

# Marble Falls Independent School District

## Marble Falls High School

### 2020-2021 Goals/Performance Objectives/Strategies

**Accountability Rating: Not Rated: Declared State of Disaster**

**Distinction Designations:**

Academic Achievement in Mathematics  
Academic Achievement in Science  
Academic Achievement in Social Studies  
Postsecondary Readiness

**Board Approval Date:** November 16, 2020

# Mission Statement

Marble Falls High School will meet the educational challenges of the 21st Century and provide a quality educational experience for all students in all academic and extracurricular areas. Through collaboration of all stakeholders, Marble Falls High School will provide relevant instruction by developing an aligned curriculum and assessment focused on learning. The educational needs for all students will be met so that they will be ready for college, a career, or other post-secondary options.

## Vision

Every Student Achieving Maximum Potential in an Engaging, Inspiring, and Challenging Environment

# Table of Contents

Goals 4

Goal 1: Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards. 4

Goal 2: Marble Falls ISD will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the District's Vision. 12

Goal 3: Marble Falls ISD will foster a culture of trust by providing accurate, timely, and interactive communication to all stakeholders and by encouraging parents, students, and the community at-large to be involved in our school. 14

Goal 4: Marble Falls ISD will provide a safe and healthy environment conducive to student learning. 17

Goal 5: Marble Falls ISD will recruit, hire, develop, and retain highly qualified and effective personnel. 21

Goal 6: Marble Falls ISD will exercise fiscal responsibility to maintain financial strength and provide financial resources for education programs. 23

# Goals

**Goal 1:** Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 1:** MFHS will increase the percentage of students meeting or exceeding progress as measured by TEA progress measure for STAAR Reading and Math.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** STAAR Assessment Data

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS will continue the implementation of the Literacy Project for 2020-2021.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have more opportunities to practice critical reading and to support their answers to the writing prompts with textual evidence.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, IC, Administration.</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4, 2.5, 2.6</p> <ul style="list-style-type: none"><li>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</li><li>- <b>ESF Levers:</b> Lever 5: Effective Instruction</li><li>- <b>Additional Targeted Support Strategy</b></li></ul>

### Strategy 2 Details

**Strategy 2:** MFHS will implement double-blocked English classes for our identified targeted students who have a demonstrated need for additional support.

**Strategy's Expected Result/Impact:** Targeted students will have growth in ELA.

**Staff Responsible for Monitoring:** Counselors and Administrator

**Schoolwide and Targeted Assistance Title I Elements:**

2.4, 2.5, 2.6

- **TEA Priorities:**

Build a foundation of reading and math

- **ESF Levers:**

Lever 5: Effective Instruction

- **Additional Targeted Support Strategy**

### Strategy 3 Details

**Strategy 3:** MFHS will build time in the master schedule for core areas to implement PLCs during the school day.

**Strategy's Expected Result/Impact:** Quality planning of instruction based on student progress

**Staff Responsible for Monitoring:** Principal, Instructional Coach

**TEA Priorities:**

Recruit, support, retain teachers and principals

### Strategy 4 Details

**Strategy 4:** MFHS will utilize their instructional coach to support teachers in improving Tier 1 instruction in the classroom with a focus on mastery of skills in reading, writing, and mathematics by increasing alignment of the written, taught, and tested curriculum.

**Strategy's Expected Result/Impact:** Increased student performance

**Staff Responsible for Monitoring:** Principal

**Goal 1:** Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 2:** MFHS will increase the percentage of English Language Learners meeting or exceeding 1 year growth as measured by TELPAS.

**Targeted or ESF High Priority**

**Summative Evaluation:** Significant progress made toward meeting Objective

**Strategy 1 Details**

**Strategy 1:** MFHS, with district support, will add an ELL instructional support paraprofessional to offer push-in and pull-out support for ELL students.

