions such as ACTFL Convention & expo and provide smart practices & transform the classroom.	Principal Dean of Instruction	199	Yearly	Certificates	4,10
1.3.16 Participate in training on data analysis using Eduphoria and other administrative programs.	Teacher(s) Principal Dean of Instruction	199 211	Yearly	Agendas Sign in Sheets	4,10
1.3.17 Participate in Administrator's Academy for the 2017-2018 school year.	Principal Dean of Instruction		Yearly	Sign in Sheets	4,10
1.3.18 Participate in training for special education program implementation, data analysis and compliance indicators.	Principal Dean of Instruction Teacher(s)		Yearly	Agendas Sign in Sheets	4,10
1.3.19 Participate in professional development for campus administrators to ensure proper ESL Program implementation.	Dean of Instruction Principal		Yearly	Sign in Sheets	4,10



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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.20 Participate in opportunities for campus administrator participation in regional service center workshops and state conferences focusing on the needs of LEP students.	Principal Dean of Instruction	211	Yearly	Sign in Sheets	4,10
1.3.21 Participate in training for administrators on Professional Learning Communities, and Project-based Learning.	Principal Dean of Instruction		Yearly	Sign in Sheets	4,10



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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, state and College Readiness assessment results and plan accordingly.	Principal Dean of Instruction		Monthly	Assessment Results	1,2,8, 9,10
1.4.2 Use data to evaluate academic success of students participating in existing special programs.	Principal Dean of Instruction Counselor(s)		Monthly	Assessment Results	1,2,8, 9,10
1.4.3 Implement an intentional monitoring system for all the campus special population programs.	Teacher(s) Dean of Instruction Counselor(s) Principal		Monthly	Data Reports	1,2,3, 9,10
1.4.4 Require all students in AP courses to take the AP exam	Teacher(s) Principal		Yearly	Schedules	1,2,3, 9,10
1.4.5 Require all student to participate in the summer reading program	Teacher(s) Principal		Yearly	Student Data	1,2,3, 9,10
1.4.6 Disaggregate the six weeks and semester exam test results and address the areas of concern through PLC's	Teacher(s) Dean of Instruction		Every Six Weeks	Report Cards	3,8,9
1.4.7 Ensure that teachers have access to assessment data	Dean of Instruction		Monthly	Aware Reports	3,8,9
1.4.8 Ensure teachers plan instruction and intervention that is data driven.	Dean of Instruction		Weekly	Lesson Plans PLC Agendas	3,8,9
1.4.9 Assess all student with the TSI test in the fall and again in the spring to determine TSI ready students.	Dean of Instruction Counselor(s)		Each Semester	TSI Test Data	2,7,10
1.4.10 Increase student participation in college readiness and entrance exams (PSAT, SAT, ACT and TSI)	Dean of Instruction Counselor(s)		Each Semester	Assessment Data	2,7,10



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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
1.4.11 Create campus data analysis teams to review student course failures, absences and discipline information at the end of progress report and six weeks grading period.	Principal Dean of Instruction Counselor(s)		Every Six Weeks	Data Reports	1,2,3,9,10
1.4.12 Ensure participation in district's 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.	Dean of Instruction		Yearly	Student Participation	2,7,10
1.4.13 Implement MCISD testing instruments used for the identification of gifted students, particularly for special population students.	Dean of Instruction		Yearly	Student Participation	2,7,10
1.4.14 Promote and ensure nomination of students in order to have them screened, assessed and identified for the Gifted and Talented Program.	Teacher(s) Counselor(s)		Yearly	Student Data	2,7,10
1.4.15 Monitor the academic progress of ELL students.	Teacher(s) Dean of Instruction		Yearly	LAS Links	1,9,10
1.4.16 Participate in data analysis of the Texas Accountability Information System (TAIS) to target performance indicators for the EL's and special education populations.	Principal		Yearly	Sign in Sheets	1,2,4
1.4.17 Participate in the LPAC process and decisions to ensure adherence to state and federal guidelines.	Dean of Instruction Counselor(s) Teacher(s)		Yearly	Sign in Sheets	1,2,4,10
1.4.18 Participate in a systematic analysis of curriculum-based assessment and STAAR data for intentional instructional/accelerated intervention plans to be implemented during the school day.	Dean of Instruction Teacher(s)		Every Six Weeks	Grade Reports	2,3,8,9
1.4.19 Implement a set of district procedures that outline a variety of strategies for partial and full credit accrual for migrant students with late entry and/or early withdrawal.	Principal Counselor(s)		Each Semester	Student Transcripts	2,9,10



