

Moody ISD District Improvement Plan

2018-2019

Board Approved: September 12, 2018

Latest Update:

*Indicates that the section has not been updated

Moody ISD Mission Statement

MOODY ISD will equip students with the tools and abilities to be competitive in a global society while upholding the traditions, pride and trust of the community.

Moody ISD Vision Statement

MOODY ISD will demonstrate a firm commitment and dedication to the relentless pursuit of excellence in every level and area of education. We will recognize and value the potential for every student to become the absolute best they can be.



MOODY INDEPENDENT SCHOOL DISTRICT

GARY MARTEL

Superintendent

BOARD OF TRUSTEES

Staci Evins, President

Eddie Newman, Vice President

Justin Foster, Secretary

Matt Hargrove

Misty Smith

Jeff Dean

Waylan Goodwin

Prepared by:

Belinda B Brand, PhD

Curriculum Director

Approved by Board of Trustees 09/12/2018

MOODY ISD DISTRICT ADVISORY COMMITTEE*

Name	Role
Beth Alton	ES Teacher, Community
Stephanie Bailey	ES Teacher
Stacey Lynch	HS Nurse
Rebecca Castro	HS Teacher
James Eric Cox	MS Principal
Rose Davis	Parent, Community
Tina Eaton	ES Principal, Community
Ruth Haigood	Retired Teacher, Community
Nichole Hargrove	Parent, Community
Stacey Hubbard	MS Staff, Community
Brittany Jennings	Community
Kathryn Lynch	MS Teacher
Susie Martel	ES Teacher
Andrew Miller	HS Principal
Sherri Moody	Parent, Community
John Pratt	Business
Tina Reynolds	MS Teacher
Leann Sanchez	Banker, Parent
Jeremy Thompson	ES Teacher
Glenn Thurman	Banker

District Goals
Approved 1/09/2014

- I. The District will exceed all state mandated goals.
- II. The District will have a budget that is aligned with the academic needs of the students,
- III. The District will have a competent faculty and staff that meets the needs of the students.
- IV. The District will collaboratively plan and communicate with parents and the community.
- V. The District will offer a curriculum that prepares students for 21st century job skills.
- VI. The District will have a comprehensive UIL academic and athletic program K – 12.

District
Needs
Assessment

2018-2019

Purpose of the Needs Assessment

Learning from our practices is a key component of a district needs assessment. Two aspects of the district needs assessment include: reflection on accomplishments and reflection on needs.

A needs assessment provides the opportunity to examine educational outcomes of students and reflect upon the alignment of district support and services. In turn, this examination leads to the establishment of performance objectives and the development of strategies and activities aligned with these objectives. This examination promotes continuous monitoring of district actions. In the end, a needs assessment can aid a district in using its resources of time, people, finances, and technology more efficiently and effectively.

The needs assessment provides a framework that:

- Provides districts and schools with a clear view of their strengths, areas for improvement, challenges, and successes;
- Enables a systematic review of practices, processes, and systems within a school district;
- Assists district and school leadership in determining needs, examining their nature and causes, and setting priorities for future action;
- Guides the development of a meaningful district or school plan and suggest benchmarks for evaluation; and
- Most importantly, it is a cornerstone of continuous improvement, ensuring the best possible outcomes for all students.

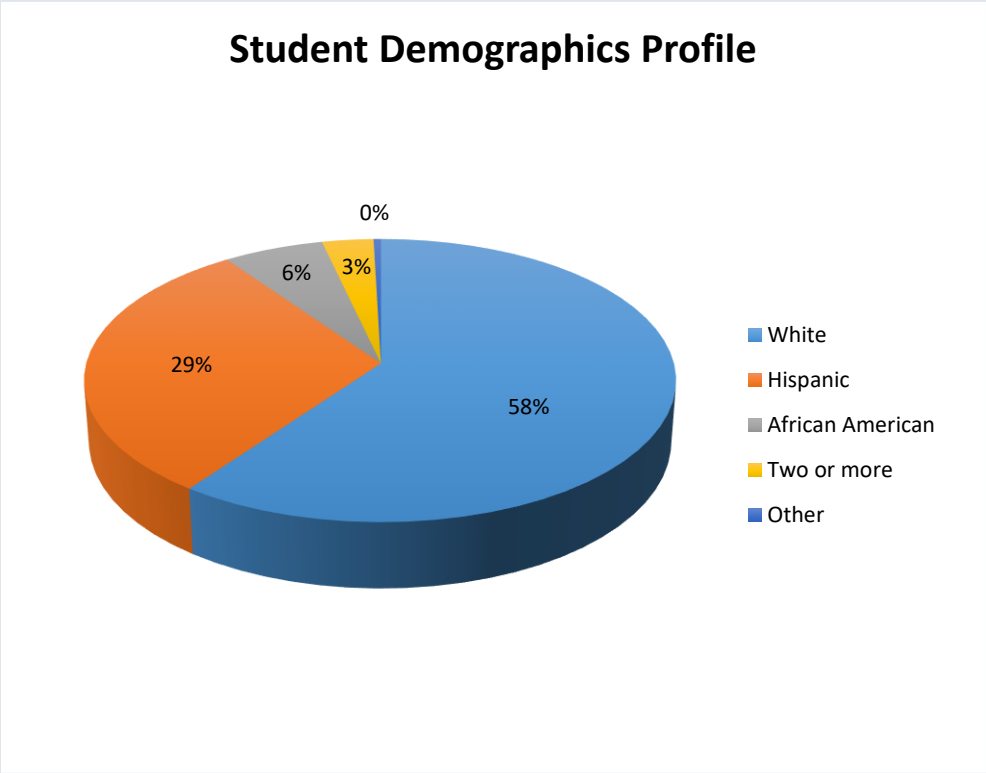
Texas Education Code – Section 11.252. District-Level Planning and Decision-Making

The district improvement plan must include provisions for:

1. a comprehensive needs assessment addressing district student performance on the academic excellence indicators, and other appropriate measures of performance, that are disaggregated by all student groups served by the district, including categories of ethnicity, socioeconomic status, sex, and populations served by special programs, including students in special education programs under Subchapter A, Chapter 29;
2. measurable district performance objectives for all appropriate academic excellence indicators for all student populations, including students in special education programs under Subchapter A, Chapter 29, and other measures of student performance that may be identified through the comprehensive needs assessment.

