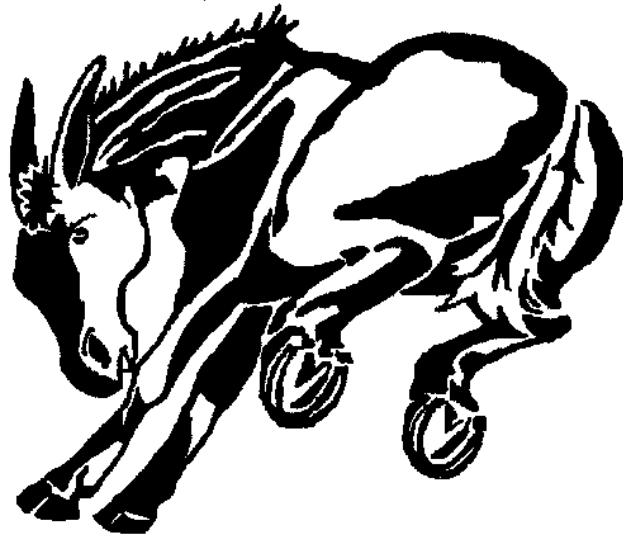


**Muleshoe High School
Campus Improvement Plan
2009-2011**



Muleshoe High School Striving for Excellence

Muleshoe High School consistently provides a safe, caring, positive atmosphere for our students and our staff. We feel that children that feel secure and an orderly campus provide the proper ingredients to sustained success. Our supportive staff expects only the very best from themselves as well as their students. Parents are encouraged to partner with us in their child's educational experience. With parental support and a caring campus, we believe that all children will reach the dream they have yet to dream.

All students at Muleshoe High are taught using the TEKS (Texas Knowledge and Skills) curriculum in all subject areas. The Muleshoe ISD Academic Plan will guide our activities for the school year. We strive to provide an enriched curriculum to meet the needs of all our students. We monitor all student groups to ensure the needs of our migrant, Limited English Proficient (LEP), at-risk, special education, and gifted students are met.

We strive to teach, train and learn how to model and demonstrate the attributes of character to one another through the course of our day on this campus. Each student has the potential to be successful and we expect that each of our students will rise to the level of expectation. Students are challenged and guided to meet their fullest potential.

Muleshoe High School
Campus Improvement Plan
2009-2011

Muleshoe High School Staff
2009-2010

Principal:
Alex Salazar

Assistant Principal:
Vince Erdmann

Counselor:
Fay Parks

Crystal Vasquez – Principal’s Secretary

Annette Orozco – PEIMS

Diana Rodriguez - Counselor’s Secretary

Teachers and Staff:

Mathematics

Debbie Conner (Coordinator)
Debra Alward
Kirk Byrd/Coach
Jason Cole/Coach
Matt Mason/Coach
Chris Mardis/BCIS
Jessica Stovall/Coach

Social Studies

Carey Sudduth (Coordinator)
Valton Acree/Coach
Jim Daniel
John Gulley
Sabrina Eckles

English Language Arts

Linda Erdmann(Coordinator)
Wes Boatmun/Coach
Vickie Burch
Sandra Hudson

Science

Lorretta Ray (Coordinator)
Vedran Krtalic
Ralph Mason/Coach

Athletics/P.E.

Lee Fletcher
Jay Gorman

Special Education

Staci Buie
Linda Cogliandro

Elective Classes

Nicholas Stephenson- Band Director
Michael D'Arcy – Assistant Band Director
Nancy Barrier – Spanish
Sandi Chitwood – Art
Lorissa Mason – Choir
Linda Lewis – Technology Applications
Phillip Hall – Technology Applications
Cindy Magby- Technology
April Smith-BCIS
Josh Woolbright-Sports Medicine
Jennifer Gresham-Yearbook/DCPI
Valerie McCamish-Child Development/Ready Set Teach
Kerry Moore-Speech/Debate

Sharon Villa – Nurse/Health Occupation
Vicki Fix-Turkowski – Alternative Education Director
Dee Parks- Assistant Alternative Education Director
Jesse Vargas – Custodian
Sylvia Quintana – Custodian
Bill Gilbert – Custodian

Teacher Assistants

Kay Taylor – ISS
Josie Guerrero - ESL
Jaci Gardner – SPED
Elizabeth Ramirez- SPED
Kit Diaz – SPED

Muleshoe High School Campus Improvement Plan 2009-2011

MISSION STATEMENT

The Mission of the Muleshoe Independent School District is to graduate life-long learners and productive citizens by providing an instructional program and educational environment that develops the skills, attitudes, and ethics necessary to meet the needs of a changing society.

