



Millsap ISD District Improvement Plan 2017-2018



District Mission Statement

The mission of Millsap ISD is to inspire, develop, and educate every student in a safe environment to be productive citizens prepared for lifelong success.

District Motto

Your Child. Their Dreams. Our Mission

District Vision Statement

Millsap ISD will partner with parents to be the premier educational organization.

Value Statements

- We value the development of the whole child.
- We value community/parental partnerships and mutual respect.
- We value positive relationships with students, staff and parents
- We believe that student success is our ultimate measure.
- We practice ethical behavior and personal integrity.

Comprehensive Needs Assessment

To assess where our students are in relation to our Vision, Mission and our board approved goals, the SBDM team reviewed all available data to identify our strengths and to prioritize our areas of concerns. Formal review includes data from the following

Results of community and parent surveys

- Disaggregating of longitudinal TAPR
- Disaggregating of current year TAPR report
- Student retention rates
- Results of Benchmark assessments
- Prior Year Budgets
- Staff Development needs
- Results of state and Federal planning

Informal measures include such as the following: Needs identified by SBDM teams, review of previous year initiatives to determine over all effectiveness and implementation level and to consider continued development/revisions and funding. Staff emails to district personnel seeking training. Review of district’s vision and research based strategies that will help us attain our vision.

Prioritized Strengths

Strengths	Data Sources
STAAR Math and US History scores	STAAR Reports
Superior FIRST Financial Report & Clean District Audit	FIRST Rating & Audit Report
District-wide Attendance Rate	TxEIS Reports
High Quality Staff	HQ Reports, TAPR Report, Assessment Results
Afterschool program shows significant impact on all program objectives even without the 21st Century grant.(Year 6)	MAP Program Evaluation
Continued enrollment growth	PEIMS data
High parent involvement and satisfaction rate	Parent Survey
Facilities well maintained	Work Orders
High school earned 3 Distinction Designations	STAAR Reports
Middle school earned 1 Distinction Designation	STAAR Reports

Prioritized Weaknesses

Areas of Concern	Data Sources	Funding Sources
Grade 8 social studies and science performance on state assessment	STAAR Reports DMAC	Local Budget Title I Title II SCE
Reading performance on state assessment grades	STAAR Reports District Assessments	Local Budget Title I Title II SCE SCE Instruction Professional Staff: \$39,727 FTE: .91
Writing performance on state assessment for grade 4	STAAR Reports DMAC	Local Budget Title I Title II SCE
ELL student growth	TELPAS	Local Budget Title I Title II Title III SSA SCE ELL
All Student growth performance on Reading & Math State Assessments	STAAR Reports DMAC	Local Budget Title I Title II SCE
Transitioning Pre-K to meet the standard of a High Quality Pre-K	Audit Program New State Regulations	Local Budget Title I Title II SCE PreK

Millsap Independent School District District Goals

District Goals

1. Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs. (Teaching/Learning Goal)
2. Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
3. Millsap ISD will provide a safe and nurturing learning experience for all students.
4. Millsap ISD will ensure financial integrity to support educational, academic, and co-curricular programs.
5. Millsap ISD will partner with parents and community to ensure student success.

District Goal #1

Strategy	<ol style="list-style-type: none"> 1.1 Implement research based instructional strategies to increase district STAAR/EOC performance rates and Mastery Level performance rates for all students and each student group. 1.2 Provide quality, effective, and high-interest co-curricular and extra-curricular programs. 1.3 Provide academic support to achieve a strong graduation/completion rate. 1.4 Provide college preparatory curriculum focused on college/career readiness to ensure a more rigorous program through Pre-AP, AP and Dual Credit. 1.5 Implement 21st Century learning experiences for all students.
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District Goal #2

Strategy	<ol style="list-style-type: none"> 2.1 Employ certified teachers and staff. 2.2 Provide a high quality teacher mentorship program for new MISD teachers and teachers new to a content or grade level. 2.3 Provide high quality professional development and training in best practices for instructional strategies to teachers and staff.
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District Goal #3

Strategy	<ol style="list-style-type: none"> 3.1 Provide drug, alcohol, violence prevention, and digital safety programs to ensure a safe environment for all students. 3.2 Provide notification systems and interventions regarding bullying and disruptive behavior. 3.3 Ensure all safety plans are current, communicated, and rehearsed.
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District Goal #4

Strategy	<ol style="list-style-type: none"> 4.1 Provide a balanced budget. 4.2 Increase enrollment in district schools. 4.3 Implement an effective process for campus and departmental budgeting to ensure resource allocation to areas of need.
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District Goal #5

Strategy	<ol style="list-style-type: none"> 5.1 Implement strategies to increase student attendance. 5.2 Provide effective communication to parents, community, staff, and students. 5.3 Provide programming for students, parents, and community through the Millsap Afterschool Program (MAP).
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District Action Plan 2017-2018

District:	Millsap ISD
District Goal 1	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs. (Teaching/Learning Goal)
District Strategy 1:	Implement research based instructional strategies to increase district STAAR/EOC performance rates and Mastery Level performance rates for all students and each student group.
Population/Students Served:	All students, At-Risk students, White, Hispanic, African American, Economically Disadvantaged, SPED, LEP, GT, Migrant.