DISTRICT PROFILE*

The student enrollment for Moody ISD in 2017-2018 was 669 students. These data represent a profile of the students and teachers in the District for that year (Source: 2017-2018 TAPR available at <https://tea.texas.gov/perfreport/tapr/index.html>)



Moody ISD Student Statistics

- At Risk: 52%
- Economically Disadvantaged: 69%
- English Language Learners: 8%
- 2016 Graduation Rate: 94.1%
- Career and Technical Education: 32%
- Gifted and Talented Education: 4%
- Special Education: 11%
- Student/Teacher Ratio: 11.3
- Average Daily Attendance: 96.1%

Moody ISD Teacher Profile

- (Current data in Bold)**
- Average Years of Experience: 11.4
- % with 5 or fewer Years of Experience: 37.1
- Average Years with MSD: 4.7
- Average Teacher Salary: \$42,029
- Turnover Rate: 37.7%
- Teachers with advanced degrees: 10.2%

MOODY ISD ACCOUNTABILITY SUMMARY

Moody ISD's final accountability ratings for the 2017-2018 school year released by the Texas Education Agency (TEA) was "Met Standard" in the three domains for the district under the state accountability system plus in the College, Career, and Military Readiness index. These are: Student Achievement based on standardized tests; Student Progress; Closing the Gaps. The new index of College, Career and Military Readiness index is incorporated into all three domains. Since this index is very important to our students, we will report it with prominence. In addition to these domains, participation in the testing program, and Federal Graduation Rates for the groups All Students, four groups based on ethnicity, Economically Disadvantaged, Special Education, and English Language Learners (Current and Monitored) for Reading, Mathematics, Writing, Science, and Social Studies in the Closing the Gaps Domain.

MOODY ISD ACCOUNTABILITY RATING
MET STANDARD

Met Standards on:	Did not Meet Standards on:
Student Achievement	None
Student Progress	
Closing Performance Gaps	
College, Career & Military Ready	

Performance Indices*

To be released at a later date

Distinction Designations:

Distinction Designations are awarded to campuses based on achievement in several indicators relative to a group of 40 campuses of similar type, size, and student demographics. In 2018, the Moody Elementary School campus was awarded one of five possible Distinctions as being in the upper 25% of their comparison group in Comparative Academic Growth.

Moody ISD 2018 Student Performance Data

State of Texas Assessments of Academic Readiness (STAAR) are administered in the core subject areas—reading, writing, mathematics, science, and social studies. The number of tests taken each year varies depending on the student's grade level. Passing standards have remained stable from the 2017 testing cycle.

2018 STAAR Performance Level Descriptors:

Masters Grade Level

The student is expected to succeed in the next grade with little or no academic intervention.

Meets Grade Level

The student has a high likelihood of success in the next grade but may need some short-term, targeted academic intervention.

Approaches Grade Level

The student has met the requirements for Student Success Initiative grade promotion and graduation, and are considered to have met at least the minimum passing standard. The student is likely to succeed in the next grade with targeted academic intervention.

Does Not Meet Grade Level

The student is not likely to succeed in the next grade without significant, ongoing academic intervention. The student has not passed the assessment, and does not demonstrate sufficient understanding of the assessed TEKS.

2018 Moody ISD Overall STAAR Performance with Comparative Data

3RD GRADE STAAR Data (BASELINE)						
	Reading			Math		
All Tested	2016 - 17	2017 - 18 (52)	2018 - 19 Target	2016 - 17	2017 - 18 (52)	2018 - 19 Target
Approaches	NA	69%	79%	NA	71%	82%
Meets	NA	44%	51%	NA	33%	38%
Masters	NA	27%	31%	NA	11%	13%
	Reading			Math		
Continuously Enrolled	2016 - 17	2017 - 18 (47)	2018 - 19 Target	2016 - 17	2017 - 18 (47)	2018 - 19 Target
Approaches	NA	72%	83%	NA	72%	83%
Meets	NA	45%	52%	NA	34%	39%
Masters	NA	26%	30%	NA	11%	13%

4TH Grade STAAR Data									
	Reading			Math			Writing		
All Tested	2016 - 17 (41)	2017 - 18 (43)	2018 - 19 Target	2016 - 17 (41)	2017 - 18 (43)	2018 - 19 Target	2016 - 17	2017 - 18 (43)	2018 - 19 Target
Approaches	68%	58%	67%	63%	81%	93%	34%	55%	63%
Meets	29%	49%	56%	20%	40%	46%	8%	30%	35%
Masters	17%	21%	24%	12%	19%	22%	0%	9%	10%
	Reading			Math			Writing		
Continuously Enrolled	2016 - 17 (36)	2017 - 18 (36)	2018 - 19 Target	2016 - 17 (36)	2017 - 18 (36)	2018 - 19 Target	2016 - 17	2017 - 18 (36)	2018 - 19 Target
Approaches	72%	56%	64%	67%	81%	93%	30%	55%	63%
Meets	31%	47%	54%	22%	36%	41%	6%	29%	33%
Masters	19%	14%	16%	14%	17%	20%	0%	11%	13%