BELIEFS

In Muleshoe ISD, we believe that:

- All students should be given the opportunity and encouragement to excel academically and socially.
- The school community should foster a positive, interactive relationship with the public and within the district itself.
- Technology should be an integral part of learning for students, staff, and community.

Muleshoe Independent School District 2009-2010 Goals, Objectives and Strategies

Goal #1: Muleshoe ISD will provide a comprehensive instructional environment to ensure that all students meet graduation requirements.

Objective 1: MISD will monitor and increase completer rate for all students.

- Develop a comprehensive plan to monitor leavers.
- Develop a working relationship with municipal court.
- Identify possible non-completers at all levels and intervene.
- Develop an accelerated graduation plan for potential non-completers.
(example: A+)
- Enhance Family matters at the High School.
- Increase communication with parents.

Objective 2: MISD will continue to develop and grow to meet the needs of all students and become a recognized school district.

- Implement Kilgo training.

- **Implement** Kilgo strategies **in every classroom**.
- **Implement** benchmark testing and analyze the data.
- **Utilize** RTI strategies.
- **Enhance** Project LAP(Language Acquisition Program).
- **Enhance** CIS(Communities in Schools).
- **Enhance** MAP(Migrant Acceleration Program).
- **Understand and Implement** new accountability standards.
- Research alternative data disaggregation software.

Objective 3: MISD will achieve the requirements to meet AYP.

- Increase student achievement to a recognized level for all **sub-populations**.
- **Enhance** SIOF strategies.

Objective 4: MISD will continue to focus on math and science instruction.

- MISD will horizontally and vertically align the Math curriculum & the Science Curriculum.
- **MISD** will train teachers to use data to change instruction.
- MISD will practice “Bell to Bell active instruction”.
- The Principal will actively monitor math and science teachers.

- MISD will utilize Vocabulary Walls (or something similar) to build vocabulary skills and memorization.
- MISD will disaggregate the TAKS and Benchmark scores using AEIS-IT.
- Muleshoe JH and HS will get involved in the TMDS and TSDS.
- MISD will visit schools to get ideas on how to change what we are doing to improve test scores.
- All Math and Science teachers will start the day/period with TAKS problems as sponge activities.
- Every teacher will take a Released TAKS Test at the beginning of the year as part of the in-service.
- MISD will target weak TAKS Objectives during instruction.

Goal #2: Muleshoe ISD will incorporate proactive and consistent strategies to promote parental involvement and to address student respect and discipline.

Objective 1: MISD will address the areas of student discipline and behaviors.

- MISD will consistently implement the bullying prevention program.
- MISD will consistently implement the Dating violence policy.

Objective 2: MISD will implement an effective Discipline Management program.

- MISD staff will remain visible on campus to maintain consistent student discipline.
- MISD staff will model Character at all times.
- MISD will incorporate a staff intervention program to be used before ISS/AEP placement.
- MISD staff will consistently enforce discipline policy.

Goal #3: Muleshoe ISD will provide vocational opportunities and guidance for college level preparation and enrichment through a challenging curriculum.

- Continue to provide differentiated instruction for at risk students as well as G/T students.
- MISD will provide Dual Credit courses.
- MISD will continue a work program.
- Provide access to more online and college classes.
- Offer sequenced career and technology classes.

Goal #4: Muleshoe ISD will recruit and maintain a highly qualified staff and meet the educational needs of all students.

- MISD will offer stipends and signing bonuses to attract teachers in shortage areas.

- MISD will incorporate a mentoring program for all new teachers and administrators.
- The Principals will participate in active monitoring of all new teachers.
- MISD will encourage its students and teacher aides to enter into the field of education and to receive teacher certification.
- MISD will call references on all applicants to find out as much as we can before hiring personnel.
- MISD will conduct a criminal history check on all new employees.
- MISD will develop the master schedule so teachers can have a common departmental planning period.

Goal #5: Muleshoe ISD will incorporate strategies to communicate with all parents and community members.

- MISD will provide communication to the community in both English and Spanish.
- Parent conferences
- Provide interpreters for parental interactions.
- Open houses
- Open access to all administrators.
- Offer Rosetta Stone software for ELL.