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Provide a student data system (DMAC) for implementation of district wide benchmark assessments and data driven instructional practices.	SW 8,9 NCLB 1,2	Assistant Superintendent Principals, Assistant Principals, Teachers	July- August	Local Funds SCE \$8824
2 Monitor implementation of TEKS Resource System on each campus to ensure a viable, aligned curriculum.	SW 5	Principals Assistant Superintendent	August - May	Local Funds
3 Provide each campus resources for implementation of data disaggregation and instructional planning for teachers after each benchmark to address needs of students at risk of failure.	SW 8,9,10	Principals Teachers	October January March	Local Funds Title II
4 Provide in depth, challenging curriculum to prepare students for college or the workplace through implementation of Pre-AP and AP programming.	SW 1	Assistant Superintendent Principals Teachers	August- May	Local Funds Instructional Materials Allotment GT funds
5 Evaluate and revise annually MISD implementation plan for Pre-AP and AP programming at middle and high schools.	SW 10 NCLB 1,2	Assistant Superintendent Principals Teachers	July 2017 July 2018	Local Funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
6 Provide resources for implementation of Rtl & Accelerated instruction to ensure timely interventions for students at risk.	SW 1,2	Assistant Superintendent Business Manager	August 2017-August 2018	Local Funds Title I SCE \$165,854 3.7 FTEs Professional Staff
7 Implement professional learning in Lucy Calkins writing development.	SW 1,2,8,9,	Assistant Superintendent Principals Teachers	June -August	Local Funds Title I Title II SCE
8 Provide staff professional development on instructional practices and STAAR data as aligned to student learning.	SW 1,2,8,9,10	Assistant Superintendent Principals Teachers	June -August	Local Funds Title I Title II SCE
9 Provide training and observation opportunities for middle school science teachers	SW 1,2,8,9	Assistant Superintendent Principal	August 2017-August 2018	Local Funds, Title I Title II SCE
10 Teachers will meet in Professional Learning Communities to analyze assessment data and create plans to meet individual students needs.	SW 8,9	Principals Teachers	August-May	Local Funds
11 Continue utilization of Thinking Maps districtwide to create a common language and application of higher level critical thinking.	SE 2,9	Superintendent Assistant Superintendent Principals Teachers	ongoing	Local Funds Title II SCE
12 Provide concentrated social studies and science training for teachers and research-based instructional strategies and materials to increase the relevancy of social studies and science to students, particularly in middle school.	SW 1,2,8,9	Superintendent Assistant Superintendent Principals Teachers	ongoing	Local Funds Title II SCE

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
13 Implementation of Measures of Academic Progress testing as a universal screener, progress monitoring, and interventions	SW 1,2,8	Assistant Superintendent Principals Teachers	September-May	Local Funds, Title I Title II SCE
14 Implement District of Innovation plan in the area of a locally-determined School Start Date and 90 Percent Attendance Rule in order to offer students the instructional schedules to best meet their needs.		Superintendent Assistant Superintendent Principals Teachers	August-May	Local Funds

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Thinking Maps Training	Superintendent Assistant Superintendent Principals Teachers Paraprofessionals	May 2018	Assistant Superintendent
2 Advanced Placement and Pre AP Summer Institutes for New Teachers	Secondary Teachers	September 2017	Principals Assistant Superintendent
3 DBQ training	Social Studies	May 2018	Principals
4 Lucy Calkins training	ELA teachers	June 2018	Principals Assistant Superintendent
5 Item Analysis, Student Expectation, STAAR Assessment training	reading teachers	June 2018	Principals
6 Training and observation in the use of STEMScopes, TEKS Resource, and DMAC	Science teachers	May 2018	Principals Assistant Superintendent
7 Measures of Academic Progress testing training	Assistant Superintendent Principals Teachers Paraprofessionals	October 2018	Assistant Superintendent

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 District tests administered three(3) times per year: Beginning, Middle , End	May 2018
2 Walkthrough data collected by campus principals	End of each 6 weeks
3 Sign in sheets and lesson plans based on identified students' need	Oct 2017, Jan 2018, March 2018
4 Number of teachers attending AP Summer Institutes and GT training (Sign in Sheets, Certificates)	May 2018
5 Sign in Sheets and agendas for data review days	April 2018
6 Rtl reports on student interventions and growth	Aug 2017-May 2018
7 Thinking Maps in lesson plans and displayed in classrooms/buildings	May 2018
8 Student attendance and passing rate increase	May 2018

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Student academic performance on district assessments in core subjects	Predictive	October 2017, January 2018, March 2018
2 Student 6 weeks' grades	Predictive	6 Weeks
3 Number of walkthrough observations reported	In-Process	Semester
4 Number of students enrolled in AP/Pre-AP Dual Credit Courses	Predictive	Semester
5 Number of RTI students showing positive growth.	Predictive	6 Weeks
6 Student attendance	In-Process	6 weeks

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 STAAR/EOC percent of students passing Reading/ELA/Writing	Key Strategic Measure	June 2018
2 STAAR/EOC percent of students passing Math	Key Strategic Measure	June 2018
3 STAAR/EOC percent of students passing Social Studies	Key Strategic Measure	June 2018
4 STAAR/EOC percent of students passing Science	Key Strategic Measure	June 2018
5 Number of students passing AP exams	Campus Measure	January 2018 June 2018
6 Number of students passing Dual Credit Courses	Campus Measure	January 2018 June 2018
7 Subgroup students passing STAAR/EOC in core subjects	Key Strategic Measure	June 2018
8 Student Attendance	Key Strategic Measure	May 2018

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 1	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs. (Teaching/Learning Goal)
District Strategy 2:	Provide quality, effective, and high-interest co-curricular and extra-curricular programs.
Population/Students Served:	All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Provide quality, high-interest co-curricular activities that enrich and enhance academic learning for students K-12 through the Millsap Afterschool Program	SW 2B,10	Assistant Superintendent MAP Site Coordinator Principals	Each 6 weeks	Local funds CTE
2 Provide extracurricular activities to ensure that all students have a place to belong and excel.	SW2C	Superintendent Assistant Superintendent Principals Coaches	August 2017 August 2018	Local Funds Staff Resources
3 Provide opportunities for students to participate in meaningful extracurricular activities that prepare them for college and career.	SW 2	Superintendent Assistant Superintendent Principals CTE teachers MAP Dir	August 2017 August 2018	Local Funds CTE Funds GT Funds High School Allotment
4 Conduct an annual comprehensive needs assessment and evaluation of all programs to ensure quality and effectiveness	SW 10 NCLB 1	Superintendent Assistant Superintendent Director Principals	June 2017	Local Funds Staff Resources