5th Grade STAAR Data											
	Reading				Math				Science		
All Tested	2015 - 16 (53)	2016 - 17 (58)	2017 - 18 (62)	2018 - 19 Target	2015 - 16 (53)	2016 - 17 (58)	2017 - 18 (62)	2018 - 19 Target	2016 - 17	2017 - 18 (62)	2018 - 19 Target
Approaches	55%	53%	73%	84%	62%	76%	76%	87%	49%	56%	64%
Meets	NA	29%	40%	46%	NA	40%	29%	33%	11%	23%	26%
Masters	8%	17%	16%	18%	15%	16%	16%	18%	4%	8%	9%
	Reading				Math				Science		
Continuously Enrolled	2015 - 16 (42)	2016 - 17 (46)	2017 - 18 (49)	2018 - 19 Target	2015 - 16 (42)	2016 - 17 (46)	2017 - 18 (47)	2018 - 19 Target	2016 - 17	2017 - 18 (47)	2018 - 19 Target
Approaches	62%	54%	68%	78%	71%	78%	77%	89%	49%	49%	56%
Meets	NA	28%	36%	41%	NA	37%	21%	24%	9%	19%	22%
Masters	5%	15%	11%	13%	14%	11%	11%	13%	4%	4%	5%

6th Grade STAAR Data: includes 6th grade students taking 7th grade math										6th Grade taking 7th Grade Math
	Reading				Math					
All Tested	2015 - 16 (49)	2016 - 17 (53)	2017 - 18 (54)	2018 - 19 Target	2015 - 16 (49)	2016 - 17 (53)	2017 - 18 (54)	2018 - 19 Target	2017 - 2018 (6)	
Approaches	61%	64%	43%	49%	63%	64%	61%	70%	100%	
Meets	NA	19%	15%	17%	NA	17%	19%	22%	83%	
Masters	10%	9%	7%	8%	10%	8%	2%	3%	17%	
	Reading				Math					
Continuously Enrolled	2015 - 16 (32)	2016 - 17 (39)	2017 - 18 (39)	2018 - 19 Target	2015 - 16 (32)	2016 - 17 (39)	2017 - 18 (39)	2018 - 19 Target	2017 - 2018 (5)	
Approaches	59%	74%	38%	44%	59%	74%	69%	79%	100%	
Meets	NA	26%	8%	9%	NA	18%	21%	24%	100%	
Masters	13%	13%	3%	4%	6%	10%	3%	4%	20%	

7th Grade STAAR Data: Excludes 6th grade students taking 7th grade math

	Reading				Math				Writing		
All Tested	2015 - 16 (53)	2016 - 17 (47)	2017 - 18 (52)	2018 - 19 Target	2015 - 16	2016 - 17 (47)	2017 - 18 (52)	2018 - 19 Target	2016 - 17 (48)	2017 - 18 (52)	2018 - 19 Target
Approaches	60%	57%	63%	72%	57%	66%	62%	71%	48%	40%	46%
Meets	NA	19%	23%	26%	NA	19%	29%	33%	25%	23%	33%
Masters	8%	4%	12%	14%	6%	4%	8%	9%	4%	0%	9%
	Reading				Math				Writing		
Continuously Enrolled	2015 - 16 (43)	2016 - 17 (44)	2017 - 18 (42)	2018 - 19 Target	2015 - 16 (43)	2016 - 17 (44)	2017 - 18 (42)	2018 - 19 Target	2016 - 17 (39)	2017 - 18 (42)	2018 - 19 Target
Approaches	60%	55%	69%	79%	60%	68%	67%	77%	51%	40%	46%
Meets	NA	20%	21%	24%	NA	20%	36%	41%	26%	24%	26%
Masters	7%	5%	10%	12%	5%	5%	10%	12%	5%	0%	2%

8th Grade STAAR Data: Not including Algebra I students

	8th Grade STAAR Data: Not including Algebra I students											8th Grade taking Algebra I				
	Reading				Math				Science			Social Studies			Algebra I	
All Tested	2015 - 16 (48)	2016 - 17 (48)	2017 - 18 (52)	2018 - 19 Target	2015 - 16 (48)	2016 - 17 (48)	2017 - 18 (42)	2018 - 19 Target	2016 - 17 (33)	2017 - 18 (51)	2018 - 19 Target	2016 - 17 (34)	2017 - 18 (51)	2018 - 19 Target	2016 - 17 (2)	2017 - 18 (10)
Approaches	63%	69%	83%	95%	60%	73%	62%	71%	76%	57%	66%	62%	41%	47%	100%	100%
Meets	NA	23%	33%	38%	NA	42%	29%	33%	30%	29%	33%	21%	18%	21%	50%	80%
Masters	13%	17%	15%	17%	10%	17%	2%	3%	12%	18%	21%	6%	6%	7%	50%	50%
	Reading				Math				Science			Social Studies			Algebra I	
Continuously Enrolled	2015 - 16 (35)	2016 - 17 (38)	2017 - 18 (38)	2018 - 19 Target	2015 - 16 (35)	2016 - 17 (38)	2017 - 18 (31)	2018 - 19 Target	2016 - 17 (29)	2017 - 18 (37)	2018 - 19 Target	2016 - 17 (30)	2017 - 18 (37)	2018 - 19 Target	2016 - 17 (2)	2017 - 18 (7)
Approaches	66%	68%	84%	97%	66%	74%	68%	78%	76%	57%	66%	67%	43%	49%	100%	100%
Meets	NA	26%	34%	39%	NA	45%	39%	45%	31%	32%	37%	20%	19%	22%	50%	71%
Masters	17%	21%	13%	15%	14%	18%	3%	4%	14%	19%	22%	7%	8%	9%	50%	43%