Muleshoe ISD Critical Issues 2009-2010

Top Priority Critical Issues

(A- R serves as a key for the Needs Assessment column in the MHS Campus Improvement Plan)

- A. Complacency
- B. May not meet AYP
- C. Need to close AYP gap
- D. Math and Science scores
- E. Reading/Math results at Dillman
- F. Parenting issues/Student behaviors
- G. Outside school behavior (gang-related, etc.)
- H. Dress code
- I. Public display of affection
- J. Lack of parental involvement
- K. Lack of challenging curriculum for upper students
- L. Not enough vocational options for students
- M. Not enough college level classes
- N. Lack of job training and prep
- O. Lack of quality personnel available
- P. Retaining good personnel
- Q. Communication with Non-English speaking parents/community
- R. Documents not translated into Spanish

Keys for Action Plan

SPECIAL PROGRAMS AND POPULATIONS KEY

1-10 Serves as a key for the Special Programs column in the plan.

1. Title One
2. E.S.L. (English as a Second Language)/Bilingual
3. Migrant
4. Special Education
5. Gifted and Talented – Specific
6. At-Risk
7. Low Social-Economic Groups
8. Dyslexia Students
9. Minority
10. All Populations

Title I School Wide Components

1. Comprehensive Needs Assessment
2. Reform Strategies
3. Instruction by Highly Qualified Staff
4. Staff Development
5. Highly Qualified Teachers
6. Parental Involvement Strategies
7. Transition Strategies for Pre-school children
8. Assessment
9. Additional, Timely assistance for Students who Experience difficulty mastering State standards
10. Coordination of Federal, State, and Local Services and Programs

Codes for Funding

S-State L-Local F-Federal T1-Title I T2-Title 2 T3-Title 3 C-Compensatory A-ARI/AMI

	A	B	C	D	E	F	G	H	I	J	K
1	MULESHOE INDEPENDENT SCHOOL DISTRICT										
2	2009-2011 Muleshoe High School Action Plan										
3											Schoolwide Component
4	Goal I:										R = Reform Strategies
5	<i>Muleshoe ISD will provide a comprehensive instructional environment to</i>										I = Instruction by Highly Qualified Staff
6	<i>ensure that all students meet graduation requirements</i>										PD = Prof. Development
7											H = Highly Qualified Staff
8											PI = Parental Involvement
9											T = Transition
10	Obj. 1	<i>MHS will monitor and increase completer rate for all students.</i>									A = Assessment
11											M = Accelerated Instruction for Mastery
12											CP = Coordination Of All Programs
13											
14			Spec.				Resources			Evaluation	
15	Needs	Strategies	SW	Prog/	Person(s)	Timeline					
16	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative
17	ACF	MHS teachers will increase the use of A+ curriculum for credit recovery	R, PI CP	10, 11	Teachers	Jan-10			T1	Program in Place	Number of credits recovered
18											
19											
20	ACD	Collaboration between core and elective teachers will be planned to reinforce key concepts in content areas.	I, CP	1,4,10 11	Principal	Fall 2010	Time		L	Plan	Meet State and AYP status
21											
22											
23											
24											
25	ACFS	A drop-out prevention program will be developed and implemented	R	1, 6, 7, 10,	Asst. principal & Committee	8-Nov	Time	Plan	L	New guidelines in place	Lower number of drop-outs
26											
27											
28	BCJ	Parent conferences will be scheduled for any student in danger of not graduating because of credits, attendance, or state assessments	PI	11	Principal & Counselor	Fall 2009 Ongoing	Time	Plan	L, T1	Monitored by adms	Number of conferences held
29											
30											
31											
32											
33											
34											
35											
36											
37											
38											
39											
40											
41											