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5 Encourage students at all levels to participate in Academic UIL enrichment competitions.		Principals Teachers	Fall Semester Spring Semester	Local Funds
6 Offer a variety of Fine Arts programs for students. (Theater, Choir, Band, Visual Arts)		Principals	August 2017-May 2018	Local Funds
7 Implement athletic restructuring to develop students athletically and academically.		Superintendent Athletic Director Principals Coaches	August 2017-May 2018	Local Funds
8 Analyze course sequences and offerings for Career Technical Education (CTE).		Principal	Annually	Local Funds CTE Funds
9 Increase participation in Agriculture programs (FFA, Judging Teams, Stockshows)		Ag Teachers Principal	Annually	CTE Funds
10 Add industry-recognized CTE certifications		CTE Teachers Principal Assistant Superintendent	August 2017-May 2018	CTE Funds
11 Utilize the Coordinated School Health Program to increase student success and balance		Assistant Superintendent Principals Teachers	August 2017-May 2018	Local Funds
12 Seek advice of the School Health Advisory Council (SHAC) to enhance the Coordinated School Health Program		Assistant Superintendent SHAC	August 2017-May 2018	Local Funds

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Certification training for CTE teachers	CTE Teachers	August 2018	CTE Teachers Principal Assistant Superintendent
2 Training for MAP employees	Director and Site Coordinator	August 2017 August 2018	Director
3 Coordinated School Health Program and SHAC awareness for staff	Staff	Ongoing	Assistant Superintendent Principals SHAC Chairman

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 MAP activities/attendance semester reports for each campus	January 2018 June 2018
2 Students enrolled in extra-curricular activities	May 2018
3 Students enrolled in MAP activities, CTE courses, Clubs	June 2018
4 Program evaluation summary	July 2018
5 Student attendance and health records	June 2018

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Number of students enrolled in MAP activities & clubs	In-Process	End of semester
2 Percent of students enrolled in extracurricular activities who stay in the program	Predictive	End of semester
3 Data maintained for programs in a timely and accurate manner	In-Process	End of year
4 Increase in number of CTE industry-recognized certifications	In-Process	End of year
5 Increase in student attendance	In-Process	End of year

Lagging Indicators Key Strategic Measure (KSM) or District Measures (CM) (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)		
Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Percent of student body attending Millsap Afterschool Program >30 days	Key Strategic Measure	June 2018
2 Number of students enrolled in Football, Basketball, Volleyball, Softball, Cross Country, Tennis, Track, Power-lifting, Band, Choir, Theatre, FFA, AG	Key Strategic Measure	June 2018
3 Percent of Secondary student body enrolled in an activity	Key Strategic Measure	June 2018
4 Program Evaluation Results	Key Strategic Measure	June 2018
5 Percent of attendance increase	Key Strategic Measure	June 2018

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 1	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs. (Teaching/Learning Goal)
District Strategy 3:	Provide academic support to achieve a strong graduation/completion rate.
Population/Students Served:	All, Eco. Dis., At Risk, SpEd, ELL, GT, Migrant, Homeless, 504, Dyslexia [Total SCE \$379,868; MES- \$109,962; MMS- \$103,015; MHS- \$139,044; DAEP- \$27,847]

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Provide an alternate education plan for students who are not successful in the traditional setting (Credit Recovery) etc.	SW 9,10 NCLB 5 TEC	Assistant Superintendent Principals Business Manager	Each Semester and Summer	SCE \$50,747 1-FTE Local Funds
2 Implement campus procedures for monitoring attendance and reducing truancy	SW 1,9	Superintendent Principals Counselors	August 2017-May 2018	Local Funds
3 Provide counseling support services for students at-risk of dropping out of school.	NCLB1	Principals AT-Risk Counselor	Daily	SCE\$56,500 1-FTE Local Budget
4 Implement a process for monitoring failure rate	SW 2, 9	Superintendent Assistant Superintendent Principals	ongoing	Local Funds
5 Provide targeted tutorials through the Millsap Afterschool Program	SW 2,9	MAP Director Principals	August 2017-May 2018	Local Funds
6 Provide STAAR & EOC intensive intervention instruction	SSI NCLB	Principals Teachers	August 2017-August 2018	Local Funds Title I SCE Funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
7 Provide Pregnancy Related Services	SW 9,10 NCLB 5	Asst. Principal Counselor Principals Nurse	August 2017-August 2018	SCE Funds Local Funds
8 Provide Summer School and afterschool programs for all students not passing state tests on all campuses	SW 2,9	Superintendent Assistant Superintendent Principals MAP Director	June 2017-July 2018	SCE Funds Local Funds
9 Implement Rtl systems at all campuses to ensure students receive targeted academic interventions.		Principals	August 2017-May 2018	Local Funds
10 Provide Title I, Part A services to homeless children and youth on all campuses.	SW 2, 9, 10	Assistant Superintendent Principals	August 2017-May 2018	Title I, Part A SCE Local Funds
11 Continue to provide campus-based dyslexia services to identified students using appropriately designed materials and/or programs.	SW 2, 9, 10	Assistant Superintendent Principals Teachers	August 2017-May 2018	Title I, Part A SCE Local Funds
12 Provide appropriate services for Special Services and 504 students and other students in need of assistance as well as training for staff.	SW 2, 9, 10	Assistant Superintendent Principals Teachers Paraprofessionals	June 2017-August 2018	Local Funds Title I, Part A Title II SCE Special Education Funds Parker County Co-op
13 Provide differentiated curriculum for GT students as well as training for staff.		Assistant Superintendent Principals Teachers	June 2017-August 2018	Local Funds GT Funds Title II

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
14 Continue to provide campus-based ESL services to identified ELL students and the necessary support and resources to ensure student success including staff training.	SW 2, 9, 10	Assistant Superintendent Principals Teachers	June 2017-August 2018	Local Funds Bilingual/ESL Funds Title I, Part A Title II SCE Title III SSA
15 Coordinate between campus registrars, the Assistant Superintendent, and the Region 11 Migrant SSA to request and receive migrant student records through the New Generation System or other means.		Assistant Superintendent Campus Registrars Region 11	August 2017-May 2018	Local Funds Title I, Part C
16 Provide migrant services for eligible students by determining individual needs, identifying resources, coordinating services, and monitoring progress.	SW 2, 9, 10	Assistant Superintendent Principals Teachers	August 2017-May 2018	Title I, Part A Title I, Part C SCE Local Funds

