

Wylie Independent School District (WISD)

McMillan Junior High School Campus Improvement Plan

2008 - 2009

District Goal #	1	Wylie ISD will increase academic performance and student success leading to an exemplary district				
Campus Goal #	1	McMillan Jr. High will maximize academic performance of all students				
Campus Objective #	1	McMillan Jr. High will provide accelerated and enhanced academic instruction during the school day				
Strategies / Activities:	Person Accountable:	Group Served:	Resource Allocations:	Implementation Timeline:	Formative Evaluation:	Summative Results:
1. Time will be built into the regular school day for all students to receive enhanced and accelerated instruction in all core subjects	Principal, Core Subject Teachers	All Students inc., 504, ESL, Sp. Ed., Ec Dis., G.T., Dyslexia	Cost for additional resources	Aug-08		Readi; All-98%,AA-98%,H-98%,ED-97%. Write; All-97%,AA-93%,H-96%,ED-93%. Math; All-93%,AA-85%,H-95%,ED-90%. Sci; All-82%,AA-70%,H-73%,ED-64%. SS; All-94%,AA-86%, H-93%,ED-85%
2. All Students will be able to attend before and after school enhancement and tutorial time including a "homework club."	Principal, Teachers	All Students inc., 504, ESL, Sp. Ed., Ec Dis., G.T., Dyslexia	Cost for supplies, snacks, and awards	September, 2008		Readi; All-98%,AA-98%,H-98%,ED-97%. Write; All-97%,AA-93%,H-96%,ED-93%. Math; All-93%,AA-85%,H-95%,ED-90%. Sci; All-82%,AA-70%,H-73%,ED-64%. SS; All-94%,AA-86%, H-93%,ED-85%
3. The academic progress of students placed in the district's "Discipline Alternative Educational Program" will be closely monitored as to make sure their progress matches the progress of the regular student population.	Principal, Assistant Principal	All Students inc., 504, ESL, Sp. Ed., Ec Dis., G.T., Dyslexia	No Cost	On going all year	Monthly PIEMS reports	Out of three students sent to the Special Programs Center, one will be retained due to course failure and TAKS Math failure
4.. Administrators and teachers will make visits of neighboring schools in surrounding districts with similar demographics that were "Recognized" in the 2008 Accountability System.	Principal	All Students inc., 504, ESL, Sp. Ed., Ec Dis., G.T., Dyslexia	Cost of Substitutes	Have at least three visits completed by the end of March 09	Administrator and teacher reports to faculty	Readi; All-98%,AA-98%,H-98%,ED-97%. Write; All-97%,AA-93%,H-96%,ED-93%. Math; All-93%,AA-85%,H-95%,ED-90%. Sci; All-82%,AA-70%,H-73%,ED-64%. SS; All-94%,AA-86%, H-93%,ED-85%

District Goal #	1	Wylie ISD will increase academic performance and student success leading to an exemplary district				
Campus Goal #	1	McMillan Jr. High will maximize academic performance of all students				
Campus Objective #	2	McMillan Jr. High will provide safe and secure learning environment that will remove distractions to the learning for all students				
Strategies / Activities:	Person Accountable:	Group Served:	Resource Allocations:	Implementation Timeline:	Formative Evaluation:	Summative Results:
1. McMillan Jr. High will re-establish a "Student Mediation" program where students help work through conflicts	Counselor	All Students inc. 504, Sp. Ed., Ec. Dis., G.T., dyslexia	Cost for training at Region 10	November, 2008	Number of monthly successful mediations	There were ten mediations for the 2008-09 school year.
2. By the end of the 2008-09 school year, 50% or more of the faculty and administrative staff has been trained in the "Capturing Kids Hearts" program	Principal	All Students inc. 504, Sp. Ed., Ec. Dis., G.T., dyslexia	Cost for the training through the Flippin Group	June, 2009	Numbers of teachers trained per available session	By the end of the 2008-09 school year, 17 teachers were trained = 41% of professional staff
3. Representation of students placed in the district's "Discipline Alternative Educational Program" will be closely monitored to ensure that all sub groups and special services programs are proportionally represented to the regular student population.	Principal, Assistant Principal	All Students inc., 504, ESL, Sp. Ed., Ec Dis., G.T., Dyslexia	No Cost	On going all year	Monthly PIEMS reports	Out of three students sent to the Special Programs Center, one will be retained due to course failure and TAKS Math failure
4.. A school wide isn't-bullying initiative will be implemented	Principal, Counselor	All Students inc. 504, Sp. Ed., Ec. Dis., G.T., dyslexia	Cost for the program	August, 2008	Student feedback and referrals to office	Discipline records were purged prior to data being received