	A	B	C	D	E	F	G	H	I	J	K
42	MULESHOE INDEPENDENT SCHOOL DISTRICT										
43	2009-2011 Muleshoe High School Action Plan										
44											Schoolwide Component
45	Goal 1:										R = Reform Strategies
46	<i>Muleshoe ISD will provide a comprehensive instructional environment to ensure that all students meet graduation requirements</i>									I = Instruction by Highly Qualified Staff	
47										PD = Prof. Development	
48										H = Highly Qualified Staff	
49										PI = Parental Involvement	
50										T = Transition	
51	Obj. 2										A = Assessment
52	<i>MHS will continue to develop and grow to meet the needs of all students and become a recognized school district.</i>									M = Accelerated Instruction for Mastery	
53										CP = Coordination Of All Programs	
54											
55				Spec.				Resources			Evaluation
56	Needs	Strategies	SW	Prog/	Person(s)	Timeline					
57	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative
58	BD	KILGO strategies will be implemented	A	11	Core teachers	Fall 2009		Scope and	T1	Teachers trained	Meet State and
59		in core content classrooms by						Sequence			Federal standards
60		utilizing student expectations to									
61		make sure every TEKS is taught with									
62		focus on the weakest SE									
63											
64	CDBK	Train all new core content staff in	R, A	11	Principal	Fall 2009		Scope and	L, T1	Teachers trained	Meet State and
65		KILGO	PD					Sequence			Federal standards
66											
67	BD	KILGO will be implemented by	R, I,	11	Core teachers	Fall 2009	Time	Scope and	T1, L	Teachers trained	Meet State and
68		using disseggregated data to	PD, H,		& principal			Sequence			Federal standards
69		make decisions for remediation and	A, M								
70		intensive strategies regarding TAKS									
71		objectives across core content.									
72											
73	CDBK	KILGO will be implemented by core	R, A,	11	Core Teachers	Fall 2009		Scope and	T1	Teachers trained	Meet State and
74		content through the use of the	CP					Sequence			Federal standards
75		scope and sequence.									
76											
77	KLN	Course offerings will include a	CP	11	Principal	Fall 2010			T1, L	Dual credit classes	Students
78		variety of options to meet student needs.								offered	graduating with
79											a minimum of
80	CDBK	Train special education teachers in	CP, R	4, 8	Principal	Fall 2009					24 college credit
81		KILGO	T, PD								hours
82											
83											

	A	B	C	D	E	F	G	H	I	J	K
84	MULESHOE INDEPENDENT SCHOOL DISTRICT										
85	2009-2011 Muleshoe High School Action Plan										
86											Schoolwide Component
87	Goal 1:										R = Reform Strategies
88	<i>Muleshoe ISD will provide a comprehensive instructional environment to</i>										I = Instruction by Highly Qualified Staff
89	<i>ensure that all students meet graduation requirements</i>										PD = Prof. Development
90											H = Highly Qualified Staff
91											PI = Parental Involvement
92											T = Transition
93	Obj. 2										A = Assessment
94	<i>MHS will continue to develop and grow to meet the needs of all students</i>										M = Accelerated Instruction for Mastery
95	<i>and become a recognized school district.</i>										CP = Coordination Of All Programs
96											
97			Spec.				Resources			Evaluation	
98	Needs	Strategies	SW	Prog/	Person(s)	Timeline					
99	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative
100	BD	Benchmark testing will occur in the	I, A	11	Counselor &	Fall/Spring			L	2 Complete admns.	Data disaggregation
101		Fall and Spring Semesters. Data			Staff					of benchmark tests	results
102		collected will be analyzed									
103		to improve instruction.									
104											
105	AC	All English staff will be trained in	I, PD	11	Principal &				L, T1	Determine time &	Increase English/
106		Jane Schaffer Writing	A		English teachers					place for training	Writing TAKS scores
107											
108	CDBK	All staff will be trained in RTI	R,I,PD	11	Principal	Fall 2010				Determine time,	Increase TAKS
109										place and trainer	scores
110	ACOP	Coordinator positions will be appointed	R,I,CP	11	Principal	Fall 2009	Time		T1, L	Select personnel	Improved staff
111		and used in the 4 content areas.									communication
112											
113	ACP	Weekly core area meetings will occur	R,I,CP	11	Principal &	Fall 2009			L, T1	Set time & place	Student Progress
114		to discuss student progress			Coordinators	ongoing				for meetings	Improves
115		(academically and socially)									
116											
117	P	An additional staff member will be hire	R,A	11	Principal &	Fall 2009			T1, L	Position will be filled	No job opening
118		to assist in the counseling office.	CP		Counselor						
119											
120	CDK	Common Assessments will be	I, A	11	All core	1st, 2nd, 4th	Time	Tests	L	Tests admns. &	Data disaggregation
121		administered 4 times during the year			teachers	5th 6 weeks				scored using AEIS-I	of results
122											
123	ABCD	All lesson plans will require the	I	11	All teachers	Ongoing				Weekly lesson plans	Improved academic
124		student expectation to be listed								to coordinators &	& remediation when
125		as provided by state curriculum								GATEWAY	necessary