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Thinking Maps training	Teachers	May 2018	Assistant Superintendent Trainers Principals
2 DMAC training	Assistant Superintendent Principals Teachers	May 2018	Assistant Superintendent Principals
3 Intentional Recruitment and Planning for Afterschool Programs	MAP staff	August 2018	Director /Site Coordinator
4 TEKS Resource System Training	Assistant Superintendent Principals Teachers	May 2018	Assistant Superintendent Principals
5 Training for staff in areas of special needs such as Homeless, Dyslexia, Migrant, GT, ESL, and Special Education.	Assistant Superintendent Principals Teachers Paraprofessionals	Ongoing	Assistant Superintendent

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence		Date of Expected Completion
1	Forms completed for Pregnancy Related Services fo each student receiving services	May 2018
2	Documentation of number of students enrolled in the Credit Recovery Program	June 2018
3	Number of students failing at each 6 weeks.	Each Six weeks
4	MAP tutorial activities on calendar	January& June 2018
5	STAAR/EOC tutorials enrolling students	Spring Semester

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Number of students receiving Pregnancy Related Services	In-Process	May 2018
2 Number of students enrolled in Credit Recovery Program	In-Process	June 2018
3 Number of students failing courses at semester	In-Process	January/June 2018
4 Number of students enrolled in MAP tutorials	In-Process	June 2018
5 Number of students attending STAAR/EOC Tutorials	In-Process	June 2018

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM))	Reporting Period or Dates
1 Number of students recovering 100% of hours for graduation/promotion	Key Strategic Measure	June 2018
2 Decrease in number of students failing at the end of each semester	Campus Measure	January/June 2018
3 Percent of students enrolled in MAP tutorials passing at Semester	Campus Measure	January/June 2018
4 Percent of students enrolled in interventions, passing STAAR/EOC tests	Key Strategic Measure	June 2018
5 Percent of students retained	Key Strategic Measure	June 2018
6 High School Completion Rate	Key Strategic Measure	June 2018
7 Percent of at-risk students passing STAAR/EOC	Key Strategic Measure	June 2018

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 1	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs. (Teaching/Learning Goal)
District Strategy 4:	Provide college preparatory curriculum focused on college/career readiness to ensure a more rigorous program through Pre-AP, AP and Dual Credit.
Population/Students Served:	All, Eco. Dis., At Risk, SpEd, ELL, GT, Migrant, Homeless, 504, Dyslexia [Total SCE \$379,868; MES- \$109,962; MMS- \$103,015; MHS- \$139,044; DAEP- \$27,847]

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Provide training and teacher collaboration to increase the rigor and establish the vision for AP/PreAP Program		Assistant Superintendent Principals	Ongoing	Local Funds Title II GT Funds High School Allotment
2 Create course pathways for Pre-AP and AP to include Algebra in grade 8.		Principals Teachers	Summer 2017	Local Funds
3 Provide resources to implement Pre-AP, AP courses that build continuity from middle school to high school		Superintendent	Ongoing	Local Funds Title II GT Funds High School Allotment
4 Register teachers for College Board Training		Assistant Superintendent Principals	March 2018	Local Funds Title II
5 Create AP course syllabi and submit to College Board		Superintendent Principals Teachers	Summer 2017	Local Funds
6 Provide practice test opportunities for students to take AP exams.		Principal AP Teachers	Spring Semester	Local Funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
7 Provide academic counseling to students and parents to ensure students are enrolling in AP/Dual Credit courses as appropriate		Counselor	Spring Semester	Local Funds

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 AP College Board Summer Institutes	AP/Pre-AP teachers	August 2017	Assistant Superintendent Principals
2 Hold program Implementation meetings	Principal Teachers Counselor	May 2018	Principal

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence		Date of Expected Completion
1	Completed meetings with parents and students	May 2018
2	Training completed by all teachers who will have AP./ Pre-AP classes	August 2017
3	AP teachers submit course syllabus to College Board	October 2017
4	Students registered for AP/Pre-AP courses for the year	June 2017
5	Documented course sequence plan, including math path to Algebra I in 8th grade	June 2017

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Number of students enrolled in Pre-AP/ Ap courses	In-Process	April 2018
2 Number of parents attending orientation meetings	In-Process	April 2018

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Number of students enrolled in AP/Pre-AP courses	Campus Measure	August 2017
2 Number of students who finish AP/Pre-AP courses	Campus Measure	May 2018
3 Number of teachers who attend College Board Summer Institutes	Campus Measure	August 2017
4 Percentage of students making a qualifying score on AP exam by content area	Campus Measure	July 2018
5 Enrollment in Post Secondary training, education, military	Key Strategic Measure	May 2018
6 College Ready Graduates	Key Strategic Measure	May 2018

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 1	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs. (Teaching/Learning Goal)
District Strategy 5:	Implement 21st Century learning experiences for all students.
Population/Students Served:	All, Eco. Dis., At Risk, SpEd, ELL, GT, Migrant, Homeless, 504, Dyslexia [Total SCE \$379,868; MES- \$109,962; MMS- \$103,015; MHS- \$139,044; DAEP- \$27,847]

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Implement posting of assignments, lessons, and instructional videos online for student and parent access.	SW 2, 3, 10	Assistant Superintendent Technology Department Principals Teachers	Ongoing	Local Funds
2 Expand pilot program implementing flipped classrooms and other innovative strategies	SW 2, 3, 10	Assistant Superintendent Technology Department Principals Teachers	Ongoing	Local Funds
3 Create learning opportunities which utilize individual technology.	SW 2, 3, 10	Assistant Superintendent Technology Department Principals Teachers	Ongoing	Local Funds Title I, Part A SCE Funds CTE Funds GT Funds
4 Encourage critical thinking and problem-based learning. Provide staff with training in problem-based learning.	SW 2, 3, 10	Assistant Superintendent Technology Department Principals Teachers	Ongoing	Local Funds Title I, Part A Title II, Part A SCE Funds CTE Funds GT Funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5 Incorporate Educators' Technology Competency in to trainings and TTESS		Superintendent Assistant Superintendent Technology Department Principals Teachers	Ongoing	Local Funds

