

Marble Falls Independent School District
District Improvement Plan
2021-2022 Goals/Performance Objectives/Strategies



Mission Statement

The mission of the Marble Falls ISD is to inspire and empower all students to lead extraordinary lives and embrace the possibilities of the 21st century through relevant, engaging learning experiences led by inspirational and nurturing educators.

Vision

Marble Falls ISD has an unyielding commitment to love every child and inspire them to achieve their fullest potential.

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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: MFISD will increase the percentage of students meeting or exceeding progress as measured by TEA progress measure for STAAR Reading and Math.

Strategy 1 Details
<p>Strategy 1: MFISD will provide classroom instruction that incorporates rigorous, high-quality experiences that promote critical thinking skills, with differentiated and scaffolded supports for students.</p> <p>Strategy's Expected Result/Impact: Powerful teaching and learning</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction, Campus administration, Instructional Coaches</p>
Strategy 2 Details
<p>Strategy 2: MFISD will ensure that during data meetings, staff will connect information learned about students through ongoing assessments to effective Tier 1 instruction.</p> <p>Strategy's Expected Result/Impact: Student progress toward measurable goals is visible in each and every classroom throughout the district.</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction, Principals, Instructional Coaches</p>
Strategy 3 Details
<p>Strategy 3: Staff will spiral concepts into instruction and plan intervention for students based on Renaissance STAR Math and Reading screener results in September, January and May in grade 3-8.</p> <p>Strategy's Expected Result/Impact: Increased student performance throughout the year</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction, Principal, Instructional Coaches</p>
Strategy 4 Details
<p>Strategy 4: Staff will spiral concepts into instruction and plan intervention for students based on Renaissance STAR Math screener results in September, January and May for students enrolled in Algebra 1.</p> <p>Strategy's Expected Result/Impact: Increased student performance throughout the year</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction, Principal, Instructional Coaches</p>

Strategy 5 Details

Strategy 5: Staff will spiral concepts into instruction and plan intervention for students based on Edify benchmarks at the 1st, 2nd, and 3rd nine weeks for students enrolled in STAAR & EOC tested areas in grades 6-12.

Strategy's Expected Result/Impact: Increased student performance throughout the year

Staff Responsible for Monitoring: Curriculum & Instruction, Principal, Instructional Coaches

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: MFISD will increase the percentage of students reading on or above grade level in grades PreK-8.

Strategy 1 Details
<p>Strategy 1: Kinder - 3rd grade teachers, including special education teachers, and principals will attend the TEA Reading Academy. Strategy's Expected Result/Impact: Increased knowledge of best practices in literacy and classroom implementation of those practices. Staff Responsible for Monitoring: Executive Director of Elementary Education</p>
Strategy 2 Details
<p>Strategy 2: MFISD will ensure effective implementation of the MFISD PreK -5 Literacy Model. Strategy's Expected Result/Impact: The percentage of PreK - 2nd grade students that score on grade level or above on reading assessments will increase by 2% by focusing on foundational reading skills. Staff Responsible for Monitoring: Executive Director of Elementary Education, Principals, Instructional Coaches</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 performance level of all students in STAAR writing across the district.

Strategy 1 Details
<p>Strategy 1: 4th grade teachers, including special education resource teachers, will focus not only on composition, but revising and editing by providing daily writing instruction. Strategy's Expected Result/Impact: Increased performance of all 4th grade writing students. Staff Responsible for Monitoring: Curriculum & Instruction, Instructional Coaches</p>
Strategy 2 Details
<p>Strategy 2: In partnership with Heart of Texas Writing Project, 4th - 9th grade teachers will participate in writing professional development. Strategy's Expected Result/Impact: Increase in frequency and quality of writing Staff Responsible for Monitoring: Executive Director of Elementary Education, Executive Director of Secondary Education, Instructional Coaches</p>
Strategy 3 Details
<p>Strategy 3: MFISD will implement the Literacy Project, with a focus on writing, at the secondary level in which all students will complete a project at least 6 times throughout the school year. Strategy's Expected Result/Impact: Increase in frequency and quality of writing Staff Responsible for Monitoring: Executive Director of Secondary Education, Instructional Coaches</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: MFISD will increase the percentage of students scoring at the meets and masters level on STAAR across all grades and contents tested.

