

MIDWAY STUDENT ACHIEVEMENT ACTION PLAN

	WHO	WILL DO WHAT	BY WHEN	EVALUATION MEASURE
Student Achievement: Skill Development				
GOAL 1: Cultivate creativity, communication, collaboration, and critical thinking to maximize student learning.				
OBJECTIVE 1: Teachers will increase the variety of learning opportunities focusing on the 4 C's in a student-centered environment.				
Strategy 1: PLC/grade level meetings will investigate ways to incorporate and increase 4 C's in lessons.	All teachers, coaches, campus administrators, Curriculum & Instruction team, instructional technologists, instructional specialists	Develop lessons	Ongoing	Lesson plans
Strategy 2: Locate and provide accessibility lesson ideas/resources on how to effectively implement 4 C's.	Curriculum & Instruction team, instructional specialists, instructional technology	Locate resources	Ongoing	Training records/schoology
Strategy 3: Explain relevency and aspects of 4 C's to parents	Campus administrators	Provide info	Annually	
OBJECTIVE 2: Increase professional development opportunities that focus on the 4 C's.				
Strategy 1: Content coordinators will educate teachers on ways to incorporate the 4 C's collaboratively.	Content coordinators	Educate teachers on ways to incorporate the 4 C's collaboratively	Ongoing	Improvement in BrightBytes survey data
Strategy 2: Educate all staff on the meaning of the 4 C's.	Director of Instructional Technology	Train staff and provide resources	Ongoing	*
Strategy 3: Facilitate a common understanding among teachers regarding effective instructional models and planning.	Campus administrators and content coordinators	Facilitate a common understanding among teachers regarding effective instructional models and planning	Ongoing	
Strategy 4: Vertical alignment opportunities for K-6 skill development.	Campus staff, content coordinators	Collaboration among all grade levels showcasing programs offered	Ongoing	Improvement in common assessment data
Student Achievement: Postsecondary Readiness				
GOAL 2: All students will graduate postsecondary ready.				

OBJECTIVE 1: Create and communicate a profile of a postsecondary ready graduate.				
Strategy 1: Form committee to research and formulate profile.	Director of College and Career Readiness	Facilitate meetings	Spring 2018	Completed profile
Strategy 2: Solicit feedback from district and campus stakeholders on profile.	Assistant Superintendent for Curriculum & Instruction	Facilitate discussion and gain input/feedback	Spring 2018	Notes/comments
Strategy 3: Publish/communicate district-wide and to community profile of postsecondary ready graduate.	District/campus leadership	Communicate and reinforce	Fall 2018	Websites, campus/district goals aligned to
OBJECTIVE 2: Ensure multiple pathways are available for postsecondary readiness to meet the needs of every student.				
Strategy 1: Ensure multiple pathways are available to meet all student needs by auditing current components and filling in under-represented areas	Director of College and Career Readiness	Ensure multiple pathways are available to meet all student needs by auditing current components and filling in under-represented areas	Fall 2018	Robust/fully developed pathways
Strategy 2: Continue to educate counselors K-12 on pathways.	Assistant Superintendent for Administrative Services	Ongoing counselor training	Fall 2018	Campus lessons/activities, student advisement events
Strategy 3: Publish/communicate district-wide and to community the myriad pathways available to students for postsecondary readiness.	District/campus leadership	Communicate and reinforce	Fall 2018	Websites, campus/district media/goals
Strategy 4: Ensure students are academically postsecondary ready.	District/campus leadership; Director of College and Career Readiness	Assist students in achieving post secondary readiness status based on scores from SAT, ACT, TSI	Ongoing	State accountability system
OBJECTIVE 3: All staff will contribute to preparing every student for postsecondary success, incorporating work ethic, respect for others, and organizational skills.				
Strategy 1: Teachers will embed work ethic, respect for others, and organizational skills into the classroom.	All teachers	Develop lesson plans and classroom environment	Ongoing	Lesson plans, observations, T-TESS goals, evidence artifacts
Strategy 2: Counselors will incorporate character development lessons focused on work ethic, respect, and organizational skills through a variety of programs/approaches.	All counselors	Plan lessons and calendar events	Ongoing	Evidence artifacts, counselor goals and evaluations

Strategy 3: Administrators are responsible for ensuring a climate of respect on their campus.