District Goal #		2 Increase Student Engagement By Providing Quality Professional Learning Opportunities For All Employees					
Campus Goal #		2 Increase Student Engagement By Providing Quality Professional Learning Opportunities For All Employees at McMillan Jr. High					
Campus Objective #		1 Provide opportunities for students to be fully engaged in learning activities					
Strategies / Activities:		Person Accountable:	Group Served:	Resource Allocations:	Implementation Timeline:	Formative Evaluation:	Summative Results:
1.	Over 60% of the faculty will be trained through the Schlechty Center for School Reform and/or WISD Department of Staff Development "Working on the Work" and "Foundations" programs	Principal	All Students inc., 504, ESL, Sp. Ed., Ec Dis., G.T., Dyslexia	Cost for attending the training	June, 2009	Numbers of teachers trained per offered sessions.	At the beginning of the 2009-10 school year, approximately one-third of faculty has participated in Schlechty training
2.	The McMillan Jr. High Campus Design Team will help conduct at least two "student activity protocols" per core subject teachers	Principal, Design Team	All Students inc., 504, ESL, Sp. Ed., Ec Dis., G.T., Dyslexia	No cost	May, 2009	Teacher feedback from the protocols	At least two "student activity protocols" were conducted per subject level.
3.	The teachers from McMillan Jr. High will meet at least twice with the faculty of Walnut Grove Middle School from Midlothian ISD to collaborate on designing lessons	Principal	All Students inc., 504, ESL, Sp. Ed., Ec Dis., G.T., Dyslexia	Cost for bus transportation	August, 2008 - January\February 2009	Feedback from each meeting. Notes from protocols performed	Only one meeting in August occurred.
4.	At least four times throughout the school year, teachers from the three jr. high's in the district will work together designing and evaluating engaging lessons	Principal	All Students inc., 504, ESL, Sp. Ed., Ec Dis., G.T., Dyslexia	Potential cost for substitutes	June, 09	submit ion of planned activities and feedback information	Readi; All-98%,AA-98%,H-98%,ED-97%. Write; All-97%,AA-93%,H-96%, ED-93%.Math; All-93%,AA-85%,H-95%,ED-90%.Sci; All-82%,AA-70%,H-73%,ED-64%. SS; All-94%,AA-86%, H-93%,ED-85%
5.	McMillan Jr. High will conduct an Academic Showcase for Parents and the Community	Principal, Design Team	All Students inc., 504, ESL, Sp. Ed., Ec Dis., G.T., Dyslexia	Cost for display supplies	May, 2009	Minutes from Design Team Meetings	Approximately 250 parents and family members attended the Showcase

District Goal #		3 Recognize employees through appreciation activities and enhanced incentives					
Campus Goal #		3 Recognize McMillan Jr. High employees through appreciation activities and enhanced incentives					
Campus Objective #		1 Provide opportunities to recognize, show appreciation and to thank all of the workers at McMillan Jr. High					
Strategies / Activities:		Person Accountable:	Group Served:	Resource Allocations:	Implementation Timeline:	Formative Evaluation:	Summative Results:
1.	The "McMillan Action Committee" made up of teachers and staff will periodically throughout the year plan and prepare staff recognition activities and events	Principal and MAT Team	All Teachers and Staff of McMillan Jr. High	Cost for activities, supplies and recognition items	August, 08 through May 09	Feedback from teachers throughout the year	The 2008-09 turn over rate is 18%.
2.	Time will be provided for departmental teachers to travel off campus for lunch	Principal	All Teachers and Staff of McMillan Jr. High	No cost, classes will be covered by existing employees	November, 2008	Teacher feedback	Teachers were given an opportunity to go off campus lunch with their subject levels.
3.	Guest speakers will come to faculty meetings and speak on a different range of topics that interest the faculty	Principal	All Teachers and Staff of McMillan Jr. High	Potential cost for guest speakers	Fall of 2009	Teacher feedback	Three guest speakers made presentations to the faculty during regular meetings