Disaggregated 3 – 8 STAAR Data 2018

Test	All Students	African American	Hispanic	White	Economically Disadvantaged	Special Education	Continuously Enrolled	Mobile
All Subjects								
% Approaches	66	61	57	70	60	30	65	68
% Meets	34	32	25	38	27	18	33	35
% Masters	13	8	9	16	9	4	12	15
Reading								
% Approaches	67	NA	57	71	61	NA	64	72
% Meets	36	NA	24	43	28	NA	35	37
% Masters	1112	NA	7	17	8	NA	10	17
Mathematics								
% Approaches	70	NA	64	74	66	NA	64	72
% Meets	33	NA	26	35	30	NA	35	37
% Masters	14	NA	13	15	12	NA	10	17
Writing								
% Approaches	47	NA	NA	NA	NA	NA	NA	NA
% Meets	26	NA	NA	NA	NA	NA	NA	NA
% Masters	4	NA	NA	NA	NA	NA	NA	NA
Science								
% Approaches	66	NA	58	67	56	NA	61	75
% Meets	34	NA	26	34	24	NA	33	35
% Masters	16	NA	14	18	12	NA	14	19
Social Studies								
% Approaches	62	NA	NA	67	NA	NA	67	NA
% Meets	36	NA	NA	45	NA	NA	41	NA
% Masters	15	NA	NA	19	NA	NA	19	NA

2018 Moody ISD STAAR Performance End of Course (EOC)

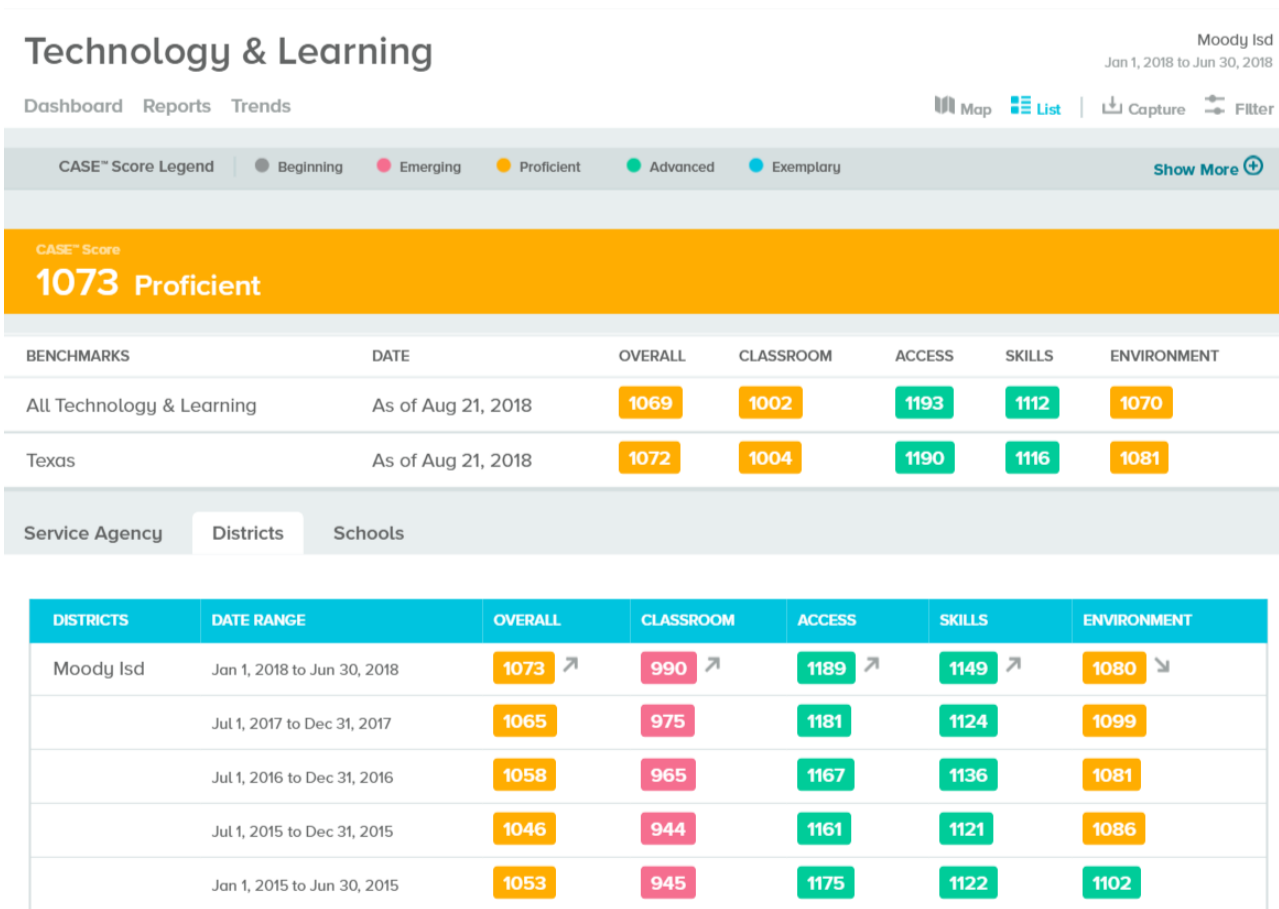
Test (#Cohort/#Re-test)		Cohort Data				Re-tester Data	
		2017 1 st admin	2017 2 nd admin	2018 1 st admin	2018 2 nd admin	Previous EOC	2018 EOC
English I (30/19)	% Approaches	83	97	80		0	21
	% Meets	50	50	53		0	5
	% Masters	20	20	3		0	0
English II (48/11)	% Approaches	71		67		0	29
	% Meets	37		51		0	9
	% Masters	2		6		0	0
Algebra I (29/7)	% Approaches	66	83	83		0	29
	% Meets	38	38	55		0	0
	% Masters	3	3	41		0	0
Biology (30/7)	% Approaches	77		93		0	29
	% Meets	33		70		0	0
	% Masters	13		30		0	0
US History (54/0)	% Approaches			76			
	% Meets			48			
	% Masters			22			