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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 understandings of new standards and key concepts within the state and federal accountability systems.	Principal Dean of Instruction		Each Semester	Agenda Sign in Sheets	2,3,8
1.5.2 Review and realign sequencing of courses to transition to new state assessments.	Asst. Superintendent for Curriculum & Instruction				
1.5.3 Ensure school staff attend training for Instruction and Assessment Strategists in order to interpret and evaluate the new state assessments (STAAR)	Principal Dean of Instruction Teacher(s)		Yearly	Agendas Sign in Sheets	3,8,10
1.5.4 Attend training on interpretation of systems safeguards reports specific to special populations.	Dean of Instruction Counselor(s)		Yearly	Agendas Sign in Sheets	3,8,10
1.5.5 Create and implement District level performance standards for STAAR	Dean of Instruction Teacher(s)		Daily	Lesson Plans Assessment Data	3,8
1.5.6 Attend Regional conferences and trainings that address state accountability (TAIS).	Dean of Instruction Teacher(s)		Yearly	Web Travels Intenerary	1,4
1.5.7 Implement realignment of Math course sequence at the high school level to: Algebra 1 Algebra 2 Geometry Pre-Cal/Stats/Calculus	Principal Dean of Instruction Teacher(s)		Each Semester	Master Schedule	2,10



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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.	Principal Dean of Instruction		Weekly	School Messenger Campus schedule Parent Connection	6,10
1.6.2 Conduct teacher meetings and attend principal meetings to refine and increase vertical and horizontal communication between all the campus grade levels and feeder campuses.	Principal Dean of Instruction		Monthly	Sign in sheets Agenda	1,10
1.6.3 Conduct collaborative curriculum and instruction meetings to refine and increase communication between stakeholders.	Principal Dean of Instruction		Every Six Weeks	Agendas Sign in Sheets	1,2,10
1.6.4 Periodic communication between ECHS and STC to support student success.	Principal Counselor(s) Dean of Instruction		Each Semester	Agendas Sign in Sheets	1,2,7,10
1.6.5 Train and ensure campus personnel utilize existing electronic resources to expedite communication.	Dean of Instruction Campus Instructional Technologist		Monthly	Agendas Sign in Sheets	3,4
1.6.6 Utilize digital portal to house and distribute curriculum resources and materials	Teacher(s) Campus Instructional Technologist		Monthly	Google Classroom Set ups	3,10
1.6.7 Participate in monthly elementary and secondary principal's meetings.	Principal		Monthly	Sign in Sheets	10
1.6.8 Create a monthly calendar of events and send out reminders.	Principal		Monthly	Activity Calendar	10
1.6.9 Meet monthly with SBDM & CILT to improve communication between administration and teachers.	Principal Dean of Instruction		Monthly	Agendas Sign in Sheets	1,10
1.6.10 Regularly attend PLC meetings	Teacher(s)				
1.6.11 Ensure student participation in the "Superintendent's Breakfast with the Students" meetings on a bi-monthly basis to improve communication between Central Office and the campus.	Principal		Monthly	Agendas Sign in Sheets	10
1.6.12 Attend the quarterly coordination meetings with STC.	Principal Counselor(s)		Each Semester	Agendas Sign in Sheets	10



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 6 Improve communication between all district stakeholders.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.6.13 Monitor the student's STC course grades and communicate with the STC district contact at the end of each grading cycle to obtain students progress on their coursework.	Counselor(s) Dean of Instruction		Each Semester	Agenda Sign in Sheets	10



