

**Marble Falls Independent School District**  
**Marble Falls High School**  
**2022-2023 Goals/Performance Objectives/Strategies**

**Accountability Rating: B**

# 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. 16

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 schools. 18

Goal 4: Marble Falls ISD will provide a safe and healthy environment conducive to student learning. 22

Goal 5: MFHS will recruit, hire, develop, and retain highly qualified and effective personnel. 28

Goal 6: MFHS will exercise fiscal responsibility to maintain financial strength and provide financial resources for education programs. 32

# 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.

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

**Next Year's Recommendation:** Continue to implement the Edify assessments in EOC courses.

Strategy 1 Details
<p><b>Strategy 1:</b> Implement Edify assessments in all EOC courses <b>Strategy's Expected Result/Impact:</b> On-time feedback on student progress. <b>Staff Responsible for Monitoring:</b> IC, teachers, administrators.</p>
Strategy 2 Details
<p><b>Strategy 2:</b> MFHS will continue the implementation of the literacy project for 2022-2023 <b>Strategy's Expected Result/Impact:</b> Students will have more opportunities to experience critical reading and to support their answers to the writing prompts with textual evidence. <b>Staff Responsible for Monitoring:</b> Teacehrs, IC, admin</p>
Strategy 3 Details
<p><b>Strategy 3:</b> MFHS will build time in the master schedule for the core areas to implement PLCs during the school day. <b>Strategy's Expected Result/Impact:</b> Quality planning of instruction based on student progress <b>Staff Responsible for Monitoring:</b> Principal, IC</p>
Strategy 4 Details
<p><b>Strategy 4:</b> MFHS will utilize their instructional teachers to improve tier 1 instruction in the classroom with the focus of mastery of schools in reading, writing, and mathematics by increasing alignment of the written, taught, and tested curriculum. <b>Strategy's Expected Result/Impact:</b> Increased student perofrmance <b>Staff Responsible for Monitoring:</b> Principal</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 2:** MFHS will increase the performance level of all students on STAAR in mathematics.

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

**Next Year's Recommendation:** Continue use of resources, such as, consultant feedback to implement strategies for increasing student achievement.

Strategy 1 Details
<p><b>Strategy 1:</b> Math teachers will attend the CAMT training during summer 2022. <b>Strategy's Expected Result/Impact:</b> Learning of and implementing of new instructional strategies. <b>Staff Responsible for Monitoring:</b> IC, admin</p>
Strategy 2 Details
<p><b>Strategy 2:</b> MFHS teachers will provide targeted instruction to students during advisory periods to address gaps in student learning. <b>Strategy's Expected Result/Impact:</b> Improvement in individual student performance. <b>Staff Responsible for Monitoring:</b> Teachers, IC</p>
Strategy 3 Details
<p><b>Strategy 3:</b> Geometry teachers will intentionally reinforce algebra skills to help improve the performance of students who have previously been unsuccessful in STAAR. <b>Strategy's Expected Result/Impact:</b> Improvement in the passing rate of the retesters. <b>Staff Responsible for Monitoring:</b> Teachers, IC, Admin.</p>
Strategy 4 Details
<p><b>Strategy 4:</b> Implementation of the new Algebraic reasoning class to serve as a mediation between algebra and geometry to support students who passed algebra I but failed the algebra EOC. <b>Strategy's Expected Result/Impact:</b> Improvement in the passing rate of the retesters. <b>Staff Responsible for Monitoring:</b> Admin</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 3:** MFISD will increase the percentage of students scoring at the meets and masters level on STAAR across all grades and contents tested.

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

Strategy 1 Details
<p><b>Strategy 1:</b> Purposeful PLC planning targeting PLC question 4 (What do we do when they already know it?) to enrich learning and push high performing students to grow.In</p> <p><b>Strategy's Expected Result/Impact:</b> Growth of students</p> <p><b>Staff Responsible for Monitoring:</b> ICs and Admin</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 4:** MFHS will increase the percentage of Emergent Bilingual (EBs) meeting or exceeding at least 1 categorical gain as measured through TELPAS.

**Evaluation Data Sources:** TELPAS

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

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS, with district support, will continue the newcomer program to support EB students.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will receive support necessary to help with successful transition.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, LPAC coordinator.</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>
Strategy 2 Details
<p><b>Strategy 2:</b> MFHS will provide job-embedded training throughout the year to address the needs of teachers in sheltered classrooms.</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in the implementation of the sheltered classes.</p> <p><b>Staff Responsible for Monitoring:</b> IC, Director of Bilingual Education.</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</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 passing rate of special education students on STAAR in all tested areas.