Moody High School College Admissions Summary

ACT	# Tested	Average Score
	55	19
SAT	33	987 *28 above state average
TSI	472	54% passed

TECHNOLOGY DATA

21st Century Learning requires schools to meet the current requirements of standardized tests while also striving to achieve the 4Cs: communication, collaboration, creativity, and critical thinking. The skills needed for success in college and career are becoming increasingly complex, and schools must rise to meet new demands. Moody ISD teachers and students are surveyed twice a year on their use of technology in the classroom, access to technology, skills in the use of technology and technology environment using Clarity, a platform that uses research-based analytics to present information intended to improve student learning. The results of our latest survey indicate that the use of technology in the classroom is emerging stages of proficiency. Results of the survey also concluded that the areas of Access and Skills are at the Advanced Level while the area of Technology Environment is at the Proficient level. This table represents the Clarity data for Moody ISD with school-level data and trends.



MOODY ISD NEEDS ASSESSMENT SUMMARY

Moody ISD's needs assessment identified the following specific needs:

1. Comprehensive District Needs

- a. Increase student attendance
- b. Increase teacher attendance

2. Academic Needs

- a. Increase STAAR proficiency in Reading, especially among the sub-populations of students
- b. Increase STAAR proficiency in Writing among all Students
- c. Increase STAAR proficiency in Science among all students
- d. Increase STAAR growth in Reading and Math
- e. Increase growth among all students as measured by local growth model.

3. Technology Needs

- a. Increase instructional integration of technology with particular emphasis on student collaboration, feedback, and creativity
- b. Increase instructional use of technology in which students create music, art, webcasts or videos to enhance student learning.

MOODY ISD 2018-2019 PERFORMANCE OBJECTIVES

District Performance Objectives based on District Goals include:

Goal #1 *The District will exceed all state mandated academic goals.*

- A. Moody ISD will work to exceed state student achievement averages in all tested areas and at all performance levels with an emphasis on increasing the percentage of students who Meet and Master Grade Level Expectations on STAAR Assessments.
- B. Moody ISD will implement plans to improve its Student Attendance Rate (average daily attendance) to 96.5% and each campus will improve its attendance rate by 0.3 percentage points over last year.
- C. Moody ISD will show academic growth in Math, Reading/Writing, English, Science and Social Studies for all students (100%) in all grades PK – 12 using NWEA/MAP data, STAAR cohort data, TEKS reviews (3-week checkups), Unit Assessments and Benchmark exams.

Goal #2 *Moody ISD will have a budget that is aligned with the academic needs of the students.*

- A. Moody ISD will continue to review the instructional budgets of the Districts and Campuses to ensure that they are meeting the needs of the students.
- B. Moody ISD will review and establish a replacement schedule for all roofs, HVAC, District fleet, reviewed twice a year. All capital projects will be reviewed and needs updated twice a year.
- C. Moody ISD will receive an above standard achievement rating on the First Report, and Unqualified Opinion rating on the annual audit and conduct a public hearing concerning the budget.
- D. Moody ISD will continue to maintain and upgrade its technology infrastructure and equipment to support student instruction according to the current year's master technology plan guided by data collected on the SAMR model in walkthrough data and Clarity.

Goal #3 *Moody ISD will have a competent faculty and staff that meets the needs of the students.*

- A. Moody ISD continue to recruit and retain staff that have shown competence in their assigned duties.
- B. Moody ISD will continue to review and improve the compensation plan for staff including salaries, benefits and incentives.

- C. Moody ISD will continue to improve the time principals spend in the classroom in order to monitor instruction and classroom needs.
- D. Moody ISD will improve teacher attendance to 98.0%.

Goal #4 Parent and Community Communication and Planning

- A. Moody ISD will monitor and present in monthly reports to the Board the number of parent callouts and communications.
- B. Moody ISD will continue to conduct activities to receive feedback from the community.
- C. Moody ISD will continue to improve the programs that ensure student safety, health and wellness.

Goal #5 Curriculum, College and Career Readiness

- A. Moody ISD will continue to use TEKS Resource System as the vehicle for managing and providing online curriculum support.
- B. Moody ISD will maintain a College, Career, and Military Readiness score above 90%.
- C. Moody ISD will develop and implement plans to increase the effective use of technology using student-centered and technology-integrated learning.

Goal #6 Comprehensive Academic UIL and Athletic Program

- A. Moody ISD will continue to improve UIL academic participation and results across all participating grades and content.
- B. *Moody ISD will improve UIL athletic participation and results across all participating grades and sport.*

Moody ISD
District
Improvement Plan:
Objectives &
Action Items

2018-2019

Moody ISD held its annual Data Workshop on July 18, 2018. Comprehensive data related to all Board Goals was presented at this meeting. The District Goals and Objectives for the 2018-2019 academic year were formulated as a result of this meeting along with Action Items related to each objective. Some of these Action Items have already been accomplished, especially those that relate to staff trainings and budget items. This process of continuous improvement drives the work that we do in Moody ISD.