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Technology training for instructional staff on digitally posting lessons and resources.	All instructional staff	August 2017	Assistant Superintendent Technology Department Principals
2 Technology training for instructional staff on utilization of current technological tools.	All instructional staff	Ongoing	Assistant Superintendent Technology Department Principals
3 Thinking Maps training for entire instructional staff.	All instructional staff	Ongoing	Assistant Superintendent Technology Department Principals
4 Training for instructional staff on integration of technology application in instruction.	All instructional staff	Ongoing	Assistant Superintendent Technology Department Principals
5 Problem-based learning training	All instructional staff	Ongoing	Assistant Superintendent Principals

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Sign in sheets from training	August 2017
2 Purchase orders from trainings and technological tools	May 2018
3 Online postings	May 2018
4 Use of Thinking Maps	May 2018

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Increased percent of passing rates on report cards	In-Process	August 2017-May 2018
2 Increased student attendance	In-Process	August 2017-May 2018

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Increased percentage of students meeting Meets and Masters on STAAR	Key Strategic Measure	May 2018
2 Decrease in number of students retained	Campus Measure	May 2018

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 2	Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
District Strategy 1:	Employ certified teachers and staff.
Population/Students Served:	All Students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Establish hiring procedures to hire only teachers who are certified for available positions	SW 3,5 MCLB3	Superintendent Principals	April 2017-August 2018	Annual Budget
2 Provide high quality professional development for teachers and administrators.	SW3,4	Superintendent Assistant Superintendent Principals Assistant Principals	Annually and Ongoing	Title II Part A Local Funds SCE Funds Title I Part A Bilingual/ESL GT Funds
3 Annually review district and campus needs assessments to update professional development plan	SW 3,4 NCLB 3	Superintendent Assistant Superintendent Principals DEIC	Annually	Local Funds
4 Research development of a teacher retention plan which includes a competitive salary schedule.		Superintendent Chief Finance Officer	Annually	Annual Budget

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5 District personnel will attend teacher job fairs to recruit high quality instructional staff.		Superintendent	Annually	Local Funds
6 Provide guidance and an individual plan for any teacher not certified or any paraprofessional not Highly Qualified to become so within one year of hire	SW 3, 4, 5	Superintendent Assistant Superintendent Principals	May 2017-July 2018	Local Funds Title II
7 Positively utilize TTESS and TPESS to ensure professional staff growth		Superintendent Assistant Superintendent Principals Assistant Principals	August 2017-May 2018	Local Funds
8 Implement the District of Innovation Plan in the area of Teacher Contract Days in order to recruit and retain a highly effective instructional staff.		Superintendent Assistant Superintendent Principals	August 2017-May 2018	Local Funds
9 Implement the District of Innovation Plan in the area of Teacher Certification in order to recruit and retain the most highly effective instructional staff and offer students a wide range of opportunities.		Superintendent Assistant Superintendent Principals Teachers	August 2017-May 2018	Local Funds

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Paraprofessional Highly Qualified training	Administration	August 2017	Assistant Superintendent Principals
2 State certification training	Administration	August 2017	Assistant Superintendent
3 TTESS and TPESS training	Administration All Staff	August 2017	Superintendent Assistant Superintendent Principals Assistant Principals
4 District of Innovation Plan	DOI Committee, DEIC	ongoing	Superintendent Assistant Superintendent Principals

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Number of professional development sessions attended	June 2018
2 Completed procedures for hiring	April 2018
3 Completed professional development plan	August 2018
4 Information gained in research of retention plan	April 2018
5 TTESS and TPESS sign-in sheets and personal documentation	June 2018

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Teacher pay raise	Predictive	August 2018
2 Number of certified teachers on staff	Predictive	September 2017
3 Number of professional development opportunities provided by district	In-Process	Each semester
4 Increased student success in all areas	Predictive	July 2018
5 Number of teachers retained	Predictive	July 2018

Lagging Indicators Key Strategic Measure (KSM) or District Measures (CM) (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)		
Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Teacher turnover rate	Key Strategic Measure	Annually
2 Salary Market Comparisons (Teachers)	Key Strategic Measure	Annually
3 Employee satisfaction survey results	Key Strategic Measure	Annually
4 Student success on state accountability system	Key Strategic Measure	Annually

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 2	Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
District Strategy 2:	Provide a high quality teacher mentorship program for new MISD teachers and teachers new to a content or grade level.
Population/Students Served:	All Students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 New teacher orientation held at the beginning of school year	SW4	Superintendent Assistant Superintendent Principals	August 2017	Title II Local Funds
2 Evaluate and revise MISD Mentor Program Guidelines	SW3	Superintendent Assistant Superintendent Principals	August 2017	Local Funds
3 Identify and assign campus mentors for new teachers	NCLB 3	Superintendent Assistant Superintendent Principals	July 2017	Title II Local Funds
4 Meet with new teachers throughout year to discuss needs and problem solve		Assistant Superintendent Principals Mentors	Ongoing	Local Funds Title II
5 Feedback, through a classroom walkthrough process, will be provided to all teachers regarding areas of success and need.		Principals	Ongoing	Local Funds
6 New teachers will be provided Fundamental Five and Harry Wong training.		Assistant Superintendent Principals	August 2017 and Ongoing	Local Funds Title II, Part A

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Fundamental Five and Harry Wong Training	Teachers	August 2017 Ongoing	Assistant Superintendent Principal Teachers
2 Coaching and Mentoring Training	Administrators	Ongoing	Assistant Superintendent Principal