	A	B	C	D	E	F	G	H	I	J	K								
126	MULESHOE INDEPENDENT SCHOOL DISTRICT																		
127	2009-2011 Muleshoe High School Action Plan																		
128											Schoolwide Component								
129	Goal I:										R = Reform Strategies								
130	<i>Muleshoe ISD will provide a comprehensive instructional environment to ensure that all students meet graduation requirements</i>										I = Instruction by Highly Qualified Staff								
131																			PD = Prof. Development
132																			H = Highly Qualified Staff
133																			PI = Parental Involvement
134																			T = Transition
135	Obj. 3										A = Assessment								
136	<i>MHS will achieve the requirements to meet AYP.</i>										M = Accelerated Instruction for Mastery								
137											CP = Coordination Of All Programs								
138																			
139				Spec.				Resources			Evaluation								
140	Needs	Strategies	SW	Prog/	Person(s)	Timeline													
141	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative								
142	ABC	Tutorials scheduled before and after school	I, M	10,11	All staff	Ongoing			T1	Monitored by admns	Lower number of failing grades								
143																			
144																			
145																			
146																			
147																			
148																			
149																			
150																			
151																			
152																			
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162																			
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164																			
165																			

	A	B	C	D	E	F	G	H	I	J	K
166	MULESHOE INDEPENDENT SCHOOL DISTRICT										
167	2009-2011 Muleshoe High School Action Plan										
168											Schoolwide Component
169	Goal I:										R = Reform Strategies
170	<i>Muleshoe ISD will provide a comprehensive instructional environment to ensure that all students meet graduation requirements</i>									I = Instruction by Highly Qualified Staff	
171										PD = Prof. Development	
172										H = Highly Qualified Staff	
173										PI = Parental Involvement	
174										T = Transition	
175	Obj. 4										A = Assessment
176	<i>MHS will continue to focus on math and science instruction</i>									M = Accelerated Instruction for Mastery	
177										CP = Coordination Of All Programs	
178											
179				Spec.				Resources		Evaluation	
180	Needs	Strategies	SW	Prog/	Person(s)	Timeline					
181	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative
182	BD	Tutorials will be scheduled before & after school for math and science	A	11	All staff	Fall 2009			T1	Tutorials	Meet State and AYP standards
183											
184											
185	BD	Intensive review will occur in math & science 2-3 weeks before TAKS test	A	11	All staff	Spring			T1	Review students	Meet State and AYP standards
186											
187											
188	BDF	Teachers will conduct after school and/or Saturday reviews for students who have not mastered TAKS skills	A	11	All staff	Ongoing			T1	Tutorials for students	Meet State and AYP standards
189											
190											
191											
192	BCD	MHS will emphasize math and science vocabulary through use of the following:1)Vocabulary Notebooks; 2)Quizzes; 3)Drawings	A	11	All staff	Fall 2009			T1	Plan	Meet State and AYP standards
193											
194											
195											
196											
197	BCD	Study Island will be substituted for TMDS and TSDS at MHS	A	11	All staff	Fall 2009			T1	Require students to participate in Study Island	Meet State and AYP standards
198											
199											
200	BC	An additional math and science teacher will be hired to address 4x4 for 2010-2011	A	11	Principal	Fall 2009			L, T1	Hire the positions	
201											
202											
203											
204	OP	Highly qualified teachers will be hired to fill vacated positions	H	11	Principal	Ongoing			L	All positions will be filled	No job openings
205											
206											
207	OP	Scope and sequence of all math &	CP	11	Principal, math	Fall 08				All teachers follow	Increase TAKS

	A	B	C	D	E	F	G	H	I	J	K
208		science courses will be evaluated			& science					same plan	scores in science &
209		for effectiveness			teachers						math