GOAL #1 STUDENT ACHIEVEMENT

Objective 1A: Moody ISD will work to exceed state student achievement averages in all tested areas and at all performance levels with an emphasis on increasing the percentage of students who Meet and Master Grade Level Expectations on STAAR Assessments.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Monitor Unit Assessment data to identify areas of weakness in student mastery of TEKS.	Unit Assessment results in Eduphoria	At the end of each 9-week grading period	Campus Administrators, Curriculum Director	General Fund
Monitor MAP Assessment data to identify areas of general weakness and to create Intervention Groups of students on watch lists.	Achievement Data from MAP, Projected Proficiency Reports from NWEA, and Benchmark data in Eduphoria/	Ongoing Data studies at each campus to occur at least at the end of each grading period and before STAAR testing.	Campus Administrators, Curriculum Director	Instructional Materials Allotment
Increase instructional time in Reading in all tested grade levels.	Data from MAP, Benchmark Data, STAAR data	Monitor at the end of each 9-weeks grading period	Campus Administrators	Title I Funding
Monitor MAP data to identify the students who score in the upper RIT bands and deliver enhanced, more rigorous instruction to improve Mastery.	Data from MAP	Data studies at the beginning of the 2 nd semester and after the February Benchmark Assessment	Campus Administrators, Curriculum Director	General Fund; Instructional Materials Allotment

Objective 1B: Moody ISD will implement plans to improve its Student Attendance Rate (average daily attendance) to 96.5% and each campus will improve its attendance rate by 0.3 percentage points over last year.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Campus principals will implement plans for rewarding students for perfect attendance.	BLAST attendance increases; 9-week attendance data from PEIMS	Monitor each 9-weeks grading period	Campus administrators, Curriculum Director ACE Coordinator	General Funds, ACE
Campus principals will monitor and report student attendance data and any truancy actions to the Board on monthly reports.	Monthly Board Reports	Monthly	Campus Principals	General Fund

Objective 1C: Moody ISD will show academic growth in Math, Reading/Writing, English, Science and Social Studies for all students (100%) in all grades PK – 12 using NWEA/MAP data, STAAR cohort data, TEKS reviews (3-week checkups), Unit Assessments and Benchmark exams.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Evaluate growth in student writing.	Scores on class essays using STAAR rubrics	At the end of each 9-week grading period	Campus Administrators, Curriculum Director	General Fund
Evaluate growth in language by using MAP language assessments, Benchmarks	MAP scores; Benchmark scores in Eduphoria	BOY, MOY, EOY	Campus Administrators, Curriculum Director	General Fund, Instructional Materials Allotment
Evaluate growth in Reading by using STAAR cohort data, MAP growth data, TEKS reviews, Unit Assessments and Benchmarks.	MAP Growth scores, yearly STAAR cohort data, percentage of students who Meet or Master TEKS Reviews at STAAR performance levels, Unit assessment and Benchmark Results	3-week TEKS reviews, MAP growth BOY, MOY, and EOY, Unit assessment and Benchmark data as available.	Campus Administrators, Curriculum Director	General Fund, Instructional Materials Allotment

Evaluate growth in Math by using STAAR cohort data, MAP growth data, TEKS reviews, Unit Assessments and Benchmarks.	MAP Growth scores, yearly STAAR cohort data, percentage of students who Meet or Master TEKS Reviews at STAAR performance levels, Unit assessment and Benchmark Results	3-week TEKS reviews, MAP growth BOY, MOY, and EOY, Unit assessment and Benchmark data as available.	Campus Administrators, Curriculum Director	General Fund, Instructional Materials Allotment
Evaluate growth in Science by using MAP growth data, TEKS reviews, Unit Assessments and Benchmarks.	MAP Growth scores, percentage of students who Meet or Master TEKS Reviews at STAAR performance levels, Unit assessment and Benchmark Results	3-week TEKS reviews, MAP growth BOY, MOY, and EOY, Unit assessment and Benchmark data as available.	Campus Administrators, Curriculum Director	General Fund, Instructional Materials Allotment
Evaluate growth in Social Studies using TEKS reviews, Unit Assessments and Benchmarks.	Percentage of students who Meet or Master TEKS Reviews at STAAR performance levels, Unit assessment and Benchmark Results	3-week TEKS reviews, Unit assessment and Benchmark data as available.	Campus Administrators, Curriculum Director	General Fund, Instructional Materials Allotment

GOAL #2 FISCAL RESPONSIBILITY

Objective 2A: Moody ISD will continue to review the instructional budgets of the Districts and Campuses to ensure that they are meeting the needs of the students.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Instructional Leadership Team (principals and Curriculum Director) will review and monitor the use of instructional materials to ensure the best use of our resources to meet the needs of our students.	Staff surveys; walk-through observations; PLC meeting notes	Yearly survey of teachers on needed resources; instructional leadership team meetings in Spring 2018	Curriculum Director, Campus Administrators	General Fund, Instructional Materials Allotment
Moody ISD will contract with ESC 12 for assistance with administration of Title I, Part A program.	Contract with ESC 12	August, 2017	Financial Officer	Title I, Part A

Objective 2B: Moody ISD will review and establish a replacement schedule for all roofs, HVAC, District fleet, reviewed twice a year. All capital projects will be reviewed and needs updated twice a year.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Capital projects will continue to be monitored and prioritized using a shared document with all district and campus needs and requests.	Shared document in Google Drive	Twice yearly review in June and January	Superintendent and Facilities/Maintenance Director, Campus principals	General Fund

