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PUBLIC SCHOOL SYSTEM



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www.cnmipss.org[CNMI Public School System](#)[cnmipss](#)Lawrence F. Camacho, Ed.D
COMMISSIONER OF EDUCATIONpss.coe@cnmipss.org

August 6, 2023

MEMORANDUM

To : Marianas High School Principal

From : Commissioner of Education

Subject: SY2024-2025 Schoolwide Improvement Plan (SIP) Award

Dear Principal Jonathan Aguon,

Congratulations and thank you for submitting your SY2024-2025 Schoolwide Improvement Plan (SIP)!

Marianas High School's Schoolwide Improvement Plan (SIP) for SY2024-2025 has been approved with an amount of \$1,126,916 subject to certain restrictions. Your account number is F26425C115.

Please be mindful of the following requirements to ensure compliance and proper utilization of the allocated funds:

1. **Purchase Requests/Orders:** When processing Purchase Requests (PRs) or Purchase Orders (POs), you must attach the relevant sections of the approved SIP related to the purchase. Justification must be aligned in addressing your objective and delivering your initiatives. FPO's approval and concurrence is needed to process POs and PRs.
2. **After-School Proposal:** You must submit your after-school proposal to the Office of Curriculum and Instruction (OCI) for their approval before utilizing SIP funds for your after-school program. Deadline to submit After school program proposal is due on September 30, 2024. After school program begins on October 7, 2024.
3. **Revisions:** Revision or modification is only allowed if driven by data and focused on developing new critical initiatives to address student needs. Any revisions to your SY2024-2025 SIP must be reviewed by the Office of ARE and OCI, concurred by FPO, and approved by COE.
4. **Personnel/FTE.** Requested FTE is pending the approval of the U.S. DOE and is subject for review.
5. **Travel-** All travel requests outlined in your SIP must first be reviewed by the FPO and subsequently approved by COE and the Board of Education (BOE).
6. **Professional Learning/Professional Development-** As per ESEA, PD/PL must be "sustained (Not stand alone, 1-day, or short-term workshops), intensive, collaborative, job-embedded, data-driven, and classroom-focused" (US DOE, 2016)

Thank you for your continued commitment to our students and the PSS, we look forward to a successful year of improvement.

Sincerely,

Lawrence F. Camacho, Ed.D
Commissioner of Education**STUDENTS FIRST • EDUCATORS ALWAYS**

All CNMI Public Schools are accredited by the North Central Association on Accreditation and School Improvement, an accreditation division of Cognia.



CNMI Public School System

Schoolwide Development Plan

Criteria and Checklist



Name of School: Marianas High School

SY: 2024-2025

Awarded Amount: \$ 1,126,916

Account: F26425C115

A. Criteria and Checklist:

Phases	Subphases	Criteria	Met/Not Met?	Comment and Signature
Phase 4: Evaluating SY 2024-2025	4.1 Determine Impact of Criteria Initiatives	4.1.a Input the End of Year data and evidence of success from previous SY.	Not met	Missing analysis of findings for Critical Initiative 2
	4.2 Judge the success of the annual plan	4.2.a Input summary of findings from previous SY	Not Met	Please include which goals/objectives are met.
Phase 1 Envisioning SY 2024-2025	1.1 Determine the Current Reality	1.1.a Completed and uploaded the Information that Matter's Template.	Not met Met-8/6/24 but needs to be more specific on what your school has learned from the data next time.	What is your data saying on the following: <ul style="list-style-type: none">• Academic Achievement• ELEOT Observation• Cognia surveys• Other data Please indicate them in the attachments
	1.2 Explore the Future	1.2.a Completed and uploaded the Future Trends and Sources Template	Met Met-8/6/24 but needs to be more	



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			specific on what your school has learned from the data next time.	
	1.3 Synthesize Results	1.3.a Developed Priority Statements and used CNMI PSS Strategic Performance Management (SPM) Goals as SWP Strategic Themes	Met	
Phase 2 Planning SY 2023-2024	2.1 Use priorities to create objectives and identify critical initiatives	2.1.a Developed SMART Objectives	Not Met Met-8/7/24	For High Performing Personnel- objective can be measured better than teacher attendance in various professional learning. Use other measurement like increase their scores in their teacher evaluation rubric or increase ELEOT scores in well managed learning
		2.1.b Developed Meaningful Critical Initiatives that are aligned to SMART Objectives and are Evidence-based	Not Met Met-8/7/24	For High performing personnel- be more specific with your critical initiative.
	2.2 Identify outcomes and key measures for each critical initiative	2.2.a Developed Intended Outcomes	Not met Met-8/7/24	For High Performing Personnel: Use your teacher evaluation data to measure how many of your