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 List of mentees and mentor teachers from each campus	August 2017
2 Documentation of mentor/mentee meetings turned in to Assistant Superintendent.	End of each semester
3 Number of collaborative meetings held	End of each Six Weeks

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Number of students passing course subjects in new teachers' classes	In-Process	Each 6 weeks
2 Number of meetings mentor held with mentee teachers	In-Process	Semester
3 Principal Walkthrough data	Predictive	Periodically

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
 (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Employee satisfaction survey results	Key Strategic Measure	Annually
2 Student success on STAAR/EOC for new teachers	Key Strategic Measure	Annually
3 Number of new teachers retained in district	Key Strategic Measure	June 2018

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 2	Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
District Strategy 3:	Provide high quality professional development and training in best practices for instructional strategies to teachers and staff.
Population/Students Served:	All Students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Utilize the Assistant Superintendent for Curriculum and Instruction to provide support to teachers, principals, coaches, and intervention teachers.	SW 3, 4, 5	Assistant Superintendent Principals	Ongoing	Local Funds Title II Title I SCE Funds Bilingual/ESL GT Funds
2 Research needs and best practices for instructional strategies based on student data.	SW 3, 4, 5	Principals	Annually	Local Funds Title II Title I SCE Funds Bilingual/ESL GT Funds
3 Provide CTE staff training		Superintendent Assistant Superintendent Principals	Annually	SSA Carl Perkins CTE Funds Local Funds Title II
4 Provide AP and Pre-AP training for secondary teachers		Principals	August 2017	Local Funds Title II SCE Funds GT Funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
5 Provide training on "The Fundamental Five" for all new instructional staff.	SW 6	Assistant Superintendent Principals	August 2017	Title II Local Funds
6 The District Leadership Team will conduct a book study to further develop leadership capacity.		Superintendent Assistant Superintendent Principals Department Directors	Ongoing	Title II Local Funds

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 ESSA training at Region 11	Assistant Superintendent	Ongoing	Assistant Superintendent
2 PreAP/AP training	Teachers	August 2017	Principals Teachers
3 CTE training	Assistant Superintendent Principal Teachers	Ongoing	Assistant Superintendent Principal Teachers
4 Training as available	Assistant Superintendent Principal Teachers	Ongoing	Assistant Superintendent Principal Teachers Paraprofessionals

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Number of professional development opportunities completed	July 2018
2 Number of teachers attending AP training.	July 2018
3 Number of CTE certifications available and successfully passed	July 2018
4 Documentation completed by mentor and mentee teachers.	June 2018

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Students enrolled in AP/ Pre-AP Courses	In-Process	Semester
2 Number of students earning certification/licenses in CTE	In-Process	End of year
3 Number of TTESS appraisals with targeted professional development	In-Process	End of year

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Increase in student achievement on STAAR/EOC for all student groups	Key Strategic Measure	July 2018
2 Increase student achievement on STAAR/EOC on Masters Performance	Key Strategic Measure	July 2018

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 3	Millsap ISD will provide a safe and nurturing learning experience for all students.
District Strategy 1:	Provide drug, alcohol, violence prevention, and digital safety programs to ensure a safe environment for all students.
Population/Students Served:	All Students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Ensure safe, comfortable and secure facilities by evaluating, modifying and upgrading current practices in student safety, custodial services, transportation services and student management.	SW 2 NCLB 4	Maintenance Director Transportation Director Custodial Director Principals	Annually	Local Budget
2 Provide student, staff and community awareness of policies, interventions for danger of drug, alcohol, & tobacco use(K-12), teen dating violence (6-12), and digital safety (K-12)	SW 7	Superintendent Assistant Superintendent Principals	Ongoing	Local Budget Title I Title II
3 Provide staff training on Teen Suicide prevention, discipline management at each campus.		Assistant Superintendent Principals	Ongoing	Local Budget Title I Title II
4 Train students and staff on Bullying Awareness and reporting of incidents.		Assistant Superintendent Principals	Ongoing	Local Budget Title I Title II
5 Provide an anonymous reporting method online for issues related to bullying and other safety issues at each school. (StayAlert System)	SW 7	Superintendent	Ongoing	Local Budget
6 Provide training on child abuse.		Assistant Superintendent Principals	Ongoing	Local Budget Title I Title II

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
7 Evaluate facilities' for MISD's expected future growth.		Superintendent Maintenance Director Principals	Ongoing	Local Budget

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Teen Suicide prevention	Counselors/ Administrators	May 2018	Principals Superintendent
2 Departmental safety training	Custodians Maintenance	August 2018	Dept Directors
3 Bullying prevention and reporting information.	Teachers Students	Map 2018	Principals
4 Child abuse training	All staff	May 2018	Superintendent Principals Department Heads

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence		Date of Expected Completion
1	Training agendas and sign in sheets	May 2018
2	Completed and updated policy and procedures for teen dating violence, drug & alcohol awareness.	Annually
3	Completed departmental trainings.	August 2017
4	Safety training completed regarding reporting requirements and options with bullying.	May 2017
5	Facilities' evaluation	August 2018

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Number of staff members trained in each department	In-Process	End of Year
2 Reduced number of bullying incidents reported	Predictive	Semester
3 Plans for sufficient facilities for students and staff	In-Process	End of Year

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Decrease in number of discipline incidents requiring DAEP placement	Key Strategic Measure	End of Year
2 Decrease in number of work safety incidents for departments	Key Strategic Measure	End of Year
3 Increase in student academic achievement on STAAR/EOC.	Key Strategic Measure	End of Year
4 Plans for sufficient facilities for students and staff	Key Strategic Measure	May 2018

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 3	Millsap ISD will provide a safe and nurturing learning experience for all students.
District Strategy 2:	Provide notification systems and interventions regarding bullying and disruptive behavior.
Population/Students Served:	All Students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Review and revise annually the district bullying policy and procedures for prevention and intervention.	NCLB 4	DEIC Superintendent Assistant Superintendent Principals	August 2017	Local
2 Maintain a DAEP for placement of students exhibiting disruptive behavior and/or mandatory placement as outlined in the student code of conduct.	TAC19.10 3.1201	Superintendent Principal Business Manager	August 2017 Ongoing	SCE \$27,847
3 Review and revise annually the district Teen Dating and Violence Policy and procedures handbook and make the handbook available to all students, parents and community on MISD website.	TEC 37	DEIC Superintendent Assistant Superintendent Principals	August 2017	Local