	A	B	C	D	E	F	G	H	I	J	K								
210	MULESHOE INDEPENDENT SCHOOL DISTRICT																		
211	2009-2011 Muleshoe High School Action Plan																		
212											Schoolwide Component								
213	Goal I:										R = Reform Strategies								
214	<i>Muleshoe ISD will provide a comprehensive instructional environment to ensure that all students meet graduation requirements</i>										I = Instruction by Highly Qualified Staff								
215																			PD = Prof. Development
216																			H = Highly Qualified Staff
217																			PI = Parental Involvement
218																			T = Transition
219	Obj. 4										A = Assessment								
220	<i>MHS will continue to focus on math and science instruction</i>										M = Accelerated Instruction for Mastery								
221											CP = Coordination Of All Programs								
222																			
223				Spec.				Resources			Evaluation								
224	Needs	Strategies	SW	Prog/	Person(s)	Timeline													
225	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative								
226	BCDK	Training will be completed to develop classroom strategies using data-based decisions	PD	11	Principal & Math/Science Teachers	Ongoing			T1, L	All teachers receive training	Increase of TAKS math/science scores								
227																			
228																			
229																			
230	ACD	Instruction will include daily implementation of TAKS-type questioning	R, I A	11	Math/science teachers	Ongoing			T1, L	Observation in classrooms	Increase of TAKS math/science scores								
231																			
232																			
233																			
234	ACD	Math and Science classrooms will be actively monitored	R, I, A	11	Principal & Asst. Principal	Ongoing			L	Observation in Classrooms	Increase of TAKS math/science scores								
235																			
236																			
237	CDN	Research will be completed to see what strategies other campuses have used to increase math/science scores	R, I A, PD	11	Principal & Math/Science Teachers	Ongoing			L	Complete visits to other campuses	Use information to implement new strategies								
238																			
239																			
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	A	B	C	D	E	F	G	H	I	J	K	
252		MULESHOE INDEPENDENT SCHOOL DISTRICT										
253		2009-2011 Muleshoe High School Action Plan										
254										Schoolwide Component		
255	Goal 2:									R = Reform Strategies		
256		<i>Muleshoe ISD will incorporate proactive and consistent strategies to promote parental involvement and to address student respect and discipline.</i>									I = Instruction by Highly Qualified Staff	
257											PD = Prof. Development	
258											H = Highly Qualified Staff	
259											PI = Parental Involvement	
260											T = Transition	
261	Obj. 1									A = Assessment		
262		<i>MHS will address the areas of student discipline and behaviors.</i>									M = Accelerated Instruction for Mastery	
263										CP = Coordination Of All Programs		
264												
265				Spec.				Resources			Evaluation	
266	Needs	Strategies	SW	Prog/	Person(s)	Timeline						
267	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative	
268	FITS	All teachers will monitor hall during	R, T	11	All staff	Ongoing			L	Observation of	Improvement in	
269		passing periods to prevent	CP							staff in hallways	number of discipline	
270		discipline problems and bullying									referrals	
271												
272	FGTS	A discipline management guide will	R, T	11	Principal &	Fall 2009			L	Written Guide	Equitable discipline	
273		be created and implemented to help	CP		Asst. principal						assignments	
274		ensure equity among the student										
275		body.										
276												
277	FJQS	Postcards will be sent to parents	R,T,PI	11	All Teachers	Ongoing			L	Written cards	Improved behavior	
278		for positive reinforcement of	CP									
279		student behaviors										
280												
281	FT	Emergency Operating Plan will be	CP	11	Principal &	Ongoing			L	Written Plan	Drills conducted	
282		re-evaluated with alternative exits			Asst. principal						throughout year	
283												
284	FT	Communication will be made	CP	11	Principal	Ongoing			L	Written, email &		
285		of any changes in daily routines								verbal notification		
286												
287	FST	Plan will be developed of new parking	CP	11	Asst. principal	Fall 2009			L	Written Plan	No parking	
288		during school and after school									difficulties	
289		events										
290												