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				teachers are performing in an accomplished and distinguished or use ELEOT observation as the measure to the outcome like improving your ELEOT score in Well managed learning or high expectations
		2.2.b Identified key measures	Not met Met-8/7/24	For high performing personnel- use other key measure that attendance to the training
	2.3 Develop Strategy Map	2.3.a Used PSS vision, mission, and beliefs	Met	
		2.3.b Aligned PSS Vision, Mission, and Beliefs on Strategic Themes, Objectives, Critical Initiatives, and Key Measures		
Phase 3: Implementing SY 2023-2024	3.1 Design Implementation Plan	3.1.a Identified and developed activities focused on teaching and learning and student success	Not met Met-8/7/24	<ul style="list-style-type: none"> • Make sure activities are aligned with the initiatives and objectives • Be specific on what type of PD and why • How will the PD implementation be monitored? 8/7/2024 Please remove the



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				<p>following initiative:</p> <p>IF all teaching staff receive meaningful professional learning by SY24-25, measured by ELEOT Observations, THEN students will benefit from improved instruction and higher academic achievement.</p> <p>Embed PD/PL as activities to other initiatives</p>
		3.1.b Identified the required financial resources	<p>Not met</p> <p>Met-8/7/24</p>	<p>Please use the row Other to write what the funding request is for. Ex: Access to Technology- \$ 125K Put under other: Purchase of technology equipment</p>
		3.1.c Identified launch dates for activities	Met	
		3.1.d Developed the statements for the 3 target cycle	<p>Not met</p> <p>Met-8/7/24</p>	<p>Use 3 benchmarks to address the activity in a quarterly basis Ex: Quarter 1-STAR Reading proficiency and above level will increase by 3%. Add another benchmark Quarter 2: STAR Reading proficiency</p>



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				and above level will increase by 5%
				Quarter 3: STAR Reading proficiency and above level will increase by 7%
	3.2 Assign and communicate responsibilities	3.2.a Identified person responsible for each activity	Met	
Other CG Requirements	5.1 Focus and Target	5.1.a Focused on meeting the SWP overall achievement target	Met	
		5.1.b Focused on improving unfinished learning	Met	
		5.1.c Focused on improving content area teaching and learning	Not met Met-8/7/24	Professional learning must be specified and be written in detailed
	5.2 Budget Allocation ALLOWABLE, ALLOCABLE, REASONABLE, PRUDENT SPENDING	5.2.a Complete and accurate given budget allocation	Not met Met-8/7/24	Needs to include what the funding is for
		5.2.b Travel budget is minimal and reasonable (to be determined by FPO)	Not met Met-8/7/24	Needs to be specific on PD expenditure and some expenditures
		5.2.c Followed budget restrictions on the ff: NOT ALLOWED: 1. Request for building construction 2. Purchase of core curriculum textbooks 3. Giveaways and gifts	Not met Met-8/7/24	Hiring of personnel is not allowed yet at this time. FPO will provide an update on hiring personnel.



CNMI Public School System






Schoolwide Development Plan

Criteria and Checklist



		4. Classroom furniture 5. Outsource additional staff 6. Cleaning supplies and PPE supplies		
OCI, ARE, SSS, and FPO Budget Narrative Integration	5.3 Budget Integration	Completed the Budget Narrative Integration		Link will be provided by FPO

B. Summary of Findings

AREAS of CONCERNS	SCHOOL'S RESPONSE	Date of Approval and Signature
4.1.a Missing analysis of findings for Critical Initiative 2	Completed	Met-8/7/24 
4.2.a Please include which goals/objectives are met.	Completed	Met-8/7/24 
1.1 What is your data saying on the following: <ul style="list-style-type: none">Academic AchievementELEOT ObservationCognia surveysOther data Please indicate them in the attachments	Completed	Met-8/7/24 
2.1.a For High Performing Personnel-objective can be measured better than teacher attendance in various professional learning. Use another measurement, like increasing their scores in their teacher evaluation rubric or increasing ELEOT scores in well-managed learning	Completed	Met-8/7/24 
2.1.b For high performing personnel-be more specific with your critical initiative.	Completed	Met-8/7/24 