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 State Compensatory Education ACET	Administration	Annually	Superintendent
2 Safe and Drug Free Schools ESC Region XI	Administration	Annually	Superintendent
3 Policy Updates TASB	Admininstration	Annually	Superintendent

Fidelity of Implementation Indicators

(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Documentation from meetings to review and revise policy and plans	Annually
2 Plans posted on MISD Website	Annually

Lead Indicators

(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Completed plans	In-Process	June each year
2 Lower incidence of violence	In-Process	June 2018

Lagging Indicators

Key Strategic Measure (KSM) or District Measures (CM)

(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 MISD continues in the Safe School Category on Safe Schools Report	Campus Measure	Annually
2 PEIMS Reports	Campus Measure	Annually

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 3	Millsap ISD will provide a safe and nurturing learning experience for all students.
District Strategy 3:	Ensure all safety plans are current, communicated, and rehearsed.
Population/Students Served:	All Students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Provide SRO officer for campuses		Superintendent Principals	Ongoing	Local Budget
2 Maintain security and safety measures	SW 7	Superintendent Principals Maintenance Dir	Ongoing	Local Budget
3 Update Safety and Security Plans		Superintendent Principals Assistant Principals	August 2017	Staff
4 Review and train all staff on district and campus safety plans and procedures.		Superintendent Principals	August 2017	Local Funds
5 Each campus will conduct safety drills: fire drills, intruder drills, tornado drills, etc.		Principals	Ongoing	Local Funds
6 Fire Marshall will work with principals to ensure "duck and cover" areas are appropriate and reviewed each year.		Principals	August 2017	Local Funds

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Emergency Operations Plan for Campuses	All Staff	August 2017	Principals
2 Emergency Operations Plan in each department	All staff	October 2017	Department Directors

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Number of completed trainings	May 2018
2 Drills completed	May 2018
3 Fire Marshal review completed	August 2017

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Plans in place	In-Process	June 2018

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Number of drills completed	Campus Measure	August 2017- May 2018

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 4	Millsap ISD will ensure financial integrity to support educational, academic, and co-curricular programs.
District Strategy 1:	Provide a balanced budget.
Population/Students Served:	All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Provide clearly defined processes and timeline in order to monitor and anticipate changes in state, federal and local funding to develop a plan for effective fiscal management of annual budget.		Superintendent Assistant Superintendent Chief Finance Officer	Annually	Staff
2 Communicate with/to all stakeholders regarding fiscal audits, requirements and stability of the District.	SW 7	Superintendent Chief Finance Officer	Periodically	Staff
3 Maintain a healthy fund balance to ensure fiscal stability		Superintendent Chief Finance Officer	Annually	Staff
4 Seek and write grants to augment funding for the District and provide additional services for students, faculty and community.		Assistant Superintendent	As available	Staff

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 ESC updates	Chief Finance Officer Superintendent Assistant Superintendent	Ongoing	Superintendent

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence		Date of Expected Completion
1	Periodic budget reports entailing expenditures/revenue and any variances	Annually
2	Fund Balance is maintained or increased	Annually
3	Grants written	As available
4	Enrollment reports	Each 6 weeks

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Budget reports balanced	Predictive	Monthly
2 Grants awarded	Predictive	As available

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Fund Balance report	Key Strategic Measure	Annually
2 Audit Report	Key Strategic Measure	Annually
3 Grant funding meets or exceeds 1%	Key Strategic Measure	Annually

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 4	Millsap ISD will ensure financial integrity to support educational, academic, and co-curricular programs.
District Strategy 2:	Increase enrollment in district schools.
Population/Students Served:	All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Research and aggressively pursue ways to enhance and accommodate student enrollment and decrease truancy		Superintendent Principals All Staff	Ongoing	Local
2 Highlight students' positive achievements across the community in order to market the District and attract new families/students.	SW 7	Superintendent Principals All Staff	Ongoing	Staff
3 Review student leaver data to develop a drop out reduction/prevention plan.		Superintendent Principals All Staff	Ongoing	Staff
4 Maintain a balanced transfer policy for the District.		Superintendent Principals All Staff	Ongoing	Staff
5 Develop a strategic finance plan to prioritize expenditures as funds become available.		Superintendent Chief Finance Officer	December 2017	Staff

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Leadership Training	Administration Teachers	Ongoing	Superintendent Principals
2 Book Studies	Administration Teachers	Ongoing	Superintendent Principals

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Enrollment numbers increasing or maintained.	Semester
2 Articles, news clips, stories published	Weekly
3 District website updated weekly	Weekly
4 Facebook and Twitter posts	Weekly

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Number of students enrolled in district	Predictive	Semester
2 Number of communications out regarding positive students achievements	In-Process	Semester
3 Number of transfer students enrolled	Predictive	Semester

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Enrollment meets or exceeds goal for plan	Key Strategic Measure	Semester
2 Parent Satisfaction rating for district	Key Strategic Measure	Annual

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 4	Millsap ISD will ensure financial integrity to support educational, academic, and co-curricular programs.
District Strategy 3:	Implement an effective process for campus and departmental budgeting to ensure resource allocation to areas of need.
Population/Students Served:	All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 District and Campus site based teams will conduct a comprehensive needs assessment of all student data to drive allocation of resources to areas of highest needs.	SW 1	Superintendent Assistant Superintendent Principals Business Manager	August 2017 January 2018, June 2018	Staff
2 Develop a survey of needs for campuses and departments prior to initial budget planning	SW 10	Superintendent Assistant Superintendent Principals Business Manager	August 2017 January 2018, June 2018	Staff
3 Provide processes for principals, teachers, and coaches to bring forth new ideas and methods to meet the needs of students.		Principals	Ongoing	Local Funds
4 Ensure that instructional programs are effective and of benefit to students.		Principals	Ongoing	Local Funds
5 Conduct strategic planning to ensure resources are utilized for the greatest student success		Superintendent Assistant Superintendent Principals Teachers	July 2017-August 2018	Local Funds