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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 Expand community education opportunities through educational partnerships and participation in community activities.	Dean of Instruction Principal		Monthly	Agenda of Events	6
2.1.2 Recognize parent volunteers, community and business leaders who support a variety of district/campus activities.	Principal Dean of Instruction		Yearly	Agenda of Events	6
2.1.3 Promote attendance of parental conferences addressing state and federal academic requirements to improve student achievement and parent accountability.	Dean of Instruction		Yearly	Agenda of Events	6
2.1.4 Participate in Principal for A Day event.	Principal		Yearly	Participation Feedback	6
2.1.5 Invite community-based speakers to present on various topics during parent meetings.	Principal Dean of Instruction		Each Semester	Agenda Sign in Sheets	6
2.1.6 Work with community partners to begin developing relationships for future job shadowing and internships for MCHS students.	Principal Dean of Instruction Counselor(s)		Yearly	Internship Data	6
2.1.7 Participate in Health Fairs and Career Fairs.	School Nurse Principal		Yearly	Participation List	6
2.1.8 Participate in the District Parent Conference.	Principal Counselor(s)		Yearly	Sign in Sheets	6
2.1.9 Recognize parent volunteers at awards assembly.	Principal Teacher(s)		Yearly	Agenda	6
2.1.10 Recruit parents to participate in campus committees such as LPAC, SBDM and PTO	Dean of Instruction		Yearly	Agendas Sign in Sheets	6
2.1.11 Continue to support and implement district online registration process which allows for questionnaire on McKinney-Vento Act to help identify family and child's living arrangements.					6,10



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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		Yearly	E-mails Mail outs	6
2.2.2 Ensure participation in parent training on successful practices to assist student in meeting state and federal accountability standards.	Counselor(s)		Each Semester	Agendas Sign in Sheets	6
2.2.3 Participate in literacy initiatives for parents and community members to foster and promote a united partnership in education.	Parental Liaison		Each Semester	Agendas	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 SBDM Committee		Each Semester	Agendas Sign in Sheets Minutes	6
2.2.5 Develop targeted initiatives to increase parental involvement.	Parental Liaison Principal		Monthly	Agendas Sign in Sheets	6
2.2.6 Dissiminate Policy thru district website and printed copy	Principal		Yearly	Email Mail out	6
2.2.7 Disseminate Parent/Campus Compact Form during the first two weeks of school.	Parental Liaison		Yearly	Returned Forms	6
2.2.8 Ensure MCHS parents participate in district parental meetings.	Parental Liaison		Yearly	Sign in Sheets	6
2.2.9 Recruit parents to participate in campus committees such as SBDM, PTO etc.	Parental Liaison Principal		Yearly	Agendas Sign in Sheets	6
2.2.10 Utilize parental and community members' expertise as guest speakers.	Parental Liaison Principal		Each Semester	Agenda Sign in Sheets	6
2.2.11 Encourage parental participations in district and campus meetings covering topics mandated by state and federal guidelines.	Parental Liaison Principal		Yearly	Agendas Sign in Sheets	6



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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.	Parental Liaison Principal		Each Semester	Letters Emails School Messenger	6
2.3.2 Implement emerging technologies for expanding and improving communication with the community.	Principal Parental Liaison Campus Instructional Technologist		Each Semester	List of Available technology	6
2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and district.	Parental Liaison		Daily	Logs	6
2.3.4 Provide opportunities for parents to receive training on accessing the Parent Portal as needed.	Parental Liaison		Monthly	Sign in Sheets	6
2.3.5 Utilize the automated calling system to make mass announcements of upcoming campus events.	Principal		Weekly	School Messenger	6
2.3.6 Utilize campus web page for general information.	Principal Dean of Instruction Campus Instructional Technologist		Monthly	School Website	6
2.3.7 Increase school/parent communication by having all teachers make a minimum of five parent contacts weekly with a minimum of two positive feedbacks.					6