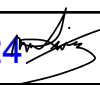


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2.2.a For Hogh Performing Personnel: Use your teacher evaluation data to measure how many of your teachers are performing in an accomplished and distinguished or use ELEOT observation as the measure of the outcome, like improving your ELEOT score in Well managed learning or high expectations	Completed	Met-8/7/24 
2.2.b For high-performing personnel-use other key measures that include attendance to the training	Completed	Met-8/7/24 
3.1.a Make sure activities are aligned with the initiatives and objectives Be specific on what type of PD and why How will the PD implementation be monitored?	Completed	Met-8/7/24 
3.1.b Please use the row Other to write what the funding request is for. Ex: Access to Technology- \$ 125K Put under other : Purchase of technology equipment	Completed	Met-8/7/24 
3.1.d Use 3 benchmarks to address the activity in a quarterly basis Ex: Quarter 1-STAR Reading proficiency and above level will increase by 3%. Add another benchmark Quarter 2: STAR Reading proficiency and above level will increase by 5% Quarter 3: STAR Reading proficiency and above level will increase by 7%	Completed	Met-8/7/24 
5.1.c Professional learning must be specified and be written in detailed	Completed	Met-8/7/24 
5.2.a Needs to include what the	Completed	Met-8/7/24 




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Criteria and Checklist



funding is for		
5.2.b Needs to be specific on PD expenditure and some expenditures	Completed	Met-8/7/24
5.2.c Hiring of personnel is not allowed yet at this time. FPO will provide an update on hiring personnel.	Completed	Met-8/7/24 

C. Spending Summary:

Category	Requested Funding	Justification (What is the budget for?)	Approved by (FPO)
Instructional Sup... ▾	\$124,160.00	Instructional supplies- Reading Literacy For 48 teachers (ELA & non-ELA) to incorporate literacy activities	
Instructional Sup... ▾	\$31,040.00	Instructional supplies- Math Literacy For 12 math teachers	
Venue Rental ▾	\$12,000.00 Quarterly data dialogue & PD session (100 staff * \$35/head = \$3,500 * 4 sessions)	Collaborative Data Analysis - For quarterly data dialogue and training; allows for space that is conducive for longer sitting periods so staff can be engaged in activities and discussion	
FTE/Salary/Wag... ▾	\$136,800.00 12 tutors * \$15/hr * 4 hrs/day * 190 days	12 HDT Tutors (part-time) for academic intervention (6 for ELA classes & 6 for math classes)	
Equipment/Tech... ▾	\$250,000.00 For 60 faculty (each teacher would have \$4100 for updated technology)	For classroom technology like laptops and smart board	
Instructional Sup... ▾	\$8,000	For workshop consumable supplies	



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Instructional Sup... ▾	\$10,000	For consumable supplies and fees related to college & career activities	
Instructional Sup... ▾	\$10,000	For consumable supplies and fees related to community & cultural partnerships activities for cultural preservation and multicultural education	
Instructional Sup... ▾	\$20,000	For instructional supplies and equipment for Physical Education instruction	
Contractual (Pro... ▾	\$90,000	For CTE program outsourced/contracted vendors - Entrepreneurship (as approved by Dr. Taylor)	
Contractual (Pro... ▾	\$30,000	For trainer to train all MHS on the Responsibility Centered Discipline Framework	
FTE/Salary/Wag... ▾	\$45,000	Counselor (at-risk program)	
FTE/Salary/Wag... ▾	\$57,000 2 employees * \$150/day * 190 days	MTSS-Student Success Coach (part-time)	
Pay Differential ▾	\$200,000.00 Budget was determined from prior SY ELO cost (\$310,000) with a reduction measure	After School Enrichment Program	
Pay Differential ▾	\$6,458.00	For pay differential for teachers for trainings conducted on eligible non-instructional days, e.g. Saturdays (Math)	
Pay Differential ▾	\$6,458.00	For pay differential for teachers for trainings conducted on eligible non-instructional days, e.g. Saturdays (Reading Literacy)	
Travel ▾	\$30,000	For student competitions (per	



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		FPO Che, school have to cost-share 50% for national competition)	
Travel ▾	\$12,000.00	For 2 admin/faculty to attend the ASCD Training	
Travel ▾	\$12,000.00	For 2 Social Studies teachers to attend the <i>National Council for History Education Annual Training</i> This is important since there are limited content-specific professional learning opportunities for high school social studies/history teachers	
Travel ▾	\$12,000.00	For 2 Science teachers to attend the <i>National Science Teaching Association Training</i> This is important since there are limited content-specific professional learning opportunities for high school social studies/history teachers	
Travel ▾	\$24,000	For 4 teachers (current Pre-AP ELA and Math teachers) to attend the <i>Pre-AP Summer Institute</i>. This is a REQUIRED training for all Pre-AP teaches. For MHS to continue with the Pre-AP program, all Pre-AP teachers need to be trained. They have not yet been trained since the contract with College Board was not fully executed in time for registration for summer 2024. Hence the 2025 training is mandatory for these teachers.	