Strategy 1 Details
<p>Strategy 1: MFISD will utilize instructional coaches 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.</p> <p>Strategy's Expected Result/Impact: Increased student performance</p> <p>Staff Responsible for Monitoring: Executive Director of Elementary Education, Executive Director of Secondary Education</p>
Strategy 2 Details
<p>Strategy 2: MFISD will provide time to instructional staff to increase collaboration that is student-learning focused and standards-focused.</p> <p>Strategy's Expected Result/Impact: Increased time for teacher planning</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction, Principals</p>
Strategy 3 Details
<p>Strategy 3: Collaborative meetings with the PLC mindset and focused on instruction over standards will be implemented regularly.</p> <p>Strategy's Expected Result/Impact: Increased teacher collaboration</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction, Principals, Instructional Coaches</p>
Strategy 4 Details
<p>Strategy 4: MFISD will support campuses in improvement through District Commitments as listed in the targeted improvement plans.</p> <p>Strategy's Expected Result/Impact: Implementation of targeted improvement plans</p> <p>Staff Responsible for Monitoring: Superintendent's Cabinet</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: MFISD will increase the percentage of English Learners (ELs) meeting or exceeding 1 categorical gain as measured through TELPAS.

Evaluation Data Sources: TELPAS

Strategy 1 Details
<p>Strategy 1: MFISD will enhance sheltered and dual language professional development and instructional coaching for teachers of EL students. Strategy's Expected Result/Impact: Increased teacher knowledge and classroom application of differentiated instructional strategies for English Learners. Staff Responsible for Monitoring: Bilingual/ESL Director, Curriculum & Instruction, Campus ILTs</p>
Strategy 2 Details
<p>Strategy 2: MFISD will increase Spanish language literacy resources for PK-12 campus libraries to support English Learners and community. Strategy's Expected Result/Impact: Increased access to first language (L1) literature for English Learners for literacy development foundation utilized for skill transfer into second language (L2). Staff Responsible for Monitoring: Bilingual/ESL Director, Curriculum & Instruction, Campus ILTs</p>
Strategy 3 Details
<p>Strategy 3: MFISD will hire a part time elementary parent liaison to serve elementary bilingual/ESL families. Strategy's Expected Result/Impact: Increased participation by elementary bilingual/ESL families. Staff Responsible for Monitoring: Bilingual/ESL Director</p>
Strategy 4 Details
<p>Strategy 4: MFISD will explore a more robust program to serve newcomers at the secondary level. Strategy's Expected Result/Impact: Possible Future Recommendation Staff Responsible for Monitoring: Bilingual/ESL Director</p>
Strategy 5 Details
<p>Strategy 5: The District will utilize a shared service arrangement with Region 13, to provide a high-quality and comprehensive educational program for migratory children that: reduces the education disruptions and other problems that result from repeated moves, does not penalize in any manner by disparities among the States in curriculum, provides appropriate services, full and appropriate opportunity to meet state academic standards, and that benefits students from systemic reform. Strategy's Expected Result/Impact: Increased student success and support for migrant students Staff Responsible for Monitoring: Bilingual/ESL Director</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: MFISD will increase the passing rate of special education students on STAAR in all tested areas.

Strategy 1 Details
<p>Strategy 1: MFISD district leadership will guide campus administration through data evaluation of targeted student populations and monitor stages of strategic plan. Campus administration will meet monthly to review data and make adjustments to instruction to ensure continuous improvement.</p> <p>Strategy's Expected Result/Impact: Increased use of data</p> <p>Staff Responsible for Monitoring: Executive Director of Special Services</p>
Strategy 2 Details
<p>Strategy 2: MFISD will provide professional development for administration, general education teachers, special education and paraprofessionals working with students with exceptionalities.</p> <p>Strategy's Expected Result/Impact: Increased opportunities for professional learning</p> <p>Staff Responsible for Monitoring: Superintendent's Cabinet</p>
Strategy 3 Details
<p>Strategy 3: MFISD will re-evaluate and modify, as necessary, written district guidelines.</p> <p>Strategy's Expected Result/Impact: Common language and consistency in procedures</p> <p>Staff Responsible for Monitoring: Executive Director of Special Services</p>
Strategy 4 Details
<p>Strategy 4: MFISD district leadership will work with campus leadership to analyze data of performance of targeted populations of students during monthly principal meetings. Campus leadership will evaluate teacher effectiveness of teaching students with exceptionalities utilizing the T-TESS and walk-through data.</p> <p>Strategy's Expected Result/Impact: Increased implementation of effective strategies</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction</p>
Strategy 5 Details
<p>Strategy 5: Professional Learning Communities will evaluate and monitor targeted students on their campus and make recommendations for additional services and supports as necessary.</p> <p>Strategy's Expected Result/Impact: Additional student supports provided</p> <p>Staff Responsible for Monitoring: Principals</p>

Strategy 6 Details

Strategy 6: MFISD district leadership will evaluate current support systems available in the district and establish a needs assessment of supports needed through teacher surveys, focus groups and staffing study. Following the needs assessment, district leadership will develop a plan for possible reallocation of teachers and/or aides to support targeted student populations, gather instructional resources to provide additional support to teachers, provide guides and instructional supports, as needed.

Strategy's Expected Result/Impact: Recommendations for future planning

Staff Responsible for Monitoring: Executive Director of Special Services

Strategy 7 Details

Strategy 7: Teachers and students meeting their goals will be recognized and celebrated on their campuses. Highest performing teachers will be featured at district meetings.

Strategy's Expected Result/Impact: Recognition

Staff Responsible for Monitoring: Executive Director of Special Services

Strategy 8 Details

Strategy 8: General education teachers will be trained on special education accommodations and instructional strategies.

Strategy's Expected Result/Impact: Increased use of supports for students

Staff Responsible for Monitoring: Curriculum & Instruction

Strategy 9 Details

Strategy 9: MFISD 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.

Strategy's Expected Result/Impact: Increase in performance of students in CTE classes

Staff Responsible for Monitoring: Executive Director of Secondary Education, Principals

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: MFISD will narrow the achievement gap between racial/ethnic, socioeconomic, and at-risk student groups.

Strategy 1 Details
<p>Strategy 1: MFISD 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>Strategy's Expected Result/Impact: Increased student performance of students receiving academic and behavioral interventions</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction, Principals, Instructional Coaches</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 8: MFISD will increase the percentage of annual graduates that meet the TSI threshold in both English Language Arts/Reading and Mathematics.

Strategy 1 Details
<p>Strategy 1: MFISD will implement the TEA Texas College Bridge program for senior students who haven't passed the TSI English and Math assessments. Strategy's Expected Result/Impact: Increased number of students who are college ready by graduation Staff Responsible for Monitoring: Executive Director of Secondary Education, Instructional Coach</p>
Strategy 2 Details
<p>Strategy 2: For the 2020-2021 school year, the District will offer additional TSI retesting opportunities to seniors. Study sessions will be offered before retesting. Strategy's Expected Result/Impact: Increase in students who pass TSI the second time. Staff Responsible for Monitoring: Executive Director of Instructional Services, Counselors</p>
Strategy 3 Details
<p>Strategy 3: For the 2020-2021 school year, the District will implement TSI preparation sessions for juniors. Strategy's Expected Result/Impact: Increased passing rate of TSI by junior class in Spring of 2021 Staff Responsible for Monitoring: Executive Director of Instructional Services, 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 9: MFISD will increase the percentage of annual graduates that meet the criteria for CCMR.

Strategy 1 Details
<p>Strategy 1: 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.</p> <p>Strategy's Expected Result/Impact: 100% students in grades 8-12 have a four year plan in place</p> <p>Staff Responsible for Monitoring: Executive Director of Secondary Education, Counselors</p>
Strategy 2 Details
<p>Strategy 2: Students will be advised and schedules designed to encourage graduation under the Foundation Plan with an endorsement or the Distinguished graduation plan.</p> <p>Strategy's Expected Result/Impact: Increased graduation rate of students graduating under the Foundation plan with an endorsement or the Distinguished graduation plan</p> <p>Staff Responsible for Monitoring: Executive Director of Instructional Services, Counselors</p>
Strategy 3 Details
<p>Strategy 3: Campus counselors and the college/career advisor will provide 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.</p> <p>Strategy's Expected Result/Impact: Increased FAFSA rates, increase scholarship awards, increased college admissions</p> <p>Staff Responsible for Monitoring: Executive Director of Instructional Services, 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 10: MFISD will improve the performance of students in AP and dual credit courses.

Strategy 1 Details
<p>Strategy 1: In coordination with the College Board, MFISD will assess the current state of AP participation rates and their correlation to successful exam completion, and research ways to improve AP enrollment, AP exam participation, and AP performance.</p> <p>Strategy's Expected Result/Impact: Deeper analysis of AP data</p> <p>Staff Responsible for Monitoring: Executive Director of Secondary Education, Principal</p>
Strategy 2 Details
<p>Strategy 2: MFISD will utilize AP Potential reports to recruit and encourage students to take AP classes that show potential to be successful.</p> <p>Strategy's Expected Result/Impact: Increased participation in AP classes</p> <p>Staff Responsible for Monitoring: Executive Director of Secondary Education, Principal</p>
Strategy 3 Details
<p>Strategy 3: MFISD will encourage AP teachers to apply to become graders/raters for AP exams.</p> <p>Strategy's Expected Result/Impact: Increased AP exam scores</p> <p>Staff Responsible for Monitoring: Executive Director of Secondary Education, Principal</p>
Strategy 4 Details
<p>Strategy 4: MFISD will evaluate College Board's new Pre-AP Program and its alignment with the MFISD mission, vision, and program goals.</p> <p>Strategy's Expected Result/Impact: Future recommendation on programming</p> <p>Staff Responsible for Monitoring: Executive Director of Secondary Education</p>
Strategy 5 Details
<p>Strategy 5: MFISD will analyze success rates in dual credit courses, refine the dual credit course articulation with CTC, and develop more effective processes to monitor student progress in dual credit courses as well as utilize drop deadlines in order to support students.</p> <p>Strategy's Expected Result/Impact: Increased opportunities for students, Higher passing completion rates of students in dual credit</p> <p>Staff Responsible for Monitoring: Executive Director of Instructional Services, Counselors</p>

Strategy 6 Details

Strategy 6: MFISD will explore UT Onramps programming for possibly future implementation.