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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 Participate in a security audit.	Principal		Yearly	Compliance Forms	1,10
3.1.2 Establish a committee to inspect the facilities and report the areas of need to administration.	Teacher(s)		Monthly	Incident Reports	1,10
3.1.3 Continue the implementation of the electronic record system.	Principal		Daily	Records	1,10
3.1.4 Ensure that work orders are submitted & completed based on the findings of monthly inspections.	Principal		Monthly	Work orders	10
3.1.5 Ensure that maintenance and beautification of the facilities and grounds is taking place on a consistent basis. Address campus concerns with appropriate personnel in designated departments.	Principal		Weekly	Work Orders	10
3.1.6 Ensure that electronic record system is utilized and available for specific tasks (ie. Student Data Entry - TEMS; Textbook Inventory, Equipment Inventory, etc).	Principal Dean of Instruction Librarian(s) Campus Instructional Technologist		Daily	Records	10



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

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	199 211	Each Semester	Walkthroughs Request Forms	10
3.2.2 Follow the districts five year plan that outlines the furniture replacement schedule for replacing large quantities of student desks, teacher desks, cafeteria furniture, filing cabinets, storage cabinets, etc	Principal	199	Each Semester	Walkthroughs Request Forms	10
3.2.3 Have teachers turn in yearly fixed-asset inventories.	Principal		Yearly	Teacher Forms	10



**MISSION COLLEGIATE HIGH SCHOOL
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
3.3.1 Assess the needs and utilize personnel and resources to increase the effectiveness of security and safety personnel.	Principal		Monthly	Walkthrough Reports Needs Assessment	1,10
3.3.2 Implement a Multi-Hazard Emergency Operations Plan that address mitigation, preparedness, response, and recovery.	Principal		Monthly	Walkthrough Reports Needs Assessment	1,10
3.3.3 Implement a plan to provide a clean, safe and healthy physical school environment.	Principal		Monthly	Walkthrough Reports Needs Assessment	1,10
3.3.4 Continue to implement Discipline Plan.	Principal Dean of Instruction Teacher(s)		Daily	Discipline Reports	2,10
3.3.5 Participate in climate surveys	Principal Dean of Instruction Teacher(s)		Yearly	Survey Results	1,10
3.3.6 Review/analyze discipline referral data to facilitate and provide teachers and staff with necessary support.	Principal Dean of Instruction		Monthly	Referral Data Agendas	1,10
3.3.7 Evaluate Emergency Operation Plans for relevance and effectiveness.	Principal Dean of Instruction		Yearly	Data Reports	1,10
3.3.8 Ensure participation in training on emergency response.	Principal Dean of Instruction		Yearly	Agendas Sign in Sheets	1,10
3.3.9 Plan and coordinate mandatory school drills to prepare students and employees for responding to an emergency.	Principal Dean of Instruction		Monthly	Drill Reports	10
3.3.10 Ensure coordination with local emergency management agencies, law enforcement, and fire departments in the event of an emergency.	Principal Coordinator for Risk Management		Yearly	Agenda Plan of Action	1,10
3.3.11 Continue to implement the REM4ed Incident Management System, a web-based system.	Principal Coordinator for Risk Management		Yearly	Report	1,10



**MISSION COLLEGIATE HIGH SCHOOL
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
3.3.12 Ensure participation in training for all campus administration and community partners' on the use of the REM4ed Incident Management System.	Principal Coordinator for Risk Management		Yearly	Report	1,10
3.3.13 Provide Science Department with necessary resources to ensure student safety	Principal Dean of Instruction		Each Semester	Agendas	10
3.3.14 Utilize safeguards available. *ensure campus is enclosed and visitors are using the Raptor System *ensure security cameras are functional	Principal Dean of Instruction		Daily	Reports	10
3.3.15 Participation in training on the Texas Behavior Support Initiative (TBSI), Crisis Prevention Intervention (CPI), Satori Alternatives to Managing Aggression (SAMA) components to school employees in order to address the provisions of the law for students under (IDEA)	Principal Dean of Instruction Teacher(s)		Yearly	Certificates Agendas Sign in Sheets	10
3.3.16 Participate in DAEP Referral Procedure Orientation Training for principals and assistant principals in procedures for assigning students to Alternative School.	Principal Dean of Instruction		Yearly	Agendas Sign in Sheets	4,10
3.3.17 Implement SAT (Student Assistance Team) and RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP.	Principal Dean of Instruction		Monthly	RTI Forms Reports	2,10
3.3.18 Ensure campus representation in exit meetings when student transition back to home campus, which include both campus and DAEP staff (staffing with parent, counselor, administrator and DAEP staff).	Principal Dean of Instruction		Monthly	Reports	9,10
3.3.19 Utilize discipline management data to identify placement of resources and training opportunities.	Principal Dean of Instruction		Monthly	Reports	10
3.3.20 Monitor special education discipline placements in ISS, OSS, and DAEP over the course of the year.	Principal Counselor(s) Dean of Instruction		Monthly	Reports	9,10