D. Overall Comment:

8/01/2024- You can request a virtual meeting for more clarification on our comments.

Marianas High School

Vision

The Commonwealth of the Northern Mariana Islands Public School System is a provider of quality education, empowering all individuals to be innovative thinkers and learners.

Mission

Educating lifelong learners to become productive citizens of a global society.

Beliefs

- Leadership and Learning
- Efficacy
- Accountability
- Diversity
- Engagement
- Relationship

Student Success

Objectives

- By June 2025, MHS aims to increase the percentage of students who are at or above grade level proficiency in reading by 5%.
- By the end of SY24-25, MHS will attain a graduation rate of 95% based on the number of graduates versus the number of candidates for graduation.
- By June 2025, MHS aims to increase the percentage of students who are at or above grade level proficiency in math by 7%.
- By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.
- By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.
- By June 2025, there will be a 3% increase in the attendance rate compared to the end of SY23-24 as measured by Infinite Campus Attendance.

High Performing Personnel

Objectives

- By June 2025, the percentage of students performing at or above benchmark will increase by 7% as measured by STAR Assessments.
- By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.
- By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.
- By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.
- By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.

Critical Initiatives

- IF high-quality reading instruction, collaborative data analysis, high dosage tutoring, and access to technology are implemented, THEN student academic achievement will significantly improve.
- IF parent engagement, community partnerships and college/career readiness activities are implemented, THEN student academic achievement and graduation rate will increase.
- IF Students are supported by personnel to the MTSS framework, THEN they'll be provided w/ targeted interventions, leading to improved academic outcome, reduced behavioral issues, increased attendance.
- IF high-quality math instruction, collaborative data analysis, high dosage tutoring, and access to technology are implemented, THEN student academic achievement in math will significantly improve.
- IF afterschool enrichment, daily physical activities & cross school competitions are provided, THEN student academic achievement and graduation rates will increase.
- IF MHS strengthens college and career (CTE) programs, THEN there will be an increase for post-secondary enrollment and career readiness in graduates.
- IF Responsibility Centered Discipline is implemented, THEN students will benefit from improved behavior, accountability, and a more positive learning environment leading to higher academic achievement

Key Measures

- STAR Reading
- Amount of students who have graduated (event rate)
- Number of students identified as at-risk.
- STAR Math
- Body Mass Index Data
- Attendance Report
- School Discipline Data (Infinite Campus)

Critical Initiatives

- IF teachers complete Pre-AP training, THEN students will benefit from enhanced instructional strategies, leading to improved critical thinking skills and higher academic performance. (Math)
- IF teachers complete Pre-AP training, THEN students will benefit from enhanced instructional strategies, leading to improved critical thinking skills and higher academic performance. (ELA)
- IF teachers attend the National Science Teaching Association conference, THEN students will benefit from enhanced science instruction, leading to greater engagement and academic achievement. (Science)
- IF teachers attend National Council for History Education training, THEN students will benefit from enriched lessons, deeper historical understanding, and improved critical thinking skills. (SS)
- IF school leaders complete ASCD training, THEN students will benefit from improved instructional leadership, resulting in enhanced teaching quality and better academic outcomes. (Leadership)

Key Measures

- ELEOT Observation Tool

07/31/2024 - 06/26/2025

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Critical Initiative

On Track

IF high-quality reading instruction, collaborative data analysis, high dosage tutoring, and access to technology are implemented, THEN student academic achievement will significantly improve.

Objective:

By June 2025, MHS aims to increase the percentage of students who are at or above grade level proficiency in reading by 5%.