Strategy's Expected Result/Impact: Future Possible Recommendation

Staff Responsible for Monitoring: Executive Director of Secondary Education, Executive Director of Instructional Services

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: MFISD will increase the percentage of annual graduates that earn an industry based certification.

Strategy 1 Details

Strategy 1: MFISD will implement additional industry based certifications through CTE courses to include:

BIMM - Microsoft Word

Floral Design - Texas State Floral Association Floral Skills Knowledge Based Certification

Advanced Floral Design - Texas State Floral Association Level 1 Floral Certification

Principles of Construction & Ag Mech & Metal - NCCER Core Curriculum

Practicum in Welding - AWS D9.1

Ag Mech & Metal - AWS D1.1

Engineering - Fanuc Robot Operator 1, AutoDesk Certified Professional in AutoCad

Graphic Design - Adobe Certified Associate in Photoshop

A/V - Adobe Certified Associate - Premiere Pro

Health Science Practicum - Certified Pharmacy Technician, Certified Nurse Aide, Emergency Medical Technician Basic

Strategy's Expected Result/Impact: Increased certifications offered and earned

Staff Responsible for Monitoring: Executive Director of Secondary Education

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 12: MFISD 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.

Strategy 1 Details
<p>Strategy 1: MFISD will initiate the RFP process for a new online platform to serve students who need credit recovery, credit acceleration, or an alternate online learning environment.</p> <p>Strategy's Expected Result/Impact: Recommendation of online platform for the 2021-2022 school year</p> <p>Staff Responsible for Monitoring: Executive Director of Instructional Services</p>
Strategy 2 Details
<p>Strategy 2: MFISD will provide opportunities to ensure a smooth and effective transition for students from early childhood programs to PreK and K, elementary to middle school, middle school to high school, and high school to post secondary education.</p> <p>Strategy's Expected Result/Impact: Increased parent awareness, increased participation in transition events</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction, Principals, Counselors</p>
Strategy 3 Details
<p>Strategy 3: MFISD 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>Strategy's Expected Result/Impact: Decreased referrals, decreased recidivism</p> <p>Staff Responsible for Monitoring: Executive Director of Instructional Services, Principal of Falls/EPIC</p>
Strategy 4 Details
<p>Strategy 4: MFISD will provide supplemental transportation to ensure educational stability for children in foster care.</p> <p>Strategy's Expected Result/Impact: Increased attendance and connection to school by children in foster care</p> <p>Staff Responsible for Monitoring: Executive Director of Instructional Services</p>
Strategy 5 Details
<p>Strategy 5: 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>Strategy's Expected Result/Impact: Increased attendance rate and connection to school. Fewer behavior incidents.</p> <p>Staff Responsible for Monitoring: Executive Director of Instructional Services, 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 13: MFISD will provide academic opportunities to students (EE-12) within our boundaries.

Strategy 1 Details
<p>Strategy 1: MFISD will continue its partnership with Head Start, building a solid foundation of early childhood education. Strategy's Expected Result/Impact: Increased school readiness and family support Staff Responsible for Monitoring: Executive Director of Elementary Education</p>
Strategy 2 Details
<p>Strategy 2: MFISD will provide after school enrichment opportunities for students at MFMS and HLES. Strategy's Expected Result/Impact: Increased student participation in after school enrichment opportunities Staff Responsible for Monitoring: Curriculum & Instruction, Principals</p>
Strategy 3 Details
<p>Strategy 3: MFISD will examine participation rates in co-curricular and extracurricular opportunities and explore areas to expand to encourage participation by underrepresented student groups. Strategy's Expected Result/Impact: Increased participation in student opportunities, increased diversity across programs Staff Responsible for Monitoring: Curriculum & Instruction, Principals</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: MFISD will develop a comprehensive professional learning program to increase the instructional leadership skills of district and building administrators.

Targeted or ESF High Priority

Strategy 1 Details
<p>Strategy 1: Campus principals, assistant principals, instructional coaches, and district instructional leaders will participate in monthly professional development focused on best practices implemented in schools.</p> <p>Strategy's Expected Result/Impact: Increased leadership capacity, increased implementation of best practice</p> <p>Staff Responsible for Monitoring: Superintendent's Cabinet</p>
Strategy 2 Details
<p>Strategy 2: A-Team and other central office leaders will be provided monthly training over leadership and district systems.</p> <p>Strategy's Expected Result/Impact: Increase in leadership skills</p> <p>Staff Responsible for Monitoring: Superintendent's Cabinet</p>
Strategy 3 Details
<p>Strategy 3: Principals, assistant principals, and instructional coaches will participate in focused book studies throughout the year.</p> <p>Strategy's Expected Result/Impact: Increased leadership capacity</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction</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: MFISD will develop a comprehensive professional learning program to build instructional and leadership capacity in teachers.

Targeted or ESF High Priority

Strategy 1 Details
<p>Strategy 1: MFISD will create wider awareness of district and campus level committees that need teacher membership and feedback. By serving on district and campus level committees, MFISD teachers will develop strong leadership skills and become stronger advocates for students.</p> <p>Strategy's Expected Result/Impact: Increased teacher participation on committees</p> <p>Staff Responsible for Monitoring: Central Office</p>
Strategy 2 Details
<p>Strategy 2: By serving on the District Math and District Literacy Committee, MFISD teachers will develop as strong, supported teacher leaders, not only in content, but in adult learning and team dynamics.</p> <p>Strategy's Expected Result/Impact: Increased instructional and leadership capacity in teachers.</p> <p>Staff Responsible for Monitoring: Executive Director of Elementary Education</p>
Strategy 3 Details
<p>Strategy 3: Investigate the implementation of a district-level teacher leader development program.</p> <p>Strategy's Expected Result/Impact: Recommendation for implementation in 2021-2022 school year.</p> <p>Staff Responsible for Monitoring: Superintendent's Cabinet</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 3: MFISD will develop opportunities to increase leadership skills for students.

Strategy 1 Details
<p>Strategy 1: MFISD will expand opportunities for students in all grades to increase their leadership skills. Strategy's Expected Result/Impact: List of opportunities for campuses to implement in future years Staff Responsible for Monitoring: Curriculum & Instruction</p>
Strategy 2 Details
<p>Strategy 2: MFISD will implement activities that increase and respond to student voice. Strategy's Expected Result/Impact: Increased student participation, Implemented change based on student recommendations Staff Responsible for Monitoring: Superintendent's Cabinet, Curriculum & Instruction, Principals</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 1: MFISD will increase methods of 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.

Strategy 1 Details
<p>Strategy 1: MFISD will expand opportunities to parents, family members, and community members to be involved within MFISD and, as appropriate, in decision-making within MFISD.</p> <p>Strategy's Expected Result/Impact: Increased engagement</p> <p>Staff Responsible for Monitoring: Superintendent's Cabinet, Principals</p>
Strategy 2 Details
<p>Strategy 2: MFISD will utilize the Marble Falls ISD Education Foundation to increase community support.</p> <p>Strategy's Expected Result/Impact: Increase in donations</p> <p>Staff Responsible for Monitoring: Executive Director of MFISD Education Foundation</p>
Strategy 3 Details
<p>Strategy 3: MFISD 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.</p> <p>Strategy's Expected Result/Impact: Increased community satisfaction and participation across diverse groups.</p> <p>Staff Responsible for Monitoring: Central Office, Principals</p>
Strategy 4 Details
<p>Strategy 4: Title I campuses 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</p> <p>Strategy's Expected Result/Impact: Revised Parental and Family Engagement Plan, Parent Compacts, and increased feedback</p> <p>Staff Responsible for Monitoring: Executive Director of Instructional Services, Principals</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.

Strategy 1 Details
<p>Strategy 1: MFISD 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, student support team meetings, Skyward Parent Access, etc.</p> <p>Strategy's Expected Result/Impact: Increased parent engagement</p> <p>Staff Responsible for Monitoring: Superintendent's Cabinet, Principals</p>
Strategy 2 Details
<p>Strategy 2: MFISD will continue to provide and enhance resources for parents to build capacity for strong parent and family member engagement.</p> <p>Strategy's Expected Result/Impact: Increased attendance at events</p> <p>Staff Responsible for Monitoring: Central Office, Principals</p>
Strategy 3 Details
<p>Strategy 3: MFISD will continue to post celebrations of students, staff, and community on a variety of media platforms.</p> <p>Strategy's Expected Result/Impact: Increase in social media "hits"</p> <p>Staff Responsible for Monitoring: Central Office</p>
Strategy 4 Details
<p>Strategy 4: MFISD will provide a Speaker Series for Families so that parents and guardians can glean information to better support their children.</p> <p>Strategy's Expected Result/Impact: Increase in parent/family participation in social emotional education.</p> <p>Staff Responsible for Monitoring: MFISD Social Emotional Learning Coordinator</p>
Strategy 5 Details
<p>Strategy 5: A monthly Social Emotional Newsletter will be sent to all families and staff regarding social emotional support and instruction.</p> <p>Strategy's Expected Result/Impact: Increase in parent/family social emotional education knowledge for the purpose of better supporting their children.</p> <p>Staff Responsible for Monitoring: MFISD Social Emotional Learning Coordinator</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 3: MFISD will prepare students to effectively utilize digital resources, advocate for themselves, and communicate effectively with a variety of audiences.

Strategy 1 Details

Strategy 1: MFISD will create a technology hub that students can go to in order to access digital resources needed. The Technology Hub includes links and videos to assist students.

Strategy's Expected Result/Impact: 100% of students are aware of the Technology Hub

Staff Responsible for Monitoring: Director of Technology

Strategy 2 Details

Strategy 2: Teachers will use consistent digital learning platforms across grade levels.

Strategy's Expected Result/Impact: Greater student success in classes

Staff Responsible for Monitoring: Executive Director of Elementary Education, Executive Director of Secondary Education

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 4: MFISD will increase Pre-K and Title campus parent participation in programs and activities to promote and support home/school partnership.

Strategy 1 Details
<p>Strategy 1: MFISD will continue its partnership with Head Start, building a solid foundation of early childhood education. Strategy's Expected Result/Impact: Increased school readiness and family support Staff Responsible for Monitoring: Executive Director of Elementary Education</p>
Strategy 2 Details
<p>Strategy 2: MFISD will strengthen our partnership with parents by implementing activities from the Pre-K Engagement Plan. Strategy's Expected Result/Impact: Increased parent engagement Staff Responsible for Monitoring: Executive Director of Elementary Education</p>
Strategy 3 Details
<p>Strategy 3: MFISD will provide technical assistance, support and supplemental resources to assist schools in implementing effective family and community engagement activities, including distribution of the Title 1 parent and family engagement policy, parent compact and conducting the required Title 1 parent meetings. Strategy's Expected Result/Impact: Increased parent involvement Staff Responsible for Monitoring: Executive Director of Instructional Services</p>

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

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

Strategy 1 Details
<p>Strategy 1: MFISD will provide safety and security trainings to all staff. Strategy's Expected Result/Impact: 100% of staff trained. Staff Responsible for Monitoring: Director of Special Programs</p>
Strategy 2 Details
<p>Strategy 2: MFISD will provide National Incident Management System Training to all new administrators. Strategy's Expected Result/Impact: 100% of administrators certified in NIMS Staff Responsible for Monitoring: Director of Special Programs</p>
Strategy 3 Details
<p>Strategy 3: Staff members will be trained on the consistent implementation of the MFISD Board approved Student Code of Conduct, including Bullying Investigation and Reporting Process. Strategy's Expected Result/Impact: 100% of campus staff trained Staff Responsible for Monitoring: Director of Special Programs</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.

Strategy 1 Details
Strategy 1: MFISD will enhance the effectiveness of District Committees and Advisory Groups Strategy's Expected Result/Impact: Feedback in regards to participation on committees and groups Staff Responsible for Monitoring: Central Office
Strategy 2 Details
Strategy 2: MFISD will recruit and expand membership on the Student Health Advisory Committee (SHAC). Strategy's Expected Result/Impact: Increased membership on SHAC Staff Responsible for Monitoring: Executive Director of Instructional Services
Strategy 3 Details
Strategy 3: MFISD will increase collaboration with SHAC in regards to physical and mental health of students. Strategy's Expected Result/Impact: Review of SHAC procedures as well as increased activities by SHAC. Staff Responsible for Monitoring: Executive Director of Instructional Services

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.

Strategy 1 Details
<p>Strategy 1: MFISD will continue to utilize the master facilities plan for future safety and educational environment needs.</p> <p>Strategy's Expected Result/Impact: Community support on Facility Planning Committee recommendations</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Administration</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.

Strategy 1 Details
<p>Strategy 1: MFISD PreK through 8th grade students will receive daily or weekly lessons from Second Step curriculum to improve their skills around CASEL competencies. Strategy's Expected Result/Impact: Students will gain their awareness of self awareness, relationships with others and effective decision making. Staff Responsible for Monitoring: MFISD Social Emotional Learning Coordinator</p>
Strategy 2 Details
<p>Strategy 2: MFISD High School students will receive bi-monthly lessons from 7 Mindsets curriculum to increase their skills in relationships, resilience, and empathy. Strategy's Expected Result/Impact: Students will improve their ability to manage their lives post-high school. Staff Responsible for Monitoring: MFISD Social Emotional Learning Coordinator</p>

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

Performance Objective 5: MFISD will maintain the district attendance rate.

Strategy 1 Details
<p>Strategy 1: MFISD campus staff will make daily attendance calls on all remote learners who have not attended school in addition to the automated calls generated from the student information system.</p> <p>Strategy's Expected Result/Impact: Increased participation/attendance by remote learners</p> <p>Staff Responsible for Monitoring: Campus administration</p>
Strategy 2 Details
<p>Strategy 2: MFISD campus staff will make attendance calls every two days to in person learners in order to check on student progress, student welfare, and student supports needed. Two day calls will be completed in addition to the automated daily attendance calls generated from the student information system.</p> <p>Strategy's Expected Result/Impact: Increased attendance rate, increased collaboration with parent for student success, increased collaboration with nurse regarding sick students</p> <p>Staff Responsible for Monitoring: Campus administration</p>

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

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

Strategy 1 Details
<p>Strategy 1: MFISD teachers PreK through 8th grade will be trained in CHAMPS as a classroom management system.</p> <p>Strategy's Expected Result/Impact: By using this classroom management system, students will better understand teacher expectations and therefore increase positive classroom climate.</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction, Campus Administration</p>
Strategy 2 Details
<p>Strategy 2: MFISD Middle and High School staff will utilize the digital positive behavior intervention support platform called HERO K-12.</p> <p>Strategy's Expected Result/Impact: Using this digital point system will increase and reinforce positive behaviors and decrease discipline concerns therefore creating a more positive climate.</p> <p>Staff Responsible for Monitoring: Executive Director of Secondary Education, Campus Administration</p>
Strategy 3 Details
<p>Strategy 3: 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>Strategy's Expected Result/Impact: Increased support of students and teachers</p> <p>Staff Responsible for Monitoring: MFISD Social Emotional Learning Coordinator</p>
Strategy 4 Details
<p>Strategy 4: MFISD 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>Strategy's Expected Result/Impact: Decrease in unwanted behaviors</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Administration</p>
Strategy 5 Details
<p>Strategy 5: MFISD will adhere to the district 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>Strategy's Expected Result/Impact: Increased awareness</p> <p>Staff Responsible for Monitoring: Counselors</p>

Strategy 6 Details

Strategy 6: MFISD 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 district will integrate best practices on grief-informed and trauma-informed care. The district will continue to train staff in Risk Assessments, and update the Student Safety Plan.

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

Staff Responsible for Monitoring: Executive Director of Instructional Services, Counselors

Strategy 7 Details

Strategy 7: MFISD will research creative alternative disciplinary interventions and restorative discipline to use before a student falls into the pattern of repeated referrals.

Strategy's Expected Result/Impact: Increased awareness of interventions and restorative discipline, list of recommended practices to implement in the future

Staff Responsible for Monitoring: Curriculum & Instruction, Campus administration

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

Performance Objective 1: MFISD 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.

Strategy 1 Details
<p>Strategy 1: In partnership with Texas Tech University Highland Lakes, MFISD will recruit and hire quality applicants from the Tech Teach teacher preparation program.</p> <p>Strategy's Expected Result/Impact: MFISD will hire teachers from the Tech Teach student teacher pool.</p> <p>Staff Responsible for Monitoring: Director of Human Resources, Executive Director of Elementary Education</p>
Strategy 2 Details
<p>Strategy 2: MFISD will participate in two pathways of the TEA Grow Your Own Grant program. 1). Expansion of the education & training CTE pathway to include the development of a student group, offer dual credit, and increase participation of students who wish to study to become educators. 2). Support selected paraprofessionals to earn a bachelor's degree with bilingual or special education teacher certification and guarantee job placement in the 2021-2022 school year.</p> <p>Strategy's Expected Result/Impact: Creation of education and training student organization, creation of high school dual credit education and training courses, increase in participation in education and training pathway, at least 2 paraprofessionals complete program and hired for the 2021-2022 school year.</p> <p>Staff Responsible for Monitoring: Executive Director of Instructional Services</p>
Strategy 3 Details
<p>Strategy 3: MFISD will increase participation in both virtual and in-person job/career fairs.</p> <p>Strategy's Expected Result/Impact: Increased number of diverse applications from job/career fairs.</p> <p>Staff Responsible for Monitoring: Director of Human Resources</p>
Strategy 4 Details
<p>Strategy 4: MFISD will continue to review the employee compensation plan in such a way that attracts high quality staff.</p> <p>Strategy's Expected Result/Impact: Increased applicant pool.</p> <p>Staff Responsible for Monitoring: Director of Human Resources</p>

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

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

Strategy 1 Details
<p>Strategy 1: MFISD will ensure that required compliance trainings are completed by appropriate staff. Strategy's Expected Result/Impact: 100% completion of all required trainings Staff Responsible for Monitoring: Director of Human Resources, Superintendent's Cabinet</p>
Strategy 2 Details
<p>Strategy 2: MFISD 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. Strategy's Expected Result/Impact: Increased collaboration across grade level teams, increase in student performance, lower teacher turnover rate. Staff Responsible for Monitoring: Curriculum & Instruction, Principal, Instructional Coaches</p>

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

Performance Objective 3: MFISD will retain highly qualified instructional staff.

Strategy 1 Details
<p>Strategy 1: MFISD will enhance and expand the recognition of employees. Strategy's Expected Result/Impact: Employees across the district are recognized for going above and beyond in serving students. Employees recognized at Board of Trustees meetings. Staff Responsible for Monitoring: Assistant Superintendent of Administration</p>
Strategy 2 Details
<p>Strategy 2: MFISD will continue to review the employee compensation plan in such a way to retain high quality staff. Strategy's Expected Result/Impact: Higher staff retention rate Staff Responsible for Monitoring: Director of Human Resources</p>
Strategy 3 Details
<p>Strategy 3: MFISD will continue to implement an induction and mentoring program to include: Google classroom for new staff, enhanced mentor training and support, and specialized PD for new staff. Strategy's Expected Result/Impact: Increase in support of new staff resulting in higher retention rate. Staff Responsible for Monitoring: Director of Human Resources, Executive Director of Elementary Education, Executive Director of Secondary Education</p>
Strategy 4 Details
<p>Strategy 4: MFISD will support implementation of campus level positive activities and positive recognitions for supporting staff. Strategy's Expected Result/Impact: Increased number of campus staff activities. Staff Responsible for Monitoring: Campus Administration</p>
Strategy 5 Details
<p>Strategy 5: MFISD will include PLC time for teachers in the master schedule. Strategy's Expected Result/Impact: PLC time scheduled during the day when possible for all core area tested subjects Staff Responsible for Monitoring: Executive Director of Elementary Education, Executive Director of Secondary Education</p>

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

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

Strategy 1 Details
<p>Strategy 1: All MFISD staff will be trained by Dr. Adam Saenz to encourage strategies for better self care, increased SEL skills and better self awareness.</p> <p>Strategy's Expected Result/Impact: When staff better understand themselves and take care of themselves, they will perform with higher levels of social emotional skills.</p> <p>Staff Responsible for Monitoring: MFISD Social Emotional Learning Coordinator</p>
Strategy 2 Details
<p>Strategy 2: MFISD leadership will coordinate specific days in which campus staff will receive social emotional supports for themselves.</p> <p>Strategy's Expected Result/Impact: Increased use of supports, decreased stress level of staff</p> <p>Staff Responsible for Monitoring: Superintendent, Principals</p>
Strategy 3 Details
<p>Strategy 3: MFISD 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.</p> <p>Strategy's Expected Result/Impact: Greater staff awareness of and accessing of employee assistance program.</p> <p>Staff Responsible for Monitoring: MFISD Social Emotional Learning Coordinator, Director of Human Resources</p>

Goal 6: Marble Falls ISD 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.

Strategy 1 Details
<p>Strategy 1: MFISD will have an appropriate fund balance at the end of the budget cycle. Strategy's Expected Result/Impact: Maintain healthy fund balance Staff Responsible for Monitoring: Executive Director of Finance</p>
Strategy 2 Details
<p>Strategy 2: MFISD will enhance the budget planning process in such a way that there is an overt explanation of the connection between budget allocations, DIP, campus TIPs, campus CIPs, District goals, mission, and vision. Strategy's Expected Result/Impact: 100% Alignment Staff Responsible for Monitoring: Executive Director of Finance, Executive Director of Instructional Services</p>
Strategy 3 Details
<p>Strategy 3: MFISD will ensure an efficient, effective budget process with input from appropriate stakeholders that complies with Title Fund Regulations. Strategy's Expected Result/Impact: Compliance with federal guidelines Staff Responsible for Monitoring: Executive Director of Finance, Executive Director of Instructional Services</p>
Strategy 4 Details
<p>Strategy 4: MFISD will continue to coordinate federal (TI, TII, TIII, TIV), state (SCE, SAMP), and local funds to provide appropriate programs, instruction, and services to all students while maximizing the impact of available resources. Strategy's Expected Result/Impact: Federal and state compliance will be met in accordance to EDGAR and ESSA. Staff Responsible for Monitoring: Executive Director of Instructional Services, Executive Director of Finance</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.

Strategy 1 Details
Strategy 1: MFISD will ensure that financial reporting will continue to be publicly available. Strategy's Expected Result/Impact: Top FIRST Rating Staff Responsible for Monitoring: Executive Director of Finance
Strategy 2 Details
Strategy 2: MFISD will ensure bond funds are allocated in accordance with expectations set in the bond projects and continue to provide the public the opportunity to learn and understand about the use of bond funds. Strategy's Expected Result/Impact: Increased awareness of current bond projects and use of bond funds Staff Responsible for Monitoring: Superintendent
Strategy 3 Details
Strategy 3: MFISD DEIC and CEICs will be trained on compliance procedures and provide input during the district and campus budgeting process. Strategy's Expected Result/Impact: Meet all TEC, TAC, and Title 1 Requirements Staff Responsible for Monitoring: Executive Director of Instructional Services, Executive Director of Finance
Strategy 4 Details
Strategy 4: Campus principals will present current budget and future budget plans to A-Team in order to collaborate and gather feedback from district and campus leaders. Strategy's Expected Result/Impact: Alignment of programming & resources. Staff Responsible for Monitoring: Executive Director of Finance