**Evaluation Data Sources:** STAAR Data

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

**Next Year's Recommendation:** Continued collaboration between case managers, teachers and paraprofessionals in the support of special education students.

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS will monitor compliance with the implementation of student individual education plans and coaching teachers who need to improve in this year.</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>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>
Strategy 2 Details
<p><b>Strategy 2:</b> MFHS will continue to 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 the 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, IC</p>
Strategy 3 Details
<p><b>Strategy 3:</b> MFHS CTE and core academic teachers will continue to meet to determine academic skills for ELA, BIO, and Algebra that can be reinforced in the CTE classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Co-planning will expose student to more real-world</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, IC, CTE coordinator</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 narrow the achievement gap between racial/ethnic, socioeconomic, and at-risk student groups.

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

**Next Year's Recommendation:** Continue scheduled interventions supporting student achievement on assessments.

Strategy 1 Details
<b>Strategy 1:</b> Marble Falls HS will implement targeted intervention during the advisory period. <b>Strategy's Expected Result/Impact:</b> Increased academic performance of all students. <b>Staff Responsible for Monitoring:</b> Teachers, IC, Admin
Strategy 2 Details
<b>Strategy 2:</b> Teachers of sheltered classes will receive job imbedded professional development. <b>Strategy's Expected Result/Impact:</b> Increased performance of Emergent Bilingual students. <b>Staff Responsible for Monitoring:</b> EB teachers, instructional coaches, Admin, and Director of Bilingual Services
Strategy 3 Details
<b>Strategy 3:</b> MFHS teachers will have focused conversations around data as it relates to sub-group performance on common assessments. <b>Strategy's Expected Result/Impact:</b> Adjustments will be made to instruction to improve student results. <b>Staff Responsible for Monitoring:</b> ICs, Admin, Teachers

**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 the percentage of annual graduates that meet the TSI threshold in both English Language Arts/Reading and Mathematics.

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

**Next Year's Recommendation:** Continued focus on supporting students in the area of TSI performance.

<b>Strategy 1 Details</b>
<b>Strategy 1:</b> MFHS english and math teachers will be administered the content specific TSI test. <b>Strategy's Expected Result/Impact:</b> Exposure to the test can better prepare teachers to assist students. <b>Staff Responsible for Monitoring:</b> ICs
<b>Strategy 2 Details</b>
<b>Strategy 2:</b> Students will take the Math TSI after having completed or being enrolled in Algebra 2. <b>Strategy's Expected Result/Impact:</b> Reinforcement of Algebra TEKS will improve student performance. <b>Staff Responsible for Monitoring:</b> Teachers, Admin
<b>Strategy 3 Details</b>
<b>Strategy 3:</b> Students will be provided with the opportunity to use APEX software in preparation for the TSI. <b>Strategy's Expected Result/Impact:</b> Increased performance on TSI assessment. <b>Staff Responsible for Monitoring:</b> Teachers
<b>Strategy 4 Details</b>
<b>Strategy 4:</b> MFHS will continue the implementation of the Literacy Project for 2022-2023. <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.
<b>Strategy 5 Details</b>
<b>Strategy 5:</b> MFHS will continue to implement the TEA Texas College Bridge program for senior students who haven't passed the TSI English and Math assessments. <b>Strategy's Expected Result/Impact:</b> More students will meet the TSI threshold/ college ready standard by graduation.

### Strategy 6 Details

**Strategy 6:** For the 2022-2023 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.

**Strategy's Expected Result/Impact:** Increased number of students passing TSI

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

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

**Next Year's Recommendation:** Scheduled quarterly review and data talks in regard to CTE certification completion, OnRamps completion, AP performance and completion of student pathways.

<b>Strategy 1 Details</b>
<b>Strategy 1:</b> MFHS will increase the number of students who earn industry based certifications in CTE courses. <b>Strategy's Expected Result/Impact:</b> Increased number of students earning certifications. <b>Staff Responsible for Monitoring:</b> CTE Coordinator, teachers
<b>Strategy 2 Details</b>
<b>Strategy 2:</b> Increase number of students earning credit in OnRamps courses. <b>Strategy's Expected Result/Impact:</b> Increase number of students earning credit in OnRamps courses.
<b>Strategy 3 Details</b>
<b>Strategy 3:</b> Increase the number of students earning a 3 or better on the AP exam. <b>Strategy's Expected Result/Impact:</b> More students will demonstrate college readiness by earning college credit through AP exams.
<b>Strategy 4 Details</b>
<b>Strategy 4:</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
<b>Strategy 5 Details</b>
<b>Strategy 5:</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

**Strategy 6 Details**

**Strategy 6:** MFHS students will be provided guidance related to TEXAS grants programs, career & 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.