Evidence-Based Practice Citation

Improving Adolescent Literacy: Effective Classroom and Intervention Practices

<https://ies.ed.gov/ncee/WWC/PracticeGuide/8>

Activity

High Quality Reading Instruction

Person responsible: Teachers		Launch Date: 06/24/2024	
Required Resource(s):		Source of Funding: SWP	
Financial Resource: \$124160.00			
Other Resource: Instructional Materials			
Activity Measure(s)		Benchmark(s)	
STAR Reading Scores		Benchmark: Increase STAR Reading Proficiency Results by 2%	Date: 10/29/2024
		Benchmark: Increase STAR Reading Proficiency Results by 3%	Date: 01/29/2025
		Benchmark: Increase STAR Reading Proficiency Results by 5%	Date: 05/28/2025

Activity

Collaborative Data Analysis

Person responsible: Teachers		Launch Date: 06/26/2024
Required Resource(s):		
Financial Resource: \$6000.00		Source of Funding: SWP
Other Resource: Room Rental		
Activity Measure(s)	Benchmark(s)	
STAR Reading Scores	Benchmark: Increase STAR Reading Proficiency Results by 2%	Date: 10/29/2024
	Benchmark: Increase STAR Reading Proficiency Results by 3%	Date: 01/29/2025
	Benchmark: Increase STAR Reading Proficiency Results by 5%	Date: 05/28/2025

Activity

High Dosage Tutoring - 6 tutors

Person responsible: Administration		Launch Date: 08/15/2024
Required Resource(s):		
Financial Resource: \$68400.00		Source of Funding: SWP
Other Resource: FTE		
Activity Measure(s)	Benchmark(s)	
STAR Reading Scores	Benchmark: Increase STAR Reading Proficiency Results by 2%	Date: 10/29/2024
	Benchmark: Increase STAR Reading Proficiency Results by 3%	Date: 01/29/2025
	Benchmark: Increase STAR Reading Proficiency Results by 5%	Date: 05/28/2025

Activity

Maximize use of technology tools in the classroom

Person responsible: Administration		Launch Date: 06/27/2024	
Required Resource(s):			
Financial Resource: \$125000.00		Source of Funding: SWP	
Other Resource: Purchase of technology equipment			
Activity Measure(s)		Benchmark(s)	
Increase STAR Reading scores		Benchmark: Increase STAR Reading Proficiency Results by 2%	Date: 10/28/2024
		Benchmark: Increase STAR Reading Proficiency Results by 3%	Date: 01/28/2025
		Benchmark: Increase STAR Reading Proficiency Results by 5%	Date: 05/28/2025

Activity

PL focused on HQ Instruction Techniques

Person responsible: Administration		Launch Date: 06/25/2024	
Required Resource(s):			
Financial Resource: \$6458.00		Source of Funding: SWP	
Other Resource: pay differential for staff training			
Activity Measure(s)		Benchmark(s)	
ELEOT Observation		Benchmark: ELEOT Active Learning Standard will increase from 2.96 to 3.2	Date: 12/26/2024
		Benchmark: ELEOT Active Learning Standard will increase from 2.96 to 3.3	Date: 03/27/2025
		Benchmark: ELEOT Active Learning Standard will increase from 2.96 to 3.5	Date: 05/29/2025

07/31/2024 - 06/26/2025

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Critical Initiative

On Track

IF parent engagement, community partnerships and college/career readiness activities are implemented, THEN student academic achievement and graduation rate will increase.

Objective:

By the end of SY24-25, MHS will attain a graduation rate of 95% based on the number of graduates versus the number of candidates for graduation.

Evidence-Based Practice Citation

Preventing Dropout in Secondary Schools

<https://ies.ed.gov/ncee/WWC/PracticeGuide/24>

Activity

Parent Engagement Activities

Person responsible: Administration		Launch Date: 06/27/2024	
Required Resource(s):			
Financial Resource: \$8000.00		Source of Funding: SWP	
Other Resource: Budget for materials, resources, venue rental, training, pay differential			
Activity Measure(s)		Benchmark(s)	
Cognia Parent Survey		Benchmark: Parental Involvement Survey Score will increase from 3.1% to 3.5	Date: 05/29/2025

Activity

College & Career Readiness Activities

Person responsible: Teachers		Launch Date: 06/26/2024	
Required Resource(s):			
Financial Resource: \$30000.00		Source of Funding: SWP	
Other Resource: Budget for pay differential and resources for activities			
Activity Measure(s)		Benchmark(s)	
Graduation Rate Data		Benchmark: By the end of 1st semester 90% of students will be on track to graduation	Date: 01/20/2025
		Benchmark: By the end of 2nd semester 95% of students will be on track to graduation	Date: 06/12/2025

Activity

Community & Cultural Activities

Person responsible: Administration		Launch Date: