

District Improvement Plan



Marlin Independent School District
2016-2017

Marlin Independent School District -Mission Statement-

The mission of the Marlin Independent School District as a harmonious, culturally diverse educational organization, which values knowledge as key to success, shall be to create a dynamic learning environment which produces lifelong learners that are productive citizens who ethically and intellectually contribute to the betterment of society.

Comprehensive Needs Assessment

Data Sources Examined

Texas Academic Performance Report (TAPR)
State testing data-disaggregated
District PIEMS reports
PBMAS reports
Dropout and School Leaver data-disaggregated
District retention data
District discipline referral data
Student attendance data
Referral percentages for students in Special Education

Student Level Review and Focus Document

Each campus tracks student performance on Curriculum Based Assessments every 3 weeks, resulting in a longitudinal Student Level Review for all students.

Prioritized Areas of Concern	
Areas of Concern	Data Source
<i>Reading and Writing scores Junior Academy</i>	<i>State Accountability Data</i>
<i>Math scores Junior Academy</i>	<i>State Accountability Data</i>
<i>Science scores Junior Academy</i>	<i>State Accountability Data</i>
<i>Reading and Writing scores Primary Academy</i>	<i>State Accountability Data</i>
<i>Math Scores Primary Academy</i>	<i>State Accountability Data</i>
<i>Positive Behavior Intervention Strategy Implementation</i>	<i>Campus Discipline Referral Data</i>

Marlin Independent School District

Current Enrollment 856

Economically Disadvantaged Population 838

At-Risk Population 195

State of Texas At-Risk Student Eligibility Criteria:

A student under 21 years of age is identified as at-risk if he/she meets one or more of the criteria below:

1. Is in pre-kindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years

4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency.
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

Economically Disadvantaged Eligibility:

1. Qualify for free or reduced lunch program.

2016-2017

GOALS AND OBJECTIVES

Goal 1: Improve Junior Academy Reading and Writing scores on State Assessments.

- STAAR results in Reading and Writing performance in grades 5-8 will be compiled and compared to State averages for improvement. The campus/subject average in Reading and Writing will also be compared to like-campus averages as determined by the State.
- Scores should be at or above state average or should show improvement of 10% or more.

Goal 2: Improve Junior Academy Math scores on State Assessments.

- STAAR results in Math performance in grades 5-8 will be compiled and compared to State averages for improvement. The campus/subject average Math will also be compared to like-campus averages as determined by the State.
- Scores should be at or above state average or should show improvement of 10% or more.

Goal 3: Improve Junior Academy Science scores on State Assessments.

- STAAR results in Science performance in grades 5-8 will be compiled and compared to State averages for improvement. The campus/subject average in Science will also be compared to like-campus averages as determined by the State.
- Scores should be at or above state average or should show improvement of 10% or more.

Goal 4: Improve Primary Academy Reading and Writing scores on State Assessments.

- STAAR results in Reading and Writing performance in grades 3 and 4 will be compiled and compared to State averages for improvement. The campus/subject average in Reading and Writing will also be compared to like-campus averages as determined by the State.
- Scores should be at or above state average or should show improvement of 10% or more.

Goal 5: Improve Primary Academy Math scores on State Assessments.

- STAAR results in Math performance in grades 3 and 4 will be compiled and compared to State averages for improvement. The campus/subject average in Math will also be compared to like-campus averages as determined by the State.
- Scores should be at or above state average or should show improvement of 10% or more.

Goal 6: Improve Implementation of Positive Behavior Intervention Strategies on All Campuses.

- Teachers will exclusively employ Positive Behavior Intervention Strategies (PBIS)
- Discipline referrals at all campuses will be compiled and compared to the previous year's referrals.
- Discipline referrals should show improvement of 50% or more.

GOAL # 1 Improve Junior Academy Reading and Writing Performance on State Assessments.

Objective 1. Provide opportunities for 5th, 6th, 7th and 8th grade students to meet the State's proficient and advanced levels on STAAR Reading assessments, or increase cumulative scores by 10% by using effective methods and instructional strategies that are based on scientific research.

ACTIVITY: *Implement TEKS Resource System curriculum*

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers; Principals; Assistant Principals; Director of Teaching and Learning	Ongoing	TEKS Resource System Curriculum Region XII Service Center	Powerwalks; Lesson Plans; Assessment Results	199

ACTIVITY: Administer Curriculum Based Assessments, based on the TEKS Resource System, every 3 weeks.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers	Ongoing	Eduphoria	3 Week scores and Deepest Hole Plans	199

ACTIVITY: Campuses will monitor student progress every three weeks and report RtI corrective action plans to the principal.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Principals; Director of Teaching and Learning; Teachers	Ongoing	Eduphoria; RTI plans RTI Teacher	Observations; Assessment Results; RtI corrective action plans	Title I & 199

ACTIVITY: Administrators will identify instructional strengths and weaknesses with information gathered from Powerwalks.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Superintendent; Principals; Assistant Principals; Director of Teaching and learning	Weekly	Powerwalk Software	PowerWalk Data Graphs according to campus calendar	199

ACTIVITY: Provide Reading and Writing teachers with workshops on Readers Workshop and Writers Workshop and provide opportunities to observe and collaborate with Reading and Writing coaches and teachers successfully using this program.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Principal	Ongoing	Lead Your School; Region XII; Local Funds	Sign-in sheets for workshops	199

ACTIVITY: Employ the instructional methods outlined in the Reader's Workshop and Writer's Workshop framework.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Reading Teachers	Ongoing	Teachers, Aides, supplies	Participation, Attendance, Local Assessments	Regular 199 Budget

GOAL # 2 Improve Junior Academy Math Performance on State Assessments.

Objective 1. Provide opportunities for 5th, 6th, 7th and 8th grade students to meet the State's proficient and advanced levels on STAAR Math assessments, or increase cumulative scores by 10% by using effective methods and instructional strategies that are based on scientific research.

ACTIVITY: *Implement TEKS Resource System curriculum*

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers; Principals; Assistant Principals; Director of Teaching and Learning	Ongoing	TEKS Resource System Curriculum Region XII Service Center	Powerwalks; Lesson Plans; Assessment Results	199

ACTIVITY: Administer Curriculum Based Assessments, based on the TEKS Resource System, every 3 weeks.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers	Ongoing	Eduphoria	3 Week scores and Deepest Hole Plans	199

ACTIVITY: Campuses will monitor student progress every three weeks and report RtI corrective action plans to the principal.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Principals; Director of Teaching and Learning; Teachers	Ongoing	Eduphoria; RTI plans RTI Teacher	Observations; Assessment Results; RtI corrective action plans	Title I & 199

ACTIVITY: Administrators will identify instructional strengths and weaknesses with information gathered from Powerwalks.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Superintendent; Principals; Assistant Principals; Director of Teaching and learning	Weekly	Powerwalk Software	PowerWalk Data Graphs according to campus calendar	199

ACTIVITY: Provide Math teachers with workshops on current best practices in math and provide opportunities to observe and collaborate with math coaches and teachers successfully using this program.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Principal	Ongoing	Lead Your School; Region XII; Local Funds	Sign-in sheets for workshops	199

ACTIVITY: Employ the instructional methods promoted by Region XII Math coaches.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Reading Teachers	Ongoing	Teachers, Aides, supplies	Participation, Attendance, Local Assessments	Regular 199 Budget

GOAL # 3 Improve Junior Academy Science Performance on State Assessments.

Objective 1. Provide opportunities for 5th, 6th, 7th and 8th grade students to meet the State's proficient and advanced levels on STAAR Reading assessments, or increase cumulative scores by 10% by using effective methods and instructional strategies that are based on scientific research.

ACTIVITY: *Implement TEKS Resource System curriculum.*

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers; Principals; Assistant Principals; Director of Teaching and Learning	Ongoing	TEKS Resource System Curriculum Region XII Service Center	Powerwalks; Lesson Plans; Assessment Results	199

ACTIVITY: Administer Curriculum Based Assessments, based on the TEKS Resource System, every 3 weeks.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers	Ongoing	Eduphoria	3 Week scores and Deepest Hole Plans	199

ACTIVITY: Campuses will monitor student progress every three weeks and report RtI corrective action plans to the principal.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Principals; Director of Teaching and Learning; Teachers	Ongoing	Eduphoria; RTI plans RTI Teacher	Observations; Assessment Results; RtI corrective action plans	Title I & 199

ACTIVITY: Administrators will identify instructional strengths and weaknesses with information gathered from Powerwalks.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Superintendent; Principals; Assistant Principals; Director of Teaching and learning	Weekly	Powerwalk Software	PowerWalk Data Graphs according to campus calendar	199

GOAL # 4 Improve Primary Academy Reading and Writing Performance on State Assessments.

Objective 1. Provide opportunities for 3rd and 4th grade students to meet the State's proficient and advanced levels on STAAR Reading and Writing assessments, or increase cumulative scores by 10% by using effective methods and instructional strategies that are based on scientific research.

ACTIVITY: *Implement TEKS Resource System curriculum*

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers; Principals; Assistant Principals; Director of Teaching and Learning	Ongoing	TEKS Resource System Curriculum Region XII Service Center	Powerwalks; Lesson Plans; Assessment Results	199

ACTIVITY: Administer Curriculum Based Assessments, based on the TEKS Resource System, every 3 weeks.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers	Ongoing	Eduphoria	3 Week scores and Deepest Hole Plans	199

ACTIVITY: Campuses will monitor student progress every three weeks and report RtI corrective action plans to the principal.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Principals; Director of Teaching and Learning; Teachers	Ongoing	Eduphoria; RTI plans RTI Teacher	Observations; Assessment Results; RtI corrective action plans	Title I & 199

ACTIVITY: Administrators will identify instructional strengths and weaknesses with information gathered from Powerwalks.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Superintendent; Principals; Assistant Principals; Director of Teaching and learning	Weekly	Powerwalk Software	PowerWalk Data Graphs according to campus calendar	199

ACTIVITY: Provide Reading and Writing teachers with workshops on Readers Workshop and Writers Workshop and provide opportunities to observe and collaborate with Reading and Writing coaches and teachers successfully using this program.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Principal	Ongoing	Region XII; Local Funds	Sign-in sheets for workshops	199

ACTIVITY: Employ the instructional methods outlined in the Reader's Workshop and Writer's Workshop framework.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Reading Teachers	Ongoing	Teachers, Aides, supplies	Participation, Attendance, Local Assessments	Regular 199 Budget

GOAL # 5 Improve Primary Academy Math scores on State Assessments.

Objective 1. Provide opportunities for 3rd and 4th grade students to meet the State's proficient and advanced levels on STAAR Math assessments, or increase cumulative scores by 10% by using effective methods and instructional strategies that are based on scientific research.

ACTIVITY: *Implement TEKS Resource System curriculum*

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers; Principals; Assistant Principals; Director of Teaching and Learning	Ongoing	TEKS Resource System Curriculum Region XII Service Center	Powerwalks; Lesson Plans; Assessment Results	199

ACTIVITY: Administer Curriculum Based Assessments, based on the TEKS Resource System, every 3 weeks.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers	Ongoing	Eduphoria	3 Week scores and Deepest Hole Plans	199

ACTIVITY: Campuses will monitor student progress every three weeks and report RtI corrective action plans to the principal.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Principals; Director of Teaching and Learning; Teachers	Ongoing	Eduphoria; RTI plans RTI Teacher	Observations; Assessment Results; RtI corrective action plans	Title I & 199

ACTIVITY: Administrators will identify instructional strengths and weaknesses with information gathered from Powerwalks.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Superintendent; Principals; Assistant Principals; Director of Teaching and learning	Weekly	Powerwalk Software	PowerWalk Data Graphs according to campus calendar	199

ACTIVITY: Provide Math teachers with workshops on current best practices in math and provide opportunities to observe and collaborate with math coaches and teachers successfully using this program.