**Strategy's Expected Result/Impact:** Students will receive the support necessary to help them improve learning.

**Staff Responsible for Monitoring:** Admin and LPAC coordinator

**Schoolwide and Targeted Assistance Title I Elements:**

2.4, 2.5, 2.6

- **ESF Levers:**

Lever 5: Effective Instruction

- **Additional Targeted Support Strategy**

**Strategy 2 Details**

**Strategy 2:** MFHS will provide job embedded training throughout the year to address the needs of our teachers in sheltered classrooms.

**Strategy's Expected Result/Impact:** Improvement in the implementation of sheltered instruction classes.

**Staff Responsible for Monitoring:** Instructional Coach, Director of Bilingual Education

**ESF Levers:**

Lever 5: Effective Instruction

- **Additional Targeted Support Strategy**

**Strategy 3 Details**

**Strategy 3:** MFHS will explore a new-arrival program for those who are brand new to the United States.

**Strategy's Expected Result/Impact:** Recommendation of new programming for new-arrival students

**Staff Responsible for Monitoring:** Director of Bilingual/ESL, Principal

**Goal 1:** Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 3:** MFHS will increase the passing rate of special education students on STAAR in all tested areas.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS will monitor compliance of implementation of student individual education plans and coaching teachers who need to improve in this area.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student performance due to successful IEP implementation.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.6</p> <ul style="list-style-type: none"><li>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</li><li>- <b>Results Driven Accountability</b></li></ul>
Strategy 2 Details
<p><b>Strategy 2:</b> MFHS will provide CTE teachers professional development in the areas of supporting reading and writing activities in the CTE classroom, cooperative grouping, and strategies in assigning students with group roles that will incorporate reading and/or math skills in the CTE classroom in order to better support students in their classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be able to encourage students to grow in areas of deficiency as opposed to avoiding the work. Increase in performance of students in CTE classes</p> <p><b>Staff Responsible for Monitoring:</b> CTE Coordinator, Instructional Coach.</p> <p><b>Results Driven Accountability</b></p>
Strategy 3 Details
<p><b>Strategy 3:</b> MFHS CTE and core academic teachers will meet to determine academic skills from ELA, BIO, or Algebra that can be reinforced in the CTE classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Co-planning will expose students to more real-world application of content.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, IC, CTE coordinator</p>

#### Strategy 4 Details

**Strategy 4:** Professional Learning Communities will evaluate and monitor targeted students on their campus and make recommendations for additional services and supplies as necessary.

**Strategy's Expected Result/Impact:** Additional student supports provided

**Staff Responsible for Monitoring:** Principal, APs, Instructional Coach

**Results Driven Accountability**



**Goal 1:** Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 4:** MFHS will increase the percentage of annual graduates that meet the TSI threshold in both English Language Arts/Reading and Mathematics.

**Evaluation Data Sources:** TSI data will indicate an improvement over previous year.

**Summative Evaluation:** Significant progress made toward meeting Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> MFHS will continue the implementation of the Literacy Project for 2020-2021.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have more opportunities to practice critical reading and to support their answers to the writing prompts with textual evidence.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, IC, Administration.</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> MFHS will administer the math section of the TSI to juniors at the end of Algebra 2 in Late April</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be exposed to more of the content that will be tested on TSI.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors/ Administrators</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> MFHS will implement the TEA Texas College Bridge program for senior students who haven't passed the TSI English and Math assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> More students will meet the TSI threshold/ college ready standard by graduation.</p> <p><b>Staff Responsible for Monitoring:</b> IC, Bridge teachers</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> For the 2020-2021 school year, MFHS will offer additional TSI retesting opportunities to seniors. Study sessions will be offered before retesting. In addition, MFHS will implement TSI preparation sessions for juniors.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of students passing TSI</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p>

**Goal 1:** Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 5:** MFHS will increase the percentage of annual graduates that meet the criteria for CCMR.