	A	B	C	D	E	F	G	H	I	J	K
291	MULESHOE INDEPENDENT SCHOOL DISTRICT										
292	2009-2011 Muleshoe High School Action Plan										
293											Schoolwide Component
294	Goal 2:										R = Reform Strategies
295	<i>Muleshoe ISD will incorporate proactive and consistent strategies to promote parental involvement and to address student respect and discipline.</i>									I = Instruction by Highly Qualified Staff	
296										PD = Prof. Development	
297										H = Highly Qualified Staff	
298										PI = Parental Involvement	
299										T = Transition	
300	Obj. 1										A = Assessment
301	<i>MHS will address the areas of student discipline and behaviors.</i>									M = Accelerated Instruction for Mastery	
302										CP = Coordination Of All Programs	
303											
304				Spec.				Resources			Evaluation
305	Needs	Strategies	SW	Prog/	Person(s)	Timeline					
306	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative
307	FST	Continue the anti-bullying program	R	11	All staff	Ongoing		Plan	L	Written Plan	Reduction in number of bullying incidents
308											
309											
310	FST	Continue detention program	R	11	Asst. principal	Ongoing		Detention Plan	L	Written plan & Meeting notes	Documentation of student attendance
311											
312											
313	S	continue to evaluate and improve current policies at GATEWAY	R	10	GATEWAY Director	Ongoing		Current Plan	L	Written plan	Documentation of student performance
314											
315											
316	FST	Survey students, parents & staff about campus climate	R, PI	11	Principal	Fall 08		Survey	T1	Survey	Data disaggregation of results
317											
318											
319	FS	Implement new dress code policy requiring change of clothing if in violation	R	11	All staff	Ongoing		Policy	L	Monitored by admns	Data on dress-code violations
320											
321											
322											
323	FST	Informal staff development on bullying definition, identification & intervention	PD	11	All staff	Ongoing		Bullying Prevention Plan	L	Summary of training	Fewer incidents reported of bullying
324											
325											
326											
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330											
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	A	B	C	D	E	F	G	H	I	J	K								
333	MULESHOE INDEPENDENT SCHOOL DISTRICT																		
334	2009-2011 Muleshoe High School Action Plan																		
335											Schoolwide Component								
336	Goal 2:										R = Reform Strategies								
337	<i>Muleshoe ISD will incorporate proactive and consistent strategies to promote parental involvement and to address student respect and discipline.</i>										I = Instruction by Highly Qualified Staff								
338																			PD = Prof. Development
339																			H = Highly Qualified Staff
340																			PI = Parental Involvement
341																			T = Transition
342	Obj. 2										A = Assessment								
343	<i>MHS will implement an effective Discipline Management program.</i>										M = Accelerated Instruction for Mastery								
344											CP = Coordination Of All Programs								
345																			
346				Spec.				Resources			Evaluation								
347	Needs	Strategies	SW	Prog/	Person(s)	Timeline													
348	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative								
349	P	Lunch duty will be divided by		10	Asst. Principal	Fall 2009				Written Schedule	Limited incidents								
350		a week at a time per teacher.									of misbehavior								
351																			
352	P	Football and basketball duties will be		10	Principal					Written Schedule	Staff will be on duty								
353		opened for volunteers to all campus																	
354		faculties.																	
355																			
356	PJ	MHS will work to effectively monitor		10	All staff					Written Plan	Zero incidents of								
357		students during construction									injury								
358																			
359																			
360																			
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375		MULESHOE INDEPENDENT SCHOOL DISTRICT								Schoolwide Component	
376		2009-2011 Muleshoe High School Action Plan								R = Reform Strategies	
377	Goal 3:									I = Instruction by Highly Qualified Staff	
378		<i>Muleshoe HS will provide vocational opportunities and guidance for college level preparation and enrichment through a challenging curriculum.</i>								PD = Prof. Development	
379										H = Highly Qualified Staff	
380										PI = Parental Involvement	
381										T = Transition	
382		A = Assessment									
383	Obj. 1									M = Accelerated Instruction for Mastery	
384										CP = Coordination Of All Programs	
385											
386										Evaluation	
387			Spec.				Resources				
388	Needs	Strategies	SW	Prog/	Person(s)	Timeline					
389	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative
390	LN	Provide students with opportunities to receive career education	R,T	10	Counselor	Fall 2009			T, L	Written plan	
391											
392											
393	ACFQL	Create regular opportunities for students to learn about careers through things such as job fairs	R, PI CP	10	Counselor	Fall 2009			L, T1	Written Plan	
394											
395											
396											
397	K	MHS will continue to offer a variety of dual credit courses		5	Counselor	Fall 2009 and Fall 2010			T1	Written Course Catalog	More students graduating with college hours
398											
399											
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415	MULESHOE INDEPENDENT SCHOOL DISTRICT										
416	2009-2011 Muleshoe High School Action Plan										
417											
418	Goal 4:										Schoolwide Component
419		<i>Muleshoe HS will recruit and maintain a highly qualified staff and meet</i>									R = Reform Strategies
420		<i>the educational needs of all students.</i>									I = Instruction by Highly Qualified Staff
421											PD = Prof. Development
422											H = Highly Qualified Staff
423											PI = Parental Involvement
424	Obj. 1										T = Transition
425											A = Assessment
426											M = Accelerated Instruction for Mastery
427											CP = Coordination Of All Programs
428			Spec.					Resources		Evaluation	
429	Needs	Strategies	SW	Prog/	Person(s)	Timeline					
430	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative
431	PN	Staff development will occur on	P, D	10	Principal	Fall 2010				Training	Teachers teaching
432		technology in the classroom	H, I								using tech.
433											
434	P	Improved technology and equipment	P, D	10	Principal &	Ongoing				Increase tech.	Meet state and
435		in classrooms	H, I		dept. coordinators					in classes	AYP standards
436											
437	D	Implement Mentor program for new	PD	11	Principal	Fall 2009					
438		teachers									
439											
440	O	All vacancies will be filled with	I, H	11	Principal	Ongoing				Interviews and	All vacancies filled
441		highly qualified personnel								Reference checks	
442											
443	AOP	Actively monitor all teachers	I, PD	11	Principal	Ongoing				Summations to	PDAS
444										Teacher	documentation
445											
446	AOP	Staff development offered to include	PD	11	Principal	Ongoing				Summaries from	Certification from
447		instructional strategies that meet the								trainings	trainings
448		needs of all students									
449											
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	A	B	C	D	E	F	G	H	I	J	K	
457		MULESHOE INDEPENDENT SCHOOL DISTRICT										
458		2009-2011 Muleshoe High School Action Plan										
459										Schoolwide Component		
460	Goal 5:									R = Reform Strategies		
461		<i>Muleshoe ISD will incorporate strategies to communicate with all parents and community members.</i>									I = Instruction by Highly Qualified Staff	
462											PD = Prof. Development	
463											H = Highly Qualified Staff	
464											PI = Parental Involvement	
465											T = Transition	
466	Obj. 1									A = Assessment		
467										M = Accelerated Instruction for Mastery		
468										CP = Coordination Of All Programs		
469												
470				Spec.				Resources			Evaluation	
471	Needs	Strategies	SW	Prog/	Person(s)	Timeline						
472	Assmt.	Implementation(s)	Comp.	Pops	Responsible	Start/End	Human	Material	Fiscal	Formative	Summative	
473	FJQ	Parent newsletters (through BCIS II)	R, PI	11	BCIS II teacher	Fall 2009				Completed	Better comm.	
474		with submission required from every	CP							newsletter	with parents	
475		teacher will be created and maintained										
476												
477	FJ	Increased and up-to-date use of MISD	PI	11	Principal	Fall 2009						
478		website to communicate and inform										
479												
480	FJ	Staff utilizes Outlook Calendar for the	PI	11	Principal &	Fall 2009				Send/Receive	Better comm.	
481		entire staff communication			all staff					calendar events	with staff	
482												
483	FJ	Parent Newsletters will be added to	PI	11	BCIS Teacher	Fall 2009						
484		the web (through BCIS II)										
485												
486	AFDGJQ	Teacher contact with every student's	CP	11	All staff	Fall 2009				Plan for parent	Better comm.	
487		parent at least once per semester	PI							visits	with parents	
488												
489	JQF	Parent Conferences will be held	CP	11	All staff	Fall 2009				Plan for parent	Better comm.	
490		to distribute report cards for the 1st	PI							visits	with parents	
491		and 4th 6 weeks										
492												
493	Q	All communications will be translated	PI	11	Principal & all staff							
494		into English and Spanish.				Ongoing						
495												
496	JQF	Parent-teacher conference formats	PI	11	Principal &	Fall 2009				New Plan	Better	
497		will be restructured and standardized.			Coordinators						communication	
498											with parents	

