



Manor ISD Action Plan: District Improvement Plan

MISD District Goal:	I, II, IV
Focus Action:	Goal 1: Improve student performance in all core academic areas with an embedded emphasis on math and science.
Leadership:	<ul style="list-style-type: none"> Leadership Person(s): DAT Facilitator
Student Stakeholder Focus/Data:	<ul style="list-style-type: none"> Data Trends: TAKS scores are below state average, particularly in math and science.

	Change Strategy:	Begin Date	Complete Date	Person(s) Responsible	Funding	N	P	Y
1	Identify teachers with a proven track record of success (student performance data and discipline data) and develop them as mentors and provide time for mentoring for all new teachers. Evidence: <ul style="list-style-type: none"> List of teacher mentors correlated with new teachers Schedule of training for mentors Mentoring log by six weeks 	Aug 2006	May 2007	Professional Development Specialist, Human Resources Director	Federal			
2	Give teachers and paraprofessionals opportunities after professional development for collaboration and implementation. Evidence: <ul style="list-style-type: none"> Schedule of collaboration opportunities at least every six weeks 	Aug 2006	Apr 2007	Professional Development Specialist, SPED	None			
3	Continue on-going curriculum alignment with an emphasis on math and science, including improvement of the six weeks formative assessments. Evidence:	Aug 2006	Jun 2007	Instructional Specialists, Special Programs, SPED	AMI Local			

	<ul style="list-style-type: none"> Revised curriculum documents Revised assessments 							
4	<p>Acquire quality resources, with training, to address student achievement gaps.</p> <p>Evidence:</p> <ul style="list-style-type: none"> List resources correlated to gaps Schedule of training on resources 	Jul 2006	Nov 2006	Instructional Specialists, Special Programs, SPED, Grant Coordinators/Directors	SPED AMI 21 st Century			

Process Results: See Evidence above.

Strategic Results: Increased TAKS scores.

Product (Outcome): Increase student learning.



Manor ISD Action Plan: District Improvement Plan

MISD District Goal:	I, II, III, IV, VII
Focus Action:	Goal 2: Decrease academic performance gaps within student groups (African American, Hispanic, LEP, Special Education, and Economically Disadvantaged).
Leadership:	<ul style="list-style-type: none"> Leadership Person(s): DAT Facilitator
Student Stakeholder Focus/Data:	<ul style="list-style-type: none"> Data Trends: TAKS scores for African American, Limited English, and Economically Disadvantaged are far below other student groups.

	Change Strategy:	Start Date	End Date	Person(s) Responsible	Costs/ Services/ Funding	N	P	Y
1	Emphasize to students and parents the value and impact of educational choices. Evidence: <ul style="list-style-type: none"> A continuum of new strategies implemented by grade level (PK-12) 	Aug 2006	May 2007	CTE Coordinator, Campus Counselors, Special Programs	None			
2	Provide opportunities for peer to peer interactions across all student groups, in all grades, with an emphasis on PK – 5 th . Evidence: <ul style="list-style-type: none"> New strategies used to integrate students New strategies to support student interaction, socially and academically 	Aug 2006	May 2007	Campus Principals, SPED	None			
3	Provide scientifically-based professional development to identify best practices in multicultural approaches that facilitate increased learner performance. Evidence: <ul style="list-style-type: none"> List of professional development correlated to the 	July 2006	July 2007	Professional Development Specialist, Instructional Specialists,	LEP SSI Title III			

	student performance gaps			Special Programs, SPED			
4	Allocate more resources (personnel, time, money, materials) to seek and provide innovative instructional interventions. Evidence: <ul style="list-style-type: none"> List of newly allocated resources 	Jun 2006	May 2007	Campus Principals, Instructional Specialists, Special Programs, SPED	ARI/AMI		
5	Develop a focused, aligned Bilingual curriculum (K-5). Evidence: <ul style="list-style-type: none"> Aligned Bilingual curriculum 	Jun 2006	July 2007	Special Programs Director	LEP SSI		
6	Ensure that the diversity of our staff reflects the diversity of our students, including Bilingual for all subjects and grade levels. Evidence: <ul style="list-style-type: none"> Correlation between percent diversity of staff vs. students 	Mar 2006	July 2007	Human Resources Director	Local Funds		

Process Results: See Evidence above.

Strategic Results: All sub-populations performing the same on TAKS.

Product (Outcome): Increased student learning in populations currently performing poorly.