**Evaluation Data Sources:** More students will meet criteria for CCMR.

**Summative Evaluation:** Significant progress made toward meeting Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> MFHS first year welding class and BIMM will offer a certification opportunity.  <b>Strategy's Expected Result/Impact:</b> Students will receive an industry-based certification.  <b>Staff Responsible for Monitoring:</b> CTE Teacher and CTE Coordinator</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> MFHS will develop a CCMR tracking system with the counselors.  <b>Strategy's Expected Result/Impact:</b> Tracking system established  <b>Staff Responsible for Monitoring:</b> Counselors</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> MFHS students will be advised and schedules designed to encourage graduation under the Foundation Plan with an endorsement or the Distinguished graduation plan.  <b>Strategy's Expected Result/Impact:</b> Increased graduation rate of students graduating under the Foundation plan with an endorsement or the Distinguished graduation plan  <b>Staff Responsible for Monitoring:</b> Counselors</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> MFHS students will be provided guidance related to TEXAS grants programs, career &amp; college choices, higher education admissions and financial aid through high school advisement, college fair, and student/parent information sessions provided by the campus counselors and the college/career advisor.  <b>Strategy's Expected Result/Impact:</b> Increased FASFA rates, increase scholarship awards, increased college admissions  <b>Staff Responsible for Monitoring:</b> Counselors, College and Career Advisor</p>
<b>Strategy 5 Details</b>
<p><b>Strategy 5:</b> Counselors will continue to build 4 year plans for 8th grade students and update plans for 9th and 10th grade students each year to support students to enter a college or career field with necessary high school coursework.  <b>Strategy's Expected Result/Impact:</b> 100% students in grades 8-12 have four years plans in place.  <b>Staff Responsible for Monitoring:</b> Counselors</p>

**Goal 1:** Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 6:** MFHS will improve the performance of students in AP and dual credit courses.

**Evaluation Data Sources:** More students will earn college credit through AP or dual credit courses as identified on AP score reports or dual credit course grades.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS will encourage current AP teachers to become raters for AP tests. <b>Strategy's Expected Result/Impact:</b> Teacher will be more educated on content and test make-up. <b>Staff Responsible for Monitoring:</b> IC, Administration</p>
Strategy 2 Details
<p><b>Strategy 2:</b> MFHS will provide APSI training to teachers who have not been trained within a 3-year cycle. <b>Strategy's Expected Result/Impact:</b> Fresh training on AP content. <b>Staff Responsible for Monitoring:</b> Administration</p>
Strategy 3 Details
<p><b>Strategy 3:</b> MFHS students enrolled in dual credit classes will be required to sign a FERPA waiver to allow dual credit teachers to discuss student performance with the student's parents. <b>Strategy's Expected Result/Impact:</b> Two-way communication with parents will improve student performance in the classroom. <b>Staff Responsible for Monitoring:</b> Administrators, counselors, teachers</p>
Strategy 4 Details
<p><b>Strategy 4:</b> MFHS will explore other dual credit opportunities (for example UT OnRamps). <b>Strategy's Expected Result/Impact:</b> More dual credit opportunities for our students. <b>Staff Responsible for Monitoring:</b> Executive Director of Secondary Education</p>

**Goal 1:** Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 7:** MFHS will increase high school graduation and completion rates by focusing efforts to reduce the dropout rate by continuing with ongoing dropout prevention, intervention and recovery program protocols, and the use of alternate online-based learning environments and mentoring.

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> MFHS will monitor the fidelity of academic and behavioral interventions as well as credit recovery opportunities for at-risk students to increase student performance and graduation/completion rates while decreasing discipline referrals and out of class placements.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student performance of students receiving academic and behavioral interventions</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coach RtI Coordinator</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> MFHS will monitor performance data of students served in the DAEP including: student groups served, attendance rates, pre- post- assessment results, dropout rates, graduation rates and recidivism rates, as well as effectiveness of transition plans.</p> <p><b>Strategy's Expected Result/Impact:</b> Decreased recidivism, higher completion rate</p> <p><b>Staff Responsible for Monitoring:</b> Principal of DAEP, Counselors</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> Campus counselors will identify students that are homeless and utilize district resources (TI reservations and TEHCY funds), in coordination with the district homeless liaison, to provide emergency instructional supplies, hygiene products and clothing as needed.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in support for students</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p>

**Goal 2:** Marble Falls ISD will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the District's Vision.

**Performance Objective 1:** MFHS will develop a comprehensive professional learning program to build instructional and leadership capacity in teachers.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** Teachers will own campus results and strive for overall campus growth.