Objective 2C: Moody ISD will receive an above standard achievement rating on the First Report, and Unqualified Opinion rating on the annual audit and conduct a public hearing concerning the budget.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Financial Officer will supervise and maintain budgetary procedures according to Board Policy and Administration Procedures based on TEA Fiscal Guidelines.	First Report rating, State Audit rating, feedback from public hearing.	Continuous monitoring of PO and accounting procedures	Superintendent and Financial Officer	General Fund

Objective 2D: Moody ISD will continue to maintain and upgrade its technology infrastructure and equipment to support student instruction according to the current year's master technology plan guided by data collected on the SAMR model in walkthrough data and Clarity.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Technology Director will collaboratively plan and implement the District Technology Plan.	Plan is approved by Board.	August 2018 and planning with Technology Committee meeting	Technology Director	General Fund, e-Rate funding, technology grants
Evaluate the technology infrastructure for updates and replacement.	Review of inventory and HelpDesk Maintenance Reports and Rotation/Replacement Plans.	Monthly Technology Reports; yearly review of Rotation/Replacement Plans	Technology Director, Superintendent	General Fund, e-Rate
Inventory and use of classroom technology will be shared with the Board in a monthly report.	Board will receive monthly reports from principals and yearly report from Technology Director	Monthly Board Report; Yearly Inventory	Technology Director; Principals.	General Funds.

Teachers will apply for District Technology Grants that will enhance the use of technology in the learning process.	Teacher applications	Year-round	Technology Grant Committee (Tech Director, Campus Principals, Curriculum Director)	General Funds
Student progress with technology utilization will be reported to the Board and Community	Results of Learning.com Digital Citizenship data; Technology Showcases	Data Workshop 2019	Technology Director; technology instructional staff	General Funds, Instructional Materials Funds, ACE

GOAL #3 HIGHLY QUALIFIED FACULTY

Objective 3A: Moody ISD continue to recruit and retain staff that have shown competence in their assigned duties.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Campus principals will anticipate staffing needs by January 2018 and post potential job openings	HR Website	January 2019	Principals; HR Director	General Fund
Principals and Curriculum Director will attend local Job Fairs to recruit potential teachers.	Collection of resumes of potential teachers.	Spring 2019	Principals; Curriculum Director	General Fund
Campus administrators will contact members of Teacher Training Programs through Region 12 and local colleges to begin recruiting new hires.	Log of contacts to Teacher Training Programs and teachers	Beginning January 2019	Campus administrators	General Fund
Principals will use the T-TESS Framework to make the determination of professional growth of teaching staff.	T-TESS data	January 2019 and May 2019	Campus Principals	General Fund

The HR Department will submit monthly reports on At-Will and contracted employees, detailing hiring practices.	Monthly Board Report, Data Workshop Report	Monthly and summer Data Workshop	HR Director	General Fund
--	--	----------------------------------	-------------	--------------

Objective 3B: Moody ISD will continue to review and improve the compensation plan for staff including salaries, benefits and incentives.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Compensation Committees on each campus will make recommendations to the Superintendent to improve the Compensation Plan for 2018-2019.	Staff surveys; Compensation Committee Meeting Notes	Yearly survey of teachers; Recommendations acted on in Spring 2019	Superintendent	General Fund
Each campus administrator will host events using their faculty morale budget that will honor the work that teachers on their faculty do.	List of events	Year-round	Campus Administrators	General Fund
Each campus administrator will as much as possible plan and schedule after-school programs that value the time of his/her faculty.	Programs are scheduled using a flex-time model as much as possible	Year-round	Campus Administrators	General Fund
Moody ISD will survey existing teachers on their job satisfaction and other factors to determine what changes can be made to improve teacher retention.	Survey Results	December 2018	Curriculum Director	General Fund

Objective 3C: Moody ISD will improve the time principals spend in the classroom to monitor instruction and classroom needs.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Principals will increase the time spent monitoring classroom instruction from 18% to 35%.	Walkthrough data, Observations data	Monthly Board Reports	Principals and Curriculum Director	General Fund

Objective 3D: Moody ISD will improve teacher attendance to 98.0%.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Principals will monitor teacher attendance on a regular basis.	Time Clock records	Monthly Board Reports	Campus Principals	General Fund
Principals will implement staff incentives and morale boosting strategies to improve teacher attendance.	Record of events and incentives	As determined by campus principals reported at each principal review.	Campus principals, Superintendent	General fund; campus budgets

GOAL #4 PARENT AND COMMUNITY COMMUNICATION AND PLANNING

Objective 4A: Moody ISD will monitor and present in monthly reports to the Board the number of parent callouts and communications.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Monitor and report to the Board the number of parent callouts and campus communications.	Monthly Board Reports	Monthly	Campus Principals	General Fund

Objective 4B: Moody ISD will continue to conduct activities to receive feedback from the community

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Moody ISD will hold a yearly Town Hall Meeting intended to communicate information on District Programs and on the achievements of the students of Moody ISD. In addition, these meetings will be used to take suggestions from parents on how to improve the overall educational program of the District.	Meeting Minutes, agendas, sign-in sheets	January 2019	Superintendent, Curriculum Director, Campus Principals	General Fund, Title I
Leadership staff is expected to be available at all school events and represent the District at Town of Moody activities.	Attendance at events	Year-round	Superintendent	General Fund

Objective 4C: Moody ISD will continue to improve the programs that ensure student safety, health and wellness.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Use Compliance Courseware from Region 11 to ensure proper training for instructional and general staff in student safety, suicide prevention, child abuse, Students with disabilities, Teen dating violence and other topics.	Staff PD records in Eduphoria.	Completed by September 1, 2017	Curriculum Director, Principals	General Fund