Manor ISD Action Plan: District Improvement Plan

MISD District Goal:	II, III, IV, VII
Focus Action:	Goal 3: Develop on-going initiatives for increasing the four-year completion/attendance rate.
Leadership:	<ul style="list-style-type: none"> Leadership Person(s): DAT Facilitator
Student Stakeholder Focus/Data:	<ul style="list-style-type: none"> Data Trends: The four year completion rate is below state average.

	Change Strategy:	Start Date	End Date	Person(s) Responsible	Costs/ Services/ Funding	N	P	Y
1	Develop and revise Personal Graduation Plans using interest inventories and other methods for every student in 5 th – 12 th grade, to increase student and parent awareness of the value and importance of a high school diploma and post secondary opportunities. Evidence: <ul style="list-style-type: none"> PGP and Interest Inventories 	Aug 2006	May 2007	CTE Coordinator, Campus Counselors	None			
2	Help secondary students achieve their full educational potential through new innovative courses and subjects adapted to keep students interested in school. Evidence: <ul style="list-style-type: none"> List of new courses 	Jan 2007	Mar 2007	Secondary Principals, CTE Coordinator, Instructional Specialists	CTE			
3	Expand extra-curricular activities, with an expectation that all professional staff will participate, so that every student can participate. <ul style="list-style-type: none"> List of new extra-curricular activities Number of professional staff participating Percentage of students participating in extra- 	Aug 2006	May 2007	Campus Principals, Project Mustang Coordinator	21 st Century			

	curricular activities compared to previous years						
4	Dramatically increase early interventions and guidance counseling opportunities throughout the school year for students identified as at-risk of dropping out, especially primary and ninth grade students. Evidence: <ul style="list-style-type: none"> List of new interventions and new opportunities for guidance counseling 	Aug 2006	May 2007	Campus Counselors, SFSS	None		
5	Send a letter to parents at the 4th, 7th, 9th, and every following absence stating consequences of excessive absences, with request for a signature. Evidence: <ul style="list-style-type: none"> Log of letters with signatures 	Aug 2006	May 2007	Campus Principals	None		
6	Hire a truancy officer to develop and enforce effective strategies to address chronic absences. Evidence: <ul style="list-style-type: none"> Position created and filled list of effective strategies implemented 	Feb 2007	July 2007	Excel High School Principal Budget Committee	Local		
7	Expand dropout and credit recovery programs. Evidence: <ul style="list-style-type: none"> List of additional programs and alternatives 	Aug 2006	July 2007	Excel High School Principal, SFSS, Instructional Services	Applied Materials Local Funds		

Process Results: See Evidence above.

Strategic Results: Increase in the Four Year Completion Rate

Product (Outcome): A larger number of our students will graduate, ready for post graduate success.



Manor ISD Action Plan: District Improvement Plan

MISD District Goal:	II, III, V, VII
Focus Action:	Goal 4: Develop on-going, quality school/parent/community involvement strategies.
Leadership:	<ul style="list-style-type: none"> Leadership Person(s): DAT Facilitator
Student Stakeholder Focus/Data:	<ul style="list-style-type: none"> Data Trends: Parent involvement is low, particularly at secondary.

	Change Strategy:	Start Date	End Date	Person(s) Responsible	Costs/ Services/ Funding	N	P	Y
1	Maintain a district-wide calendar system of all campus and district events that is universally available. Evidence: <ul style="list-style-type: none"> “Manor Moments” calendar system in place List of ways calendar system is available A defined process for the calendaring 	Aug 2006	July 2007	Community Liaison	None			
2	Design, implement, and enforce a consistent district-wide process for reporting student assignments and progress at least weekly to parents/guardians. Evidence: <ul style="list-style-type: none"> The process is defined at each level Inclusion of the defined process in the student handbook Survey of parents to find out if they are getting the assignments and progress reports 	Jun 2006	July 2007	District Advisory Team	None			
3	Ensure that each campus has a qualified, dedicated community liaison that interprets and translates for ongoing communication with non-English speaking	Feb 2007	July 2007	Budget Committee	Local			

	community members. <ul style="list-style-type: none"> List of campus community liaisons Log of interactions 							
4	Determine and communicate a variety of ways that parents can volunteer at each campus. <ul style="list-style-type: none"> List of ways parents can volunteer Modes of communication to parents Log of volunteers and activities by campus 	Aug 2006	May 2007	Campus Principals	None			
5	Design and offer parent/guardian events that will enable them to become familiar with staff and the campus. Evidence: <ul style="list-style-type: none"> List of events Sign in sheets at events 	Aug 2006	May 2007	Campus Principals	21 st Century LSP SSI Project			

Process Results: See Evidence above.

Strategic Results: Increase in parent involvement.

Product (Outcome): Student achievement increases due to having more involved parents.