**Summative Evaluation:** Significant progress made toward meeting Objective

<b>Strategy 1 Details</b>
<b>Strategy 1:</b> MFHS will develop a comprehensive job description for department chairs. <b>Strategy's Expected Result/Impact:</b> Common expectations among department leaders. <b>Staff Responsible for Monitoring:</b> Administration
<b>Strategy 2 Details</b>
<b>Strategy 2:</b> MFHS will invite teachers who do not hold official leadership roles to serve in leadership capacities. <b>Strategy's Expected Result/Impact:</b> Leadership capacity will be expanded within the school. <b>Staff Responsible for Monitoring:</b> Administration and committee chairs

**Goal 2:** Marble Falls ISD will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the District's Vision.

**Performance Objective 2:** MFISD will develop opportunities to increase leadership skills for students.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS will continue the Principal's Advisory Committee <b>Strategy's Expected Result/Impact:</b> More student voice in the school <b>Staff Responsible for Monitoring:</b> Principal</p>
Strategy 2 Details
<p><b>Strategy 2:</b> MFHS will investigate and make recommendations for the expansion of activities that increase and respond to student voice. <b>Strategy's Expected Result/Impact:</b> Increased student participation, implemented change based on student recommendations <b>Staff Responsible for Monitoring:</b> Principal</p>

**Goal 3:** Marble Falls ISD will foster a culture of trust by providing accurate, timely, and interactive communication to all stakeholders and by encouraging parents, students, and the community at-large to be involved in our school.

**Performance Objective 1:** MFHS will use various types of media, including social media, to communicate MFHS messages and engage parents to be active participants in their child's education.

**Evaluation Data Sources:** More parents will be engaged and knowledgeable of school information.

**Summative Evaluation:** Some progress made toward meeting Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> MFHS will continue to use Twitter to broadcast campus information.  <b>Strategy's Expected Result/Impact:</b> Increase knowledge of campus information.  <b>Staff Responsible for Monitoring:</b> Principal, department leaders</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> MFHS will develop a MFHS facebook account to communicate important information and engage parents.  <b>Strategy's Expected Result/Impact:</b> Parents will be more engaged through social media.  <b>Staff Responsible for Monitoring:</b> Principal</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> MFHS will develop activities that will result in an increase to the amount of participation for members of historically marginalized populations in MFISD programs, initiatives, and decision-making processes.  <b>Strategy's Expected Result/Impact:</b> Increased community satisfaction and participation across diverse groups  <b>Staff Responsible for Monitoring:</b> Principal</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> MFHS will conduct an annual meeting to review and revise the written Parental and Family Engagement Plan. The plan is developed jointly with, agreed upon by, and distributed to, parents of participating students.  <b>Strategy's Expected Result/Impact:</b> Revised Parental and Family Engagement Plan, Parent Compacts, increased feedback  <b>Staff Responsible for Monitoring:</b> Principal</p>

### Strategy 5 Details

**Strategy 5:** MFHS will continue to provide consistent, timely, and accurate communication to parents on individual student achievement data through a variety of methods such as but not limited to: student work samples, progress report updates, report cards, parent-teacher conferences, teacher phone calls, TEA assessment portals, MTSS meetings, Skyward Parent Access.