All administrators

Create and model campus culture

Ongoing

discipline referrals

Midway Funding Priorities Action Plan

	WHO	WILL DO WHAT	BY WHEN	EVALUATION MEASURE
GOAL 1: Maximize State Funded Funding Opportunities: Explore additional and maximize current funding opportunities.				
OBJECTIVE 1: Take advantage of all state and federal funding available.				
Strategy 1: Analyzing tax rate structure in relation to revenue yield	Assistant Superintendent for Finance	Stay current on funding formulas; maximize M&O funding; limit recapture	Ongoing	Increased funding
Strategy 2: Maintain high attendance percentage	Executive Director of Special Populations	Continue to raise awareness of the importance of attendance on academic performance (social media communication)	Ongoing	Attendance rates
Strategy 3: Correctly coding weighted funding student groups	Director of Instructional Technology & PEIMS staff; Director of Special Education	Confirm accuracy of student coding	Each six weeks	TEA verification
Strategy 4: Take advantage of federal funding available	Director of Special Education, Executive Director of Technology, Director of Child Nutrition	Evaluate all reimbursable services and discounts available - SHARS, e-rate, Free/Reduced	Ongoing	Increased revenue on line item
OBJECTIVE 2: Explore alternative funding resources.				
Strategy 1: Explore feasibility of hiring a grant writer	Director of Corporate & Community Partnerships	Research cost/benefit analysis of either employing or contracting services	Spring 2018	Result of feasibility study
Strategy 2: Consider increasing ad revenue	Assistant Superintendent for Finance, Directors of Corporate & Community Partnerships, Athletics, and Fine Arts; Public Information Officer	Investigate options for generating advertisement \$	Spring 2018	Favorable/unfavorable outcome of discussion
Strategy 3: Continued support of Education Foundation	Director of Corporate & Community Partnerships, Public Information Officer, Multimedia Specialist	Promote EF success and opportunities to support EF	Ongoing	Increased EF revenue
Strategy 4: Cost saving measures/co-ops	Assistant Superintendent for Finance, Director of Maintenance & Transportation, Executive Director of Technology	Continue to utilize purchasing methods that bring best value at best price	Ongoing	Rebates, discounts, co-op membership

GOAL 2: Public School Funding Advocacy: Work to educate about the need for legislative support of public schools.	WHO	WILL DO WHAT	BY WHEN	EVALUATION MEASURE
OBJECTIVE 1: Legislative advocacy				
Strategy 1: Keep staff informed about legislative matters that affect education	Superintendent	Communicate info about legislator votes to staff	Fall 2017	Creation of voting record report card/host informative session for staff
OBJECTIVE 2: Business community involvement in public school support				
Strategy 1: Educate business community about school funding structure	Superintendent	Membership/Involvement in Waco Business League	Ongoing	Chamber/Business League contacts legislators
Strategy 2: Coordinate with local city government to give "State of Union" type address	Superintendent	Contact city managers and chamber to schedule events	Spring 2018	Event is scheduled and carried out
Strategy 3: Collaborate with city officials to be included in decisions/discussions	Superintendent	Contact city officials to request inclusion	Ongoing	Event is scheduled and carried out
OBJECTIVE 3: Empower local community for public school support				
Strategy 1: Create a MISD speaker's bureau	Public Information Officer	Seek out opportunities to speak about school funding	Fall 2018	Number of speaking arrangements
Strategy 2: Equip MISD ambassadors	Superintendent, Public Information Officer	Expand MISD Ambassador programs to include legislative advocacy, train SOCC, TOYs, leadership	Spring 2018	Increase number of ambassadors
Strategy 3: Communicate to legislators	Public Information Officer	Provide talking/writing points for community members to use in contacting legislators	Ongoing	Information provided
GOAL 3: Improve Communication about Funding: To more effectively explain school finance and how MISD efficiently manages current resources.	WHO	WILL DO WHAT	BY WHEN	EVALUATION MEASURE
OBJECTIVE 1: Understanding of school finance				
Strategy 1: Explain how MISD spends money	Superintendent, Assistant Superintendent for Finance, Public Information Officer	Evaluate content of finance web page to determine how it could be understandable to general public; Use current communication channels to illustrate how MISD funding is used	Fall 2017	Have lay person review for clarity; Articles produced
Strategy 2: Promote finance page	Public Information Officer	Promote finance page by asking questions such as why can't we eliminate "xyz" and hire more teachers?	Ongoing	Number of hits on page
Strategy 3: Energy conservation for employees	Public Information Officer	Promote Midway Unplugged guidelines	Annually	Reduce electricity usage