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Principal	Ongoing	Region XII; Local Funds	Sign-in sheets for workshops	199

ACTIVITY: : Employ the instructional methods promoted by Region XII Math coaches

Title I SW	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Math Teachers	Ongoing	Teachers, Aides, supplies	Participation, Attendance, Local Assessments	Regular 199 Budget

GOAL # 6 Improve Implementation of Positive Behavior Intervention Strategies on All Campuses.

Objective 1. Provide classroom structure, procedures, and positive reinforcement strategies for all students to achieve a safe and civil school environment, and to reduce disciplinary referrals by 50% over 2015-2016 school year.

ACTIVITY: Implement a system of Positive Behavior Intervention Strategies district-wide, and provide each teacher with a copy of the book *"The Tough Kid Teachers Book"*.

	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Director of Teaching and learning; Principals; Assistant Principals	Ongoing	The Tough Kid PBIS Resource Package	Powerwalks; PEIMS Discipline Reports	199

ACTIVITY: Teachers will exclusively use Positive Behavior Intervention Strategies to minimize student misbehavior and resultant discipline referrals, as well as to improve the classroom environment.

	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers; Principal; Assistant Principal	Ongoing	PEIMS Discipline data; Walk-through observations; student conferences	PEIMS discipline data	199

ACTIVITY: Devise a simple set of class-room rules and expectations that are consistent throughout the campus.

	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers; Principals; Assistant Principles	8/22/2016	The Tough Kid PBIS Resource Package	Powerwalks	199

ACTIVITY: Teachers will develop a set of classroom rewards that students can earn by following classroom procedures and rules.

	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Teachers; Principals; Assistant Principals	Ongoing	The Tough Kid PBIS Resource Package	PowerWalk Data	199

ACTIVITY: Administrators will identify students with excessive classroom behavior problems and assign them to an On Campus Intervention (OCI) placement, where students will be taught coping strategies and social skills in addition to core academic subjects.

	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Principals; Counselor; Teachers; OCI teacher	Ongoing	PEIMS Discipline Data	Walk-throughs; PEIMS discipline data; student conferences	199

ACTIVITY: Teachers who are frequently observed using excessively negative, punitive, or humiliating forms of student discipline will be required to submit a corrective action plan to the Campus Principal.

	Responsible Party	Timeline	Resource	Formative Evaluation	Fund Source
	Principals; Assistant Principals	Ongoing	PEIMS Discipline Data	Walk-throughs; student conferences	199

APPENDIX A: STATE AND FEDERAL MANDATES

Bullying Prevention Strategies	Resources	Staff Responsible	Evaluation
1. All campuses will implement and support MISD anti-Bullying policies, guidelines and procedures designed to reduce bullying	Campus Budgets	Campus Principals, and Campus Counselors	Discipline Reports
2. A web based bully reporting feature will be used district wide	Local Funds	Campus Principals	Discipline Reports, a awareness and prevention measures for bullying and cyber bullying.

Child Abuse & Sexual Abuse Prevention Strategies	Resources	Staff Responsible	Evaluation
1. All school staff members will follow the MISD and State child abuse reporting protocol.	Local Policy, staff development	Principals and Campus Counselor	Counselor and Principal Documentation

Dating Violence Awareness Strategies	Resources	Staff Responsible	Evaluation
1. Secondary Schools will provide on-going staff training on relationship abuse awareness, detection and prevention.	PEIMS data, Counselors, Parents, and Campus Administrators, staff development	Campus Counselors and Campus Administrators	Discipline Referrals, and Anecdotal Campus Report
2. Elementary personnel will conduct guidance on conflict resolution to promote healthy relationships.	PEIMS data, Counselors, Parents, and Campus Administrators	Campus Counselors, and Campus Administrators	Discipline Referrals, and Anecdotal Campus Report