Muleshoe ISD
 State Comp Ed Budget
 2009-2010

Updated 10/9/2009

Function - OBJECT	H.S.	Jr. High	DeShazo	Dillman	PEP	TOTAL
*Salaries include benefits						
11-Teacher Salaries	101,195	201,315	241,411	180,781		724,702
11-T.A. Salaries	-	-	36,254	30,627		66,881
11-Substitutes	7,159	1,534	2,557	4,101		15,351
11-Tutorials/Extra Duty	-	-	-	-		-
11-Homebound (PRS) Salary	1,023	1,023	-	-		2,046
11-Summer School Duty	-	-	511	-		511
TOTAL SALARIES	109,377	203,872	280,733	215,509	-	809,491
						-
11-Contracted Services	-	-	5,000	-		5,000
11-Supplies	25,000	2,500	3,000	4,900		35,400
11-Summer School Supplies	-	-	-	-		-
11-Travel & Other	500	1,200	-	3,000		4,700
	-	-	-	-		-
93-Payment to Fiscal Agent	-	-	-	-	183,000	183,000
						-
TOTAL	134,877	207,572	288,733	223,409	183,000	1,037,591
Teacher & TA FTEs	2.28	4.21	7.97	6.12		20.58

Projected State Comp Ed Allotment

\$1,365,811