**MISSION COLLEGIATE HIGH SCHOOL
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) Principal Dean of Instruction		Monthly	Agendas Sign in Logs	9,10
3.4.2 Ensure counselor participates in regularly scheduled district counselors' meetings to provide training and determine needs of guidance and counseling department.	Counselor(s)		Monthly	Agendas Logs	4,9,10
3.4.3 Conduct classroom presentations and Individual/Group Session based on a needs assessment.	Counselor(s)		Monthly	Agendas Logs	9,10
3.4.4 Assist student in monitoring and understanding their own career pathway through pre-registration, transition, career awareness and career orientation.	Counselor(s)		Monthly	Agendas Sign in logs	9,10
3.4.5 Expand counseling and guidance services for all students to include higher education requirements and/or expectations of students entering in the workforce or post/secondary university education.	Counselor(s)		Monthly	Agendas Logs	9,10
3.4.6 Require at least one meeting a year for each student and their assigned counselor for PGP (Personal Graduation Plan) (9th – 12th grade).	Counselor(s)		Monthly	Logs	9,10
3.4.7 Participate in District sessions at designated intervals in an effort to coordinate student counseling services.	Counselor(s)		Monthly	Agendas Logs	9,10
3.4.8 Ensure counselor attends district Counselors' Academy.	Counselor(s)		Monthly	Agendas Logs	9,10
3.4.9 Participate in district initiative to implement and provide student/staff training on Prevention of Bullying. Coordinate student contract signatures for Anti-Bullying pledge. Provide community presentation on bullying through police officers.					9,10
3.4.10 Provide student counseling lesson on conflict resolution theory through grade level meetings and individual counseling.					9,10



**MISSION COLLEGIATE HIGH SCHOOL
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 Participate in professional development training for teachers and staff to support the safety and wellness of the students.	Principal Dean of Instruction		Each Semester	Agenda Sign in Sheets	1,4,10
3.5.2 Review, revise, and implement the Drop Out Recovery Program.	Principal Dean of Instruction		Monthly	Reports	2,10
3.5.3 Participate in training provided for all teachers and staff to acquire knowledge and capacity 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	Dean of Instruction Counselor(s) Parental Liaison		Each Semester	Agendas Reports Certificates	4,10
3.5.4 Support Mental Health Specialists provide a variety of culturally relevant professional mental health, diagnostic, and counseling services.	Principal Dean of Instruction Counselor(s)		Yearly	Agendas Log in	2,9,10
3.5.5 Attend monthly Leaver meetings to ensure compliance with the state Leaver requirements.	Dean of Instruction		Monthly	Sign in Sheets	2,6,10
3.5.6 Monitor At-Risk student's grades, attendance and discipline every three weeks.	Principal Dean of Instruction		Every Three Weeks	Reports Data	2,9,10
3.5.7 Provide additional support for the special population groups to ensure these students do not drop out of school.	Principal Counselor(s) Dean of Instruction		Every Three Weeks	Reports Data	2,9,10
3.5.8 Ensure that the migrant strategist is meeting the needs of the migrant students so that they can continue their education.	Principal Migrant Strategist		Daily	Sign in Logs Reports	2,9



**MISSION COLLEGIATE HIGH SCHOOL
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.	Campus Instructional Technologist		Monthly	Needs Assessment	1,10
3.6.2 Facilitate campus completion of the Texas School Technology and Readiness (STaR) Chart at the classroom and campus level.	Librarian(s) Campus Instructional Technologist		Yearly	Star Chart	10
3.6.3 Use campus and district STaR Chart summaries as a needs assessment to ensure annual updates to the District Technology Plan.	Campus Instructional Technologist Principal		Yearly	Star Chart	10



**MISSION COLLEGIATE HIGH SCHOOL
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 instructional technology applications.	Principal Campus Instructional Technologist		Monthly	Agendas Sign in Sheets	4,10
3.7.2 Continue to participate in implementation, training and support of TEMS Student Information Systems hardware and application.	Principal Campus Instructional Technologist		Each Semester	Agendas Sign in Sheets	4,10
3.7.3 Participate in monthly meetings for attendance, PEIMS, discipline.	Principal Dean of Instruction		Monthly	Agendas Sign in Sheets	4,10
3.7.4 Ensure teachers attend training and updates regarding TEMS Gradebook and Attendance.	Principal Dean of Instruction Campus Instructional Technologist		Each Semester	Agendas Sign in Sheets	4,10
3.7.5 Run Progress Report and Report Cards in a timely manner and distribute to teachers.	Dean of Instruction		Every Three Weeks	Reports	10
3.7.6 Ensure that student data is entered accurately and updated as deemed necessary	Principal Dean of Instruction		Monthly	Reports	10



**MISSION COLLEGIATE HIGH SCHOOL
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 Continue to support and maintain network hardware equipment to comply with CIPA (Children Internet Protection Act) requirements.	Principal		Yearly	Webfilter	1
3.8.2 Support and explore curriculum integration activities by providing technology to promote student achievement.	Campus Instructional Technologist		Yearly	Usage Reports	1,9,10
3.8.3 Coordinate and organize online assessments as required by the District.	Dean of Instruction		Each Semester	Assessment Data	8,9,10
3.8.4 Implement the use of mobile devices in the 9-12 school environment in order to deliver curriculum and enable students to read and promote literacy.	Principal Dean of Instruction Teacher(s)		Monthly	Lesson Plans T-TESS Domains	3,9,10
3.8.5 Explore option of E-books.	Principal Dean of Instruction Campus Instructional Technologist		Each Semester	Needs Assessment	1,10
3.8.6 Provide CTE teacher with audio/video technology/software, texts and other supplies needed to allow MCHS students with opportunities of obtaining STC certification.	Principal Dean of Instruction	161	Each Semester	Technology Needs Assessment Certifications	1,8,9,10
3.8.7 Provide opportunity to acquire district approved laptops.	Principal Campus Instructional Technologist	211	Yearly	Budget Needs Assessment	1,10
3.8.8 Acquire software for CTE Dual classes such as photoshop.	Principal Dean of Instruction	161	Yearly	Needs Assessment	1,10
3.8.9 Acquire license fees for certiport and other such applications.	Principal Dean of Instruction Teacher(s)	161	Yearly	Needs Assessment	1,10
3.8.10 Acquire TI-Navigator system	Principal	211	Yearly	Needs Assessment	1,10



**MISSION COLLEGIATE HIGH SCHOOL
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 Provide Telecommunications Services to enhance student achievement and communication.	Principal Dean of Instruction Librarian(s) Campus Instructional Technologist		Yearly	Needs Assessment	1,10
3.8.12 Utilize Video Conference Equipment with the Distance Learning Consortium.	Principal Dean of Instruction		Yearly	Needs Assessment	1,9,10



**MISSION COLLEGIATE HIGH SCHOOL
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.	Campus Instructional Technologist		Every Six Weeks	Agenda Sign in Sheets	1,4,10
3.9.2 Analyze data in a timely manner	Coordinator for Instructional Technology		Every Six Weeks	Data Reports Plan of Action	8,9,10
3.9.3 Utilize available technology databases to run data reports and share them with teachers to analyze and review data.	Dean of Instruction Principal		Every Six Weeks	Aware Reports	8,9,10
3.9.4 Provide opportunities and ensure participation in staff development in the area of technology.	Principal Dean of Instruction Campus Instructional Technologist		Each Semester	Agendas Sign in Sheets	4,10