**Strategy's Expected Result/Impact:** Increased parent engagement

**Staff Responsible for Monitoring:** Principal



**Goal 3:** Marble Falls ISD will foster a culture of trust by providing accurate, timely, and interactive communication to all stakeholders and by encouraging parents, students, and the community at-large to be involved in our school.

**Performance Objective 2:** MFHS will prepare students to effectively utilize digital resources, advocate for themselves, and communicate effectively with a variety of audiences.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details
<p><b>Strategy 1:</b> Advisory lessons will be developed to help MFHS students learn how to advocate for themselves and communicate effectively with their teachers (mindset 4). <b>Strategy's Expected Result/Impact:</b> Students will learn how to properly advocate with a superior. <b>Staff Responsible for Monitoring:</b> Instructional Coach and SEL counselor</p>
Strategy 2 Details
<p><b>Strategy 2:</b> MFHS teachers will use consistent digital learning platforms. <b>Strategy's Expected Result/Impact:</b> Greater student success in class <b>Staff Responsible for Monitoring:</b> Principal, APs, Instructional Coach</p>

**Goal 4:** Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

**Performance Objective 1:** MFHS will provide training for all staff to ensure a safe, secure, and healthy environment that will ensure student learning.

**Evaluation Data Sources:** Sign in sheets, meeting agendas, google classroom logs

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details
<p><b>Strategy 1:</b> MFISD will ensure that required compliance trainings are completed by appropriate staff. <b>Strategy's Expected Result/Impact:</b> 100% completion of all required trainings <b>Staff Responsible for Monitoring:</b> Administration</p>
Strategy 2 Details
<p><b>Strategy 2:</b> MFHS will provide safety and security trainings to all staff. <b>Strategy's Expected Result/Impact:</b> 100% staff trained <b>Staff Responsible for Monitoring:</b> Principal</p>
Strategy 3 Details
<p><b>Strategy 3:</b> Staff members will be trained on the consistent implementation of the MFISD Board approved Code of Conduct, including Bullying Investigation and Reporting Process. <b>Strategy's Expected Result/Impact:</b> 100% campus staff trained <b>Staff Responsible for Monitoring:</b> Principal</p>

**Goal 4:** Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

**Performance Objective 2:** MFHS will provide a safe and healthy environment for all stakeholders at all MFISD facilities.

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS teachers will be effectively trained to manage a variety of emergency events to include fire, tornado, and active shooter scenarios.</p> <p><b>Strategy's Expected Result/Impact:</b> Students and staff will be safe and prepared in an emergency event.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals</p>

**Goal 4:** Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

**Performance Objective 3:** MFISD will provide social emotional learning opportunities that will reinforce a positive learning environment for all students.

**Summative Evaluation:** Some progress made toward meeting Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> MFHS SEL counselor will continue to work with groups of students identified as needing additional SEL supports. <b>Strategy's Expected Result/Impact:</b> Targeted groups will gain strategies to be better able to manage emotional setbacks. <b>Staff Responsible for Monitoring:</b> Principal</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> MFHS will continued the use of the 7 Mindsets curriculum for advisory lessons. <b>Strategy's Expected Result/Impact:</b> Students will be better skilled to have a positive mindset. <b>Staff Responsible for Monitoring:</b> SEL Counselor</p>

**Goal 4:** Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

**Performance Objective 4:** MFISD will increase behavioral interventions, positive behaviors and positive school culture, thus decreasing referrals and discipline incidents.