District Goal #		4 Improve two-way communication					
Campus Goal #		4 McMillan Jr. High will improve two-way communication					
Campus Objective #		1 McMillan Jr. High will provide ways to actively engage parents and community in information, events and activities on campus					
Strategies / Activities:		Person Accountable:	Group Served:	Resource Allocations:	Implementation Timeline:	Formative Evaluation:	Summative Results:
1.	Each six week grading period the principal will hold a "Coffee Talk" for parents and community members to hear about activities and progress that is being made at McMillan Jr. High and ask questions	Principal	Students, Parents, and Community members	Cost for refreshments	Beginning in October, 2008	Number who attend	Only one "Coffee Talk" with parents occurred with three parents attending
2.	A parent and student survey will be conducted to provide information on all aspects of the McMillan Jr. High organization	Principal	Students, Parents, Community members, Teachers and Staff	Cost for the survey and disaggregating the data	April, 2009	none needed	Surveys were not conducted

3.	During the 2008-2009 school year, a "parent academy" will be designed that will teach parents how to help their children with school work in the evening	Principal, Curriculum Leaders	All Students inc. 504, Sp. Ed., Ec. Dis., G.T., dyslexia	No Cost for the planning stage	Completed by May, 09	Progress reports given to faculty during the 2007	A plan has been worked on but will not be complete for the 2009 teacher professional development week
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MCMILLAN JR. HIGH 2007-2008 CONTINUING GOALS

Goal #1 Maximize Academic Performance of All Students

Disaggregate CBA's and TAKS scores to identify and prescribe needed interventions - the "Four C's" evaluation occurred after each CBA in the four core subjects
Continue with the McMillan Mentoring Program pairing teachers and staff with students in need - Teachers became mentors to their "Marauder Time" students
Continue with the "ZAP" program where zeroes are not permitted - the "ZAP" program continued
Hold mandatory afternoon tutorials while providing transportation home for students in need - mandatory tutorials were held but afternoon transportation could not be provided
Continue working with the RESULTS committee in identifying students and prescribing academic interventions - the results process continued with more specific systems in place for 2009

Goal #2 Increase Student Engagement by Providing Quality Professional Learning Opportunities for All Employees

Teachers will continue to weekly with curriculum groups to plan, evaluate lessons - teachers met at least one day per week to plan activities for students
Teachers will continue to receive instruction in using CP+ and utilizing all functions
Teachers will be provided with necessary supplies and equipment to provide engaging lessons
Teachers will be given the opportunities to attend workshops and professional learning opportunities - due to budget cuts, only six teachers were sent to either CKH and WOW Foundations
Students will be engaged in video conferencing activities - students participated in video conferences with NASA and the National Holocaust Museum

Goal #3 Recognize McMillan Employees Through Appreciation and Enhanced Incentives

Continue the weekly drawing from the "Compliment Box" - our complement program died a quiet death mid way through the year
Teachers will receive recognition, door prizes and special gifts throughout the year at faculty meetings

Goal # 4 Improve Two-Way Communication

PTA meetings will be conducted periodically throughout the year - there were only a few PTA meetings held throughout the year
Two evening parent conferences will occur
Students and their work will be published in newspapers and other periodicals
McMillan web site and the community news will be used on a weekly basis to share school information]
The automatic phone calling system will be used to spread news to all McMillan households - the automated call system was used frequently and effectively throughout the year