**MISSION COLLEGIATE HIGH SCHOOL
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		Monthly	Agenda Sign in Sheets	1,10
3.10.2 Support participation in business office procedures training to all administrators, secretaries/clerks, and sponsors	Principal		Yearly	Agenda Sign in Sheets	1,10
3.10.3 Participate in trainings offered to campus administrators by Finance and Operations Department.	Principal Dean of Instruction		Yearly	Agendas Sign in Sheets	1,10
3.10.4 Participate in trainings offered by Finance and Operations Department in purchasing, travel, etc. procedures.	Principal		Yearly	Agendas Sign in Sheets	1,10
3.10.5 Ensure attendance at semi-annual trainings of business office procedures to secretaries/clerks and activity sponsors.	Principal		Yearly	Agendas Sign in Sheets	1,10
3.10.6 Conduct annual trainings for club sponsors at the secondary campuses.	Principal Internal Auditor		Yearly	Agendas Sign in Sheets	1,10



**MISSION COLLEGIATE HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 11 Develop and implement a yearly budget plan.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.11.1 Attend an overview for campus administrators on budget allocations and balances.	Principal		Yearly	Agendas Sign in Sheets	1,10
3.11.2 Conduct and use Comprehensive Needs Assessment to determine areas of priority for funding allocation.	Principal		Yearly	Agendas Sign in Sheets	1,10
3.11.3 Ensure that appropriate funding is allocated in areas of priority and submit budget to Central Office in timely manner.	Principal		Yearly	Reports	1,10
3.11.4 Monitor and update monthly budget balances.	Principal		Monthly	Reports	1,10
3.11.5 Review monthly income statement reports.	Principal		Monthly	Reports	1,10



**MISSION COLLEGIATE HIGH SCHOOL
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MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 12 Determine alternative sources of funding for priority needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.12.1 Support private foundation/organizations for grant opportunities.	Principal		Each Semester	Grant Applications	1,10



**MISSION COLLEGIATE HIGH SCHOOL
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 accountability requirements and systems safeguards.	Principal		Each Semester	CNA Master Schedule	1,10
4.1.2 Continue to recruit and retain "highly qualified" teachers and instructional aides.	Principal		Each Semester	CNA Master Schedule	1,3,5,10
4.1.3 Use qualified substitute teachers.	Principal	199 211	Daily	AESOP Feedback	9
4.1.4 Employ ESL certified English Language Arts secondary teachers.	Principal	211	Monthly		
4.1.5 Review and share student enrollment reports with staff, including PEIMS demographic information provided by information systems.	Dean of Instruction		Each Semester	PIEMS Data	10
4.1.6 Utilize Applitrack and Personnel Specialist Checklist to review qualifications for vacancies. Review applications and pertinent documents in order to identify highest qualified individuals for interview consideration.	Principal Dean of Instruction		Each Semester	Applitrack	5,10
4.1.7 Continue to support teacher of the year, retirement/recognition ceremonies.	Principal Dean of Instruction		Each Semester	Ballots Recognition Banquet	
4.1.8 Provide new teachers with ongoing support through TX-BESS mentoring and other sources	Principal Dean of Instruction		Daily	TX-Bess List	5
4.1.9 Utilize AESOP Reports in order to schedule and rate substitutes.	Principal Dean of Instruction		Daily	AESOP Reports	10



**MISSION COLLEGIATE HIGH SCHOOL
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 Continue the use of automated substitute calling program and absences reporting system.	Principal		Monthly	AESOP	10
4.2.2 Introduce educational professional portfolios as a means of evaluating administrators, counselors, librarians, teachers, and staff.	Principal		Yearly	Portfolios T-TESS/T-PESS	2
4.2.3 Utilize District assigned migrant strategist to provide additional support to ensure graduation of all migrant students.	Migrant Strategist		Each Semester	Transcripts	10
4.2.4 Ensure personnel use AESOP to request absences and call substitutes.	Principal Dean of Instruction		Daily	AESOP Reports	10