Staff will receive targeted professional development in August for current safety practices to include active shooter training, first aid, threat assessment and rapid response.	Sign-In Sheets and Training materials; PD records in Eduphoria	Completed by September 30, 2017	Curriculum Director	General Fund
Recommendations from biannual Safety Audit will be prioritized and safety improvements completed as required.	Facilities/Maintenance document	Review twice yearly	Superintendent, Campus principals	General Fund
Moody ISD will review and update emergency procedures annually	Emergency Procedures document is updated	Yearly	Superintendent, Campus principals	General Fund
Moody ISD will continue to emphasize the importance of safety drills and professional learning for staff in all areas of safety and health. Monthly reports of safety drills and programs will be made to the Board.	Board Reports	Monthly	Campus Principals, Curriculum Director	General Fund
Moody ISD will continue to use Anonymous Alerts and Counselor Incident reports to provide the data to guide anti-bullying efforts.	Counselor and Anonymous Alerts reports	Twice yearly	School Counselors, campus principals	General Fund

GOAL #5 COLLEGE AND CAREER READINESS

Objective 5A: Moody ISD will continue to use TEKS Resource System as the vehicle for managing and providing online curriculum support.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Moody ISD will contract with Region 12 for shared services to provide TEKS Resource System to the faculty.	Region 12 contract	Summer 2018	Superintendent, Curriculum Director	General Fund
District and campus administrators will continue to monitor and improve the use of curriculum materials through the use of Year-at-a-Glance planning calendars, TEKS clarification documents, Unit Planners and all summative assessments.	Teacher plans and assessments are filed in Team Drive for Curriculum and Instruction	Ongoing monitoring at least bi-weekly.	Campus principals, Curriculum Director	General Fund

Objective 5B: Moody ISD will maintain a College, Career, and Military Readiness score above 90%.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Additional CTE Programs and opportunities for certifications will be offered and more certifications will be earned by high school students.	More options for student certification in business and industry will be offered to students.	Plans will be made at BOY, certifications made available by MOY, monitoring by EOY.	CTE faculty, HS Principal	CTE funds
At least 60% of eligible students will take either the ACT or SAT in the second semester of their junior year.	Test results	Spring 2019	HS principal, HS Counselor	HS Allotment

All 10 th grade students will take the PSAT.	Test results	Spring 2019	HS principal, HS Counselor	HS Allotment
Results of TSI tests will improve by the preparation and administration of the test beginning in Middle School.	Test Results, Course syllabus	Course begins in Middle School in Fall 2018; test is administered in Spring 2019.	Campus principals, MMS and MHS, School counselors	General Fund
High School Counselor and Principal will plan with local colleges and technical schools to offer additional opportunities for high school students to earn Dual Credit and/or Technical certifications.	Additional opportunities for Dual Credit and Technical Certifications through local colleges and technical schools will be offered to high school students; more students will participate in the Dual Credit and Technical Certifications program at Moody High School	Plans will be made at BOY, certifications made available by MOY, monitoring by EOY.	HS Counselor, HS Principal	HS Allotment funds

Objective 5C: Moody ISD will develop and implement plans to increase the effective use of technology using student-centered and technology-integrated learning.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Implement innovative teaching strategies using available technology resources.	Increase in SAMR Score on Walkthrough Document	Each 9-weeks grading period	Campus Administrators, Curriculum Director, ACE Coordinator	General Fund
Facilitate technology integration by providing teacher/staff with professional development on student use of collaboration, analysis, content and creativity.	CPE's for technology PD; Increase in percentage of reported use of teaching strategies involving technology (BrightBytes Survey)	BOY, EOY	Campus administrators, Curriculum Director, Technology Director	General Fund

Provide teachers with snapshots of programs for technology integration into lessons and then offering online training in Google Classroom to support their learning in the applications.	Completion of work in Google Classroom	Faculty meetings	Campus administrators	General Fund
--	--	------------------	-----------------------	--------------

GOAL #6 COMPREHENSIVE ATHLETIC PROGRAM

Objective 6A: Moody ISD will continue to improve UIL academic participation and results across all participating grades and content

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Moody ISD expects that 65% of eligible students participate in at least one academic enrichment event and that at least 65% of students will participate in at least one other extracurricular program or event outside regular school hours. These participation rates will be monitored and reviewed by each campus.	Participation data	Baseline measure at BOY, Monitor evidence of participation at the 2 nd and 3 rd 9-weeks period and at EOY	Campus administrators	General Fund
Each campus will monitor the number of students participating in UIL Band (music) events	The number of students participating will increase; the Band will increase its placement in UIL Band events; more students will place in individual UIL Band events.	Baseline measure at BOY, Monitor evidence of participation at the 2 nd and 3 rd 9-weeks period and at EOY	Campus administrators; Band Directors	General Fund

Objective 6B: Moody ISD will improve UIL athletic participation and results across all participating grades and sport.

Action Items/Strategies	Evidence	Timeline	Person(s) Responsible	Budget Source
Each campus will increase the number of students participating in academic UIL events; each campus will increase the number of students placing in UIL events	The number of students participating will increase. More students will place in UIL competition	Baseline measure at BOY, Monitor evidence of participation at the 2 nd and 3 rd 9-weeks period and at EOY	Campus administrators; UIL Coaches	General Fund
6 th grade Pre-Athletics classes will be used to help students develop and improve physical skills.	Skills assessments	BOY, MOY, EOY	Campus Administrators	General Fund
The Athletic Director and Head Coaches will work with Elementary staff to develop programs to enhance future participation in UIL athletics.	Meeting notes	BOY, MOY, EOY	Athletic Director, Head Coaches, Elementary principal and Elementary PE coach	General Fund