**Strategy's Expected Result/Impact:** Increased FASFA rates, increase scholarship awards, increased college admissions

**Staff Responsible for Monitoring:** Counselors, College and Career Advisor

**Strategy 7 Details**

**Strategy 7:** 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.

**Strategy's Expected Result/Impact:** 100% students in grades 8-12 have four years plans in place.

**Staff Responsible for Monitoring:** Counselors

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

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

**Next Year's Recommendation:** Teachers will continue APSI and building their knowledge and strategies for increasing performance in the area of AP , OnRamps and dual credit as we transition into the early college high school program.

Strategy 1 Details
<p><b>Strategy 1:</b> Teachers of AP courses will receive training through APSI at least every 3 years.</p> <p><b>Strategy's Expected Result/Impact:</b> Frequent exposure to high-quality training will better prepare teachers to deliver AP material.</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 10:** MFHS will increase the percentage of annual graduates that earn an industry based certification.

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

**Next Year's Recommendation:** Continue having teachers who teach certification courses get certifications themselves.

Strategy 1 Details
<b>Strategy 1:</b> Teachers who teach courses with industry-based certifications will earn the certification themselves. <b>Strategy's Expected Result/Impact:</b> Exposure to the test will better enable teachers to prepare students for successful completion.
Strategy 2 Details
<b>Strategy 2:</b> All students enrolled in the course will be expected to sit for the certification exam. <b>Strategy's Expected Result/Impact:</b> All students will earn an industry-based certification.

**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 11:** 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.

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

**Next Year's Recommendation:** Schedule quarterly meetings to review discipline data. Streamline a system for consistent monitoring of credit recovery and intervention classes.

Strategy 1 Details
<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>
Strategy 2 Details
<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>
Strategy 3 Details
<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.

**High Priority**

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

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</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</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> MFHS will continue to build leadership capacity among both formal and informal leaders. <b>Strategy's Expected Result/Impact:</b> Leadership lessons built into meetings and campus PD. <b>Staff Responsible for Monitoring:</b> Admin</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 2:** MFHS will develop opportunities to increase leadership skills for students.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue the Principal's Advisory Committee and give student voice.

<b>Strategy 1 Details</b>
<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
<b>Strategy 2 Details</b>
<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

**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 schools.

**Performance Objective 1:** MFHS will increase communication to share MFISD messages, invite feedback from all stakeholders in the community, and engage the community to become champions and advocates for student success and the future of the district.

**Summative Evaluation:** Met Objective

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS will produce a monthly SMORE for distribution to students and parents. <b>Strategy's Expected Result/Impact:</b> Connected parents/students <b>Staff Responsible for Monitoring:</b> Shannon Minton</p>
Strategy 2 Details
<p><b>Strategy 2:</b> MFHS will continue to use Twitter and Facebook as community communication tools. <b>Strategy's Expected Result/Impact:</b> Increased connectivity with the community. <b>Staff Responsible for Monitoring:</b> Admin</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 schools.

**Performance Objective 2:** MFISD will use various types of media, including social media, to communicate MFISD messages and engage parents to be active participants in their child's education.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue communications and hosting activities such as Family Bingo night to allow parent/community voice in decision making.

<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 improve on the MFHS Facebook account and increase followers 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 schools.

**Performance Objective 3:** MFISD will increase Pre-K and Title campus parent engagement in programs and activities to promote and support home/school partnership.

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

**Next Year's Recommendation:** Continue parent/family engagement activities in the Spring.

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS will host a parent engagement event in the Fall. <b>Strategy's Expected Result/Impact:</b> Increased parent engagement. <b>Staff Responsible for Monitoring:</b> Admin, Teacher</p>
Strategy 2 Details
<p><b>Strategy 2:</b> MFHS will host a parent engagement event in the Spring. <b>Strategy's Expected Result/Impact:</b> Increased parent engagement. <b>Staff Responsible for Monitoring:</b> Admin, Teacher</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.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue to implement safety trainings and conduct bullying investigations. Increase conversations among students and staff relating to prevention of bullying.

Strategy 1 Details
<p><b>Strategy 1:</b> MFISD will ensure that required compliance trainings are completed by appropriate staff.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% completion of all required trainings</p> <p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% staff trained</p> <p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% campus staff trained</p> <p><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:** MFISD will provide opportunities for stakeholders to collaborate with MFISD to ensure a safe and healthy environment conducive to student learning.