**Summative Evaluation:** Significant progress made toward meeting Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> MFHS will utilize the digital positive behavior intervention support platform called HERO K-12.</p> <p><b>Strategy's Expected Result/Impact:</b> Positive reinforcement of campus-wide expectations.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Campus behavior coaches and social emotional learning counselors will provide specialized behavior support, SEL training, and coaching of behavior strategies to support campuses with refining student behavior systems.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase support of students and teachers</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> MFHS will ensure that the discipline management program provides for prevention, intervention and education concerning unwanted physical and/or verbal aggression, sexual harassment, cyber-bullying, bullying harassment on campus, school grounds, and in school vehicles.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in unwanted behaviors</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> MFHS will adhere to the district's policy addressing sexual abuse, sex trafficking, and other maltreatment of children which includes methods for staff, student and parent awareness including prevention techniques and warning signs of victims, actions for the safety and counseling of the victims and CPS reporting by staff and administrators.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased awareness</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>
<b>Strategy 5 Details</b>
<p><b>Strategy 5:</b> MFHS will provide counseling and guidance services to support identified student needs regarding early mental health intervention, suicide prevention, conflict resolution, use of tobacco, and drug/violence prevention/intervention. The campus will integrate best practices on grief-informed and trauma-informed care. The campus will continue to train staff in Risk Assessments and the Student Safety Plan.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased awareness of processes</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p>

**Goal 5:** Marble Falls ISD will recruit, hire, develop, and retain highly qualified and effective personnel.

**Performance Objective 1:** MFHS will utilize all available resources, including colleges, universities, regional service centers, education-related professional organizations, job fairs, and alternative certification programs to recruit quality, diverse applicants pools.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS will participate in job fairs to actively recruit candidates for open positions.</p> <p><b>Strategy's Expected Result/Impact:</b> We will hire qualified candidates for open positions.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p>

**Goal 5:** Marble Falls ISD will recruit, hire, develop, and retain highly qualified and effective personnel.

**Performance Objective 2:** MFHS will retain highly qualified instructional staff.

**Summative Evaluation:** Significant progress made toward meeting Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> MFHS will continue to offer social opportunities for staff to foster positive relationships among the adults. <b>Strategy's Expected Result/Impact:</b> People want to work in places that they build positive relationships. <b>Staff Responsible for Monitoring:</b> Principal</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> MFHS staff will participate in a day of professional development focused on adult SEL and to provide social engagement during August PD. <b>Strategy's Expected Result/Impact:</b> People want to work in places that build positive relationships. <b>Staff Responsible for Monitoring:</b> Principal</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> MFHS teachers will meet regularly through professional learning communities (PLCs) to articulate learning goals based upon the curriculum, analyze student data, evaluate student work, and plan engaging instruction. <b>Strategy's Expected Result/Impact:</b> Increased collaboration across grade level teams, increase in student performance, lower teacher turnover rate <b>Staff Responsible for Monitoring:</b> Principal</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> MFHS will provide increased awareness of social emotional learning competencies and resources available to staff through the Employee Assistance Program (EAP) to support their personal well-being. <b>Strategy's Expected Result/Impact:</b> Greater staff awareness of and accessing of employee assistance program <b>Staff Responsible for Monitoring:</b> Principal</p>

**Goal 6:** Marble Falls ISD will exercise fiscal responsibility to maintain financial strength and provide financial resources for education programs.

**Performance Objective 1:** MFHS will develop a budget that continues focuses on the Comprehensive Needs Assessment and Campus Improvement Plan

**Evaluation Data Sources:** Expenditures will align with campus goals.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS department chairs will have oversight of their departmental budget.</p> <p><b>Strategy's Expected Result/Impact:</b> Department chairs will develop leadership and direction within their departments.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>



**Goal 6:** Marble Falls ISD will exercise fiscal responsibility to maintain financial strength and provide financial resources for education programs.

**Performance Objective 2:** MFISD will enhance fiscal transparency.

**Summative Evaluation:** Significant progress made toward meeting Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> MFHS campus budgets will be discussed and developed with input from the campus CEIC and ILT. <b>Strategy's Expected Result/Impact:</b> Parents, community representatives and teachers will be aware of campus budget spending. <b>Staff Responsible for Monitoring:</b> Principal</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> CEIC will be trained on compliance procedures and provide input during the district and campus budgeting process. <b>Strategy's Expected Result/Impact:</b> Increased knowledge of budget process <b>Staff Responsible for Monitoring:</b> Principal</p>