

Manila Public Schools District Improvement Plan 2019-2020

Manila School District

Values:

The mission of the Manila School District is to provide a physically and emotionally safe environment in schools centered on the needs of all students, community involvement, teamwork, life skills, competitiveness, a positive and caring staff, and up-to-date facilities and equipment. This mission is an out-growth of the district's educational philosophy (vision) which is to provide an equitable, well-rounded education to its students in a structured learning environment where students can achieve success in all academic disciplines. Each student will have the opportunity to develop skills in the following areas: accessing and processing information; thinking, reasoning, and problem solving; achieving working skills in technology; dealing with change; developing creativity; valuing themselves and contributing to the community; and exhibiting responsible behavior. These skills are needed in order for students to serve their community and society and achieve personal fulfillment. We believe learning is a lifelong process in which students are expected to take personal responsibility and that learning must take place in a nurturing, safe environment that recognizes the diversity of individuals while assuring equity for all. Above all, MPS will strive to provide challenging educational opportunities that will develop the skills needed to make students productive and effective citizens. Through the education of its citizens, Manila Public Schools is committed to developing, improving, and advancing the community. Both the district's mission and vision are based on shared core ideals as determined through a collaborative effort of staff, patrons, parents, administration and board members. Through professional learning communities, the district's schools have also developed their purpose statements based on these core ideals.

Mission:

The mission of the Manila Public Schools is to provide an equitable, well-rounded education to its students in a structured learning environment where students can achieve success in all academic disciplines. Each student will have the opportunity to develop skills in the following areas: 1. Accessing and processing information 2. Thinking, reasoning, and problem solving 3. Achieving working skills in technology 4. Dealing with change 5. Developing creativity 6. Valuing themselves and contributing to the community 7. Exhibiting responsible behavior These skills are needed in order for students to serve their community and society and achieve personal fulfillment. We believe learning is a lifelong process in which students are expected to take personal responsibility and that learning must take place in a nurturing, safe environment that recognizes the diversity of individuals while assuring equity for all. Above all, MPS will strive to provide challenging educational opportunities that will develop the skills needed to make students productive and effective citizens. Through the education of its citizens, Manila Public Schools is committed to developing, improving, and advancing the community.

Goals:

- **Administrative Support:** Manila School district will provide sufficient administrative support and services to each of the three schools and monitor and implement improvement of academic achievement and growth of our students in order to reach ESSA Accountability achievement goals.

Performance Measure(s)

Performance Indicator: Administrative support will be measured by the improvement in achievement and growth measures across all schools.		
Data Source: Overall ESSA Score	Baseline Year: 2018	Baseline: 73%
Target Date: Spring 2021	Target: 78%	Actual:

- **Health & Wellness:** Manila School District will provide support for students in making healthy lifestyle choices. The District will do this by implementing systems to aid in decreasing the average BMI on annual student screening and increasing collaboration between members of the school and community in support of positive lifestyle choices.

Performance Measure(s)

Performance Indicator: Percentage of students meeting healthy BMI scores.		
Data Source: School BMI Report	Baseline Year: 2018	Baseline: 58%
Target Date: Spring 2021	Target: 62%	Actual:

- **Improvement of Literacy:** Manila School district will support Manila Elementary School, Manila Middle School, and Manila High School in their efforts to improve literacy skills across the integrated curriculum. The District will do this by providing: personnel to coordinate programs; opportunities for professional development; materials, equipment, supplies and services as funds allow.

Performance Measure(s)

Performance Indicator: Percentage of students meeting or exceeding ELA achievement targets		
Data Source: ESSA Weighted Achievement	Baseline Year: 2018	Baseline: 65%
Target Date: Spring 2021	Target: 70%	Actual:
Performance Indicator: Percentage of students meeting or exceeding growth targets in ELA.		
Data Source: ESSA Growth Index	Baseline Year: 2018	Baseline: 83%
Target Date: Spring 2021	Target: 85%	Actual:

- **Improvement of Math:** Manila School District will support Manila Elementary School, Manila Middle School, and Manila High School as they endeavor to develop math and higher order thinking skills that will equip them to be college and career ready. The District will do this by providing: personnel to coordinate programs; opportunities for professional development; materials, equipment, supplies and services as funds allow.