**Summative Evaluation:** Met Objective



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

**Performance Objective 3:** MFISD will provide a safe and healthy environment for all stakeholders at all MFISD facilities.

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

**Next Year's Recommendation:** Continue to check security of doors. Hold staff/students accountable for wearing i.d. badges.

Strategy 1 Details
<p><b>Strategy 1:</b> Continue to harden the buildings, improve district safety operations, and increase officer presence to ensure a safe and secure environment.</p> <p><b>Strategy's Expected Result/Impact:</b> Decreased safety issues. Increased awareness of safety</p> <p><b>Staff Responsible for Monitoring:</b> Principal &amp; Director of Special Programs</p>

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

**Performance Objective 4:** MFISD will provide social emotional learning opportunities that will reinforce a positive learning environment for all students.

**Summative Evaluation:** Met 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 5:** MFHS will increase the campus attendance rate.

**Evaluation Data Sources:** Campus attendance reports

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

**Next Year's Recommendation:** Continue working on implementation of an attendance accountability during the advisory period.

Strategy 1 Details
<b>Strategy 1:</b> MFHS will continue to monitor student attendance rates weekly and provide intervention strategies for students who are falling below the established threshold. <b>Strategy's Expected Result/Impact:</b> Improved student attendance. <b>Staff Responsible for Monitoring:</b> Assistant Principals
Strategy 2 Details
<b>Strategy 2:</b> MFHS will continue to offer exam exemptions as an incentive for meeting high attendance expectations. <b>Strategy's Expected Result/Impact:</b> Improved campus attendance. <b>Staff Responsible for Monitoring:</b> Administration

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

**Performance Objective 6:** MFHS will increase behavioral interventions, positive behaviors and positive school culture, thus decreasing referrals and discipline incidents.

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

**Next Year's Recommendation:** Implement and hold accountable positive intervention supports.

**Strategy 1 Details**

**Strategy 1:** MFHS will utilize the digital positive behavior intervention support platform called HERO K-12.

**Strategy's Expected Result/Impact:** Positive reinforcement of campus-wide expectations.

**Staff Responsible for Monitoring:** Administrators

**Strategy 2 Details**

**Strategy 2:** Social emotional learning counselor will provide SEL training and strategies to support the campus with positive behaviors and positive school culture.

**Strategy's Expected Result/Impact:** Increase support of students and teachers

**Staff Responsible for Monitoring:** Principal

**Strategy 3 Details**

**Strategy 3:** 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.

**Strategy's Expected Result/Impact:** Decrease in unwanted behaviors

**Staff Responsible for Monitoring:** Principal

**Strategy 4 Details**

**Strategy 4:** 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.

**Strategy's Expected Result/Impact:** Increased awareness

**Staff Responsible for Monitoring:** Principal

**Strategy 5 Details**

**Strategy 5:** 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.

**Strategy's Expected Result/Impact:** Increased awareness of processes

**Staff Responsible for Monitoring:** Counselor

**Goal 5:** MFHS 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:** Met Objective

**Next Year's Recommendation:** Continue to participate in job fairs to recruit employees.

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:** MFHS will recruit, hire, develop, and retain highly qualified and effective personnel.

**Performance Objective 2:** MFHS will provide responsive, targeted professional learning opportunities for staff, job-embedded professional learning, and instructional planning professional development.

**Summative Evaluation:** Met Objective

Strategy 1 Details
<p><b>Strategy 1:</b> MFHS will provide opportunities for teachers and staff to request training for their specific needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved PD opportunities for teachers.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, ICs.</p>

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

**Performance Objective 3:** MFHS will retain highly qualified instructional staff.

**Summative Evaluation:** Met Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> MFHS will provide activities and events designed to strengthen personal bonds and improve campus culture. <b>Strategy's Expected Result/Impact:</b> High staff retention <b>Staff Responsible for Monitoring:</b> Admin, Counselors, Teacher Leaders</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>

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

**Performance Objective 4:** MFHS will provide social emotional supports for all district staff in order to model best practices and to recruit and retain highly effective personnel.

**Summative Evaluation:** Met Objective

Strategy 1 Details
<p><b>Strategy 1:</b> Campus SEL counselor will work with teachers who need it to help them overcome personal challenges.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved connectivity to the campus community.</p> <p><b>Staff Responsible for Monitoring:</b> SEL Counselor</p>



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

**Performance Objective 1:** MFISD will develop a budget that continues to focus on district priorities.

**Summative Evaluation:** Met 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:** MFHS will exercise fiscal responsibility to maintain financial strength and provide financial resources for education programs.

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

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

**Next Year's Recommendation:** Include budget discussions during CEIC meetings.

<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>