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 TASB – Staffing Patterns	Superintendent Principals	Annually	Superintendent
2 Site Based Decision Making Processes	Principals	Annually	Superintendent
3 Strategic Planning Training	Staff Parents/Community	December 2017	Superintendent Assistant Superintendent

Fidelity of Implementation Indicators

(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Resources allocated to areas of highest needs	July 2018
2 Completion of comprehensive needs assessment at district and campus level	August 2018
3 Survey of Needs developed and implemented.	June 2018

Lead Indicators

(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Comprehensive needs assessment attached to district/campus plans	In-Process	July 2018
2 Surveys completed	In-Process	June 2018
3 Strategic Plan developed	In-Process	December 2017

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
 (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Customer satisfaction Campus level	Key Strategic Measure	July 2018
2 Student success on state assessment	Key Strategic Measure	June 2018
3 Strategic Plan executed	Key Strategic Measure	January 2018

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 5	Millsap ISD will partner with parents and community to ensure student success.
District Strategy 1:	Implement strategies to increase student attendance.
Population/Students Served:	All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Create a climate that encourages student participation/connection for all students	SW 2	Superintendent Assistant Superintendent Principals Teachers Technology Director	Ongoing	Local Budget
2 Include parents in planning and development of a system to notify parents when students are truant	SW 6	Superintendent Principals Teachers	Ongoing	Local Budget
3 Provide computer enhanced instruction program for special populations in need of home-bound services	TEC NCLB 5	Superintendent Principals Teachers Technology Director	Ongoing	Local Budget

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Training on 21st Century Learners	Administrators Teachers	Ongoing	Superintendent Assistant Superintendent Principals Technology Director

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Homebound students being served	May 2018
2 Increase in number of students attending school.	May 2018
3 Decrease in number of discipline referrals	May 2018

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Increase in the passing rate for homebound students.	In-Process	May 2018
2 Decrease in number of behavioral discipline referrals	In-Process	May 2018
3 Increase in attendance at each campus	Predictive	Ongoing

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
 (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Student satisfaction rating	Key Strategic Measure	June 2018
2 Percent of students involved in an activity	Key Strategic Measure	Annually
3 Percent of students passing STAAR/EOC	Key Strategic Measure	August 2018
4 Increase in student enrollment	Key Strategic Measure	Each 6 Weeks

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 5	Millsap ISD will partner with parents and community to ensure student success.
District Strategy 2:	Provide effective communication to parents, community, staff, and students.
Population/Students Served:	All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Parental Involvement Policy and Campus Compacts reviewed and revised annually	TEC NCLB 4 SW 6	Superintendent Assistant Superintendent DEIC	May 2018	Local Title I Part A
2 Survey parents for level of satisfaction on campuses, district and programs.	NCLB 6	Superintendent Principals	Annually	Local
3 Provide communication to parents in an understandable format for all events and school reports.	SW 3	Principals	Ongoing	Title I Part A Local SCE
4 Hold Parent Open House events on all campuses.	SW 6	Principals Teachers	August 2017-May 2018	Title I Part A Local
5 Communicate district information on different Social Media outlets.		Superintendent Assistant Superintendent Technology Department Principals	Ongoing	Local Funds

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
6 Utilize SchoolMessenger system to directly communicate information to parents.		Superintendent Principals	Ongoing	Local Funds

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 ESSA Parent Involvement Policy and Parent Compact training	Principals	July 2017	Assistant Superintendent
2 Social Media training	Principals Staff	August 2017	Assistant Superintendent Technology Department

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)	
Evidence	Date of Expected Completion
1 Conduct Open House events	May 2018
2 Maintain presence on Facebook and Twitter	Ongoing

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Sign- in sheets	In-Process	Ongoing
2 Number of Posts/Tweets	In-Process	Ongoing

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
 (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Parent Satisfaction Rating District	Key Strategic Measure	Annually
2 Parent Satisfaction Rating MAP	Key Strategic Measure	Annually
3 Number of Community Events	Key Strategic Measure	Annually

District Action Plan 2017-2018

District:	Millsap ISD
District Goal 5	Millsap ISD will partner with parents and community to ensure student success.
District Strategy 3:	Provide programming for students, parents, and community through the Millsap Afterschool Program (MAP).
Population/Students Served:	All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Maintain students enrolled in the after-school program		Assistant Superintendent MAP Director MAP Coordinator MAP Family Engagement Specialist	Ongoing	Local Funds
2 Survey teachers, students and parents to ensure satisfaction on programming provided by the Millsap Afterschool Program		Assistant Superintendent MAP Director MAP Coordinator MAP Family Engagement Specialist	May 2018	Local Funds
3 Partner with parents and provide a monthly family activity to encourage parent engagement in their child's educational process.		Assistant Superintendent MAP Director MAP Coordinator MAP Family Engagement Specialist	Ongoing	Local Funds Title I, Part A

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 MAP staff training	Director/Site Coordinator	Each semester	MAP Director

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence		Date of Expected Completion
1	Increase in number of parents actively involved in their child's educational process	Semester
2	Increase in student academic achievement for enrolled students	Spring 2018
3	Decrease in student behavior referrals	Semester

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Increase in students passing all classes for each semester	Predictive	Semester
2 Decrease in student behavioral interventions needed	Predictive	Semester
3 Increase in parents participation in child's educational progress	Predictive	Semester

Lagging Indicators
Key Strategic Measure (KSM) or District Measures (CM)
(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 MAP Program evaluation	Key Strategic Measure	May 2018
2 MAP Center Participation Reports	Key Strategic Measure	Semester
3 Survey of Parent Satisfaction	Key Strategic Measure	End of Summer