Performance Measure(s)

Performance Indicator: Number of students meeting or exceeding achievement targets in math.		
Data Source: ESSA Weighted Achievement	Baseline Year: 2018	Baseline: 65%
Target Date: Spring 2021	Target: 70%	Actual:
Performance Indicator: Percentage of students meeting or exceeding growth targets in math.		
Data Source: ESSA Achievement & Growth Scores	Baseline Year: 2018	Baseline: 83%
Target Date: Spring 2021	Target: 85%	Actual: 85%

- **Improvement of Parent Engagement:** Manila School District will provide support, services and funds to Manila Elementary, Manila Middle School, and Manila High School in order to support parents and community as they work to improve student achievement in reading and math.

Performance Measure(s)

Performance Indicator: Number of students meeting or exceeding achievement/growth targets in math and ELA

Data Source: ESSA Weighted Achievement

Baseline Year: 2018

Baseline: 65%

Target Date: Spring 2021

Target: 70%

Actual:

Data Review:

Needs Assessments, Accreditation Reports, Similar Feedback:

Manila Public Schools use a variety of tools to assess needs and plan for improvement:

- AdvancEd Accreditation Report
- ESSA Index Scores
- SHI Data
- APNA Data
- ACT Aspire Summative Data
- ACT Aspire Interim Data
- Moby Max, Star, Dibels
- Classroom Data
- Stakeholder Input & Feedback

Both the district leadership team and school leadership teams meet on a regular basis to look at the data and make decisions according to the assessed needs.

Student Outcome Data:

ACT Aspire District ESEA Data for 2016

ELA All Students 49.34% ready or exceeding, ELA TAGG group 23.25%

Math All Students 47.94% ready or exceeding, Math TAGG group 36.59%

ACT Aspire District ESEA Data for 2017

ELA All Students 55.46% ready or exceeding, ELA TAGG group 43.73%

Math All Students 52.85% ready or exceeding, Math TAGG group 42.20%

Overall ESSA Index Scores 2018

Manila High School 69.86, Manila Middle School 77.44, Manila Elementary 73.41

Our Leadership Team's progress in fully implementing Indicators and meeting Objectives:

The following indicators were assessed, planned and objectives fully met:

IA03, IA07, IA15, IB10, IC02, IC05, IC07, ID01

Selected Indicators:

Clarify district-school expectations

- IC02 The district designates a central office contact person for the school, and that person maintains close communication with the school and an interest in its progress.(29)
- IC05 The district provides a cohesive district curriculum guide aligned with state standards or otherwise places curricular expectation on the school.(32)
- IC07 Professional development is built into the school schedule by the district, but the school is allowed discretion in selecting training and consultation that fit the requirements of its improvement/restructuring plan and its evolving needs.(34)

Establish a team structure with specific duties and time for instructional planning

- ID01 A team structure is officially incorporated into the school governance policy.(36)
- ID10 The Leadership Team regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.(45)

Improving the school within the framework of district support

- IA03 The district includes parent organizations in district and school improvement planning and maintains regular communication with them.(3)
- IA07 The district sets district, school, and student subgroup achievement targets.(7)
- IA10 The district regularly reallocates resources to support school, staff, and instructional improvement.(10)
- IA13 The district works with the school to provide early and intensive intervention for students not making progress.(13)
- IA15 The district allows school leaders reasonable autonomy to do things differently in order to succeed.(15)

Meet the changing needs of a diverse student population to ensure various learning approaches and learning styles are addressed

- CL12 All district personnel work effectively and equitably with racially, culturally, linguistically, and economically diverse students.(5198)

Taking the change process into account

- IB01 The district operates with district-level and school-level improvement teams.(16)
- IB02 The district examines existing school improvement strategies being implemented across the district and determines their value, expanding, modifying, and culling as evidence suggests.(17)
- IB10 The district ensures that the change agent (typically the principal) is skilled in motivating staff and community, communicating clear expectations, and focusing on improved student learning.
- IB13 The district monitors progress of the extended learning time programs and other strategies related to school improvement.(4542)