Midway Facilities Action Plan

	WHO	WILL DO WHAT	BY WHEN	EVALUATION MEASURE
GOAL 1: Facilities: Develop long-term vision to address student growth, ensuring equitable facilities across the district. Explore Additional and maximize current funding opportunities.				
OBJECTIVE 1: Understand district demographics.				
Strategy 1: School Board works with Superintendent to hire demographer	School Board, Superintendent	Hire demographer	Spring 2018	Completed report
Strategy 2: School Board works with Superintendent to hire real estate agent to identify available property	School Board, Superintendent	Hire real estate agent	As needed	List of available properties
Strategy 3: Evaluate current attendance zones for campus size and equity	Attendance Zone Committee	Evaluate existing attendance zones	Ongoing	Revised attendance maps
OBJECTIVE 2: Identify how to fund long-term growth of district.				
Strategy 1: Commission a report to evaluate financial implications of future campus	Assistant Superintendent for Finance	Provide financial implications report	Spring 2018	Provide report
OBJECTIVE 3: Collect public input to guide long-term growth of district.				
Strategy 1: School Board works with Superintendent to develop a Steering Committee	School Board, Superintendent	Develop Steering Committee	Spring 2018	*
Strategy 2: Develop and implement survey for public input of long-term growth	Public Information Officer	Develop and implement survey	Spring 2018	Completed and tabulated survey
Strategy 3: Provide forums for public input	Superintendent	Host public forums	Fall 2018	Tabulated results of forum
OBJECTIVE 4: Determine best practices for building new facilities.				
Strategy 1: Study peer districts	New Construction Committee	Visit peer districts for their experience (ie 9th grade center, magnet school)	Spring 2018	Report
Strategy 2: Meet with consultants, architects, etc.	School Board, Superintendent	Meet with construction experts	Spring 2018	Report
OBJECTIVE 5: Develop timeline for new facilities.				

Strategy 1: Consult with Facilities Director and Administration to propose timeline of events for new facility	Superintendent, Director of Maintenance & Transportation, Assistant Superintendent for Finance, New Construction Committee	Determine timeline of events for project completion	Fall 2018	Provide project timeline
GOAL 2: Facilities: Provide safe, clean and modern facilities that contribute to success of faculty, students, and other staff.	WHO	WILL DO WHAT	BY WHEN	EVALUATION MEASURE
OBJECTIVE 1: Evaluate current facilities and conduct needs assessments				
Strategy 1: Conduct audit of current facilities to include an assessment for academic programs	Superintendent, Director of Maintenance & Transportation, Assistant Superintendent for Finance, New Construction Committee	Conduct 3 year audit	Spring 2018	Completion
Strategy 2: Commission needs assessment of facilities utilized by special programs - special education, science labs, technology labs	Superintendent, Director of Maintenance & Transportation, Assistant Superintendent for Finance, Executive Director of Special Programs	Complete detailed needs assessment of current facilities	Spring 2018	
Strategy 3: Commission needs assessment of facilities utilized by extracurricular programs (fine arts, CTE, athletics)	Superintendent, Director of Maintenance & Transportation, Assistant Superintendent for Finance, Director of College & Career Readiness, Director of Fine Arts, Athletic Director	Complete detailed needs assessment of current facilities	Spring 2018	Completion
OBJECTIVE 2: Evaluate security concerns within District's campuses and surrounding roadways.				
Strategy 1: Commission safety audit for each campus, surrounding roadways and other facilities	Assistant Superintendent for Administrative Services, Director of Maintenance & Transportation, Civil	Complete safety audit of buildings and surrounding roadways	Spring 2018	Completion