Discipline Management – Safe Environments Strategies	Resources	Staff Responsible	Evaluation
1. Review discipline data and disaggregate the data to identify training needs and issues related to the learning environment.	Discipline Data	Principals	Discipline Reports
2. Provide professional learning opportunities using PBIS strategies to support campus	Campus Discipline Reports, Director of Teaching and Learning, The Tough Kids Resource Package	Campus Administration	Staff development

character education initiatives			
3. Implement and provide training on alternative options to In-School Suspension, such as OCI.	Campus Administrators; Director of Teaching and Learning	Campus Administration	Staff development
4. Strive to eliminate discretionary DAEP placements within all subpopulations.	Campus Discipline Reports	Campus Administration	Discipline Reports

Drug Prevention Strategies	Resources	Staff Responsible	Evaluation
1. Provide on-going staff training on drug and relationship abuse awareness, detection and prevention.	PEIMS data, Counselors, Parents, and Campus Administrators	Counselors, and Campus Administrators	Discipline Referrals, and Anecdotal Campus Reports

Gifted and Talented Program Strategies	Resources	Staff Responsible	Evaluation
1. Develop and implement an annual review process to measure the effectiveness of GT services.	GT Faculty, and Director of Teaching and Learning, Director of Special Education and Special projects.	Director of Teaching and Learning, G/T teachers, Principals	Annual Report
2. Develop and annually update a written comprehensive professional learning plan designed to address the needs of GT learners (including initial 30 hours of GT training and annual 6 hour update).	GT Faculty, and local funds	Director of Teaching and Learning	Written Professional Learning Plan
Highly Qualified Teachers and Paraprofessionals Strategies	Resources	Staff Responsible	Evaluation
1. Provide testing information and guide teachers through the certification process as needed.	State Testing Website, Testing Schedule, and Test Prep Guides	Principals	Teacher Test Scores
2. Mentor beginning educators to improve effective teaching and performance while promoting personal and professional well-being.	Principals, continued coaching	Principals	Teacher Retention Rate, Teacher Exit Interviews

3. Utilize instructional exemplars to reflect on identified aspects of effective instruction.	Fundamental 5, PowerWalks	Principals	Teacher Retention Rate, Teacher Exit Interviews
4. Utilize instructional exemplars to calibrate classroom walkthrough documentation.	Fundamental 5, PowerWalks application	Principals	Teacher Retention Rate, Teacher Exit Interviews

Post-Secondary Preparedness: Admissions & Financial Aid Information Strategies	Resources	Staff Responsible	Evaluation
1. Campuses will provide college and post high school information to all students.	High School Budgets	High School Counselor	Graduation Plans
2. Students will complete the financial aid process.	High School Budgets	High School Counselor	Student FAFSA applications
Strategies	Resources	Staff Responsible	Evaluation
3. Counseling and career guidance will be available to help students with certification and technical opportunities.	High School Budgets	Counselor, career teachers	Graduation Plans
4. College Recruiters will be given a venue to meet with students throughout the school year.	High School Budgets	High School Counselors	Schedule of Recruiter Visits

5. AP and Pre-AP courses will be open-enrollment.	Campus Budgets	Counselors	Number of Students Completing AP Course, and Number of Students Passing AP Exams
6. Dual and Concurrent credit will be available to all eligible students.	High School Budgets	Counselors	Number of Students Enrolled in Dual Credit Courses, and Number of Students Passing Dual Credit Courses

Suicide Prevention Strategies	Resources	Staff Responsible	Evaluation
1. All staff members will be trained in suicide prevention.	Campus Budgets	Campus Principal, and Counselors	Training Sign-in Sheets, Training Agendas, and Training Survey Reports