**MISSION COLLEGIATE HIGH SCHOOL
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 ESSA.	Principal		Monthly	CNA Agendas Sign in Sheets	1,4,10
4.3.2 Provide professional development to teachers and administrators aligned to diverse student groups in the district e.g. ELL, Special Education, technology standards	Dean of Instruction		Each Semester	Agendas Sign in Sheets	1,4,10
4.3.3 Utilize Eduphoria to generate professional development reports	Principal Dean of Instruction Teacher(s)		Monthly	Eduphoria Reports	10
4.3.4 Develop year-long comprehensive plan and schedule for PD for teachers, and all staff.	Principal Dean of Instruction		Monthly	Agendas Sign in Sheets	1,4,10
4.3.5 Ensure stipends are provided to teachers implementing the Bilingual/ESL Education Program Models and Approaches.	Dean of Instruction Principal		Each Semester	Budget ELL Student Enrollment	10

**Mission Collegiate High School
CAMPUS PERFORMANCE
2016-2017**



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

Approaches	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
Student Group	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
All Students	75	74	71	96	72	69	67	91	79	81	77	98	67	70	65		79	79	74	99	77	75	69	99
African American	65	78	86	-	61	75	80	-	68	77	86	-	57	72	*		69	88	*	*	69	89	-	-
Hispanic	71	74	71	96	67	69	67	91	76	80	77	98	62	70	65		75	78	74	99	73	75	69	99
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	75	35	33	27	*	49	52	47	*	30	32	29		47	45	46	*	45	44	49	*
Ec. Disadvantaged	68	72	69	95	64	66	64	91	73	79	75	98	58	68	61		72	77	72	99	69	73	68	99
ELL	57	60	53	81	51	51	47	68	69	72	65	100	50	57	45		57	62	56	92	48	50	38	83

**CAMPUS PERFORMANCE
COLLEGE READINESS
2016-2017**



Mission Collegiate High School	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	97.1	97.3	0.0	0.0
White	*	*	0.0	*
Eco. Dis.	97.2	97.3	0.0	0.0
All Students	97.1	97.3	0.0	0.0

Mission Collegiate High School	4 -Year Graduation Rate	
	Class of 2015	Class of 2016
	4-Yr Grad.	4-Yr Grad.
<i>Student Group</i>	Rate	Rate
Afr. American	-	0.0
Hispanic	87.7	94.0
White	100.0	1.0
Eco. Dis.	86.0	95.0
All Students	87.9	95.0

MCHS	AVERAGE ACT SCORE	
<i>Subtests</i>	2015	2016
English		16.1
Mathematics		18.0
Science		17.5
All Subjects		17.0

MCHS	AVERAGE SAT SCORE	
<i>Subtests</i>	2015	2016
ELA & Writing		803
Mathematics		435
All Subjects		1238

MCHS	AP EXAMS: PARTICIPATION		> OR = CRITERION	
	2015	2016	2015	2016
<i>Student Group</i>				
Afr. American	-	-	*	-
Hispanic	59.6	63	40.7	20
White	*	*	*	*
Eco. Dis.	60.0	64	40.0	19
All Students	61.0	64	41.0	20

MCHS	ADVANCED COURSE/DUAL CREDIT COURSE COMPLETION	
	2015	2016
Grades 11 & 12		
<i>Course</i>	Rate	Rate
ELA	74.7	79.3
Mathematics	25.5	63.3
Science	27.3	51.5
Social Studies	11.1	53.0
Any Subject	97.0	97.5

Mission Collegiate High School
2017-2018
CAMPUS BUDGET SUMMARY

FUNDING SOURCE	FUNDING TYPE	AMOUNT
199	GENERAL FUND	98,710
FUNDING SOURCE	STATE	AMOUNT
195	STATE GIFTED & TALENTED	
161	STATE VOCATIONAL	
171	STATE SPECIAL EDUCATION	
175	STATE COMPENSATORY	\$17,864.00
165	STATE BILINGUAL	\$8,354.00
173	HIGH SCHOOL ALLOTMENT	
FUNDING SOURCE	FEDERAL	AMOUNT
211	TITLE I REGULAR	\$87,471.00
212	TITLE I MIGRANT	\$280.00
224	IDEA-B FORMULA	
244	CARL PERKINS (CTE)	
255	TITLE II- PART A Classroom Size Red/Eisenhower	
263	TITLE III- BILINGUAL	\$702.00