MIDWAY COMMUNITY ENGAGEMENT ACTION PLAN

	WHO	WILL DO WHAT	BY WHEN	EVALUATION MEASURE
GOAL 1: Midway ISD intends to increase communication to non-parent tax payers to develop a better-informed community.				
OBJECTIVE 1: Build a database of community contacts.				
Strategy 1: Collaborate with HOAs to distribute strategic district information	Public Information Officer	Organize a process to send out information to HOAs	Fall 2017	District information is being sent to HOAs for disbursement
Strategy 2: Create community newsletter for general audiences	Public Information Officer	Send monthly emails with school business information	Fall 2017	District information is being sent to an increased community audience
Strategy 3: Partner with the city of Hewitt and Woodway to mail district information to residents	Superintendent & Assistant Superintendent for Administrative Services	Arrange for discussion of partnership to include district information in community mailouts	Spring 2018	District information is being included in community mailouts
OBJECTIVE 2: Establish district representation in community organizations.				
Strategy 1: Assign district administrators to be representatives in community organizations	District/campus leaders	Become members and attend meetings in civic organizations	Spring 2018	Identified community organizations will have district representation
Strategy 2: Arrange for district leaders to speak to community groups about school business	District/campus leaders	Speak to organizations such as churches, HOAs, civic groups about major school topics	Fall 2018	Calendar of speaking events
Strategy 3: Train leaders to serve as ambassadors for the district and students	District/campus leaders	Participate in ambassador training	Spring 2018	Completion of Ambassador training
OBJECTIVE 3: Highlight best practices to the community at large.				
Strategy 1: Highlight identified campus programs monthly	Multimedia Specialist	Produce a video to highlight a best practice program or initiative	Monthly	Video is distributed to community
Strategy 2: Host community tours of best practices	Public Information Officer & department representative	Arrange tours of programs for community members	Fall 2018	Tours are scheduled
GOAL 2: Midway ISD intends to facilitate involvement and interactions with community partners to strengthen the community-school relationship.				
OBJECTIVE 1: Develop school-community partnerships.				
Strategy 1: Conduct a campus needs assessment to determine community involvement opportunities	Campus leadership	Identify areas of need within campus	Fall 2017	Included in campus improvement plan
Strategy 2: Identify and recruit community partners to address campus needs	Campus leadership & Director of Corporate & Community Partnerships	Contact business to arrange non-financial partnerships and create database	Spring 2018	Every campus has a community partner with active volunteers

Strategy 3: Develop reciprocal relationship with partners	Campus representatives	Participate with partners in events and initiatives and presentation opportunities	Annually	Reciprocal activity is planned and implemented
Strategy 4: Nurture relations with higher ed partners	District, department & campus leadership		Ongoing	Partnership programs are established and/or maintained
Strategy 5: Establish district-wide special education PTA and Special Olympics booster club	Director of Special Education, Athletic Director, Special Olympics Coach	Explore possibilities for parent network structure	Fall 2018	Establishment of the PTA and booster club
OBJECTIVE 2: Increase community presence on campuses.				
Strategy 1: Community Tours *see Goal 1, Objective 3, Strategy 2				
Strategy 2: Encourage use of approved district/campus facilities by community groups	Facilities managers	Be open to hosting community opportunities	Ongoing	Increase in district facility rentals
Strategy 3: Volunteer programs *See Goal 2, Objective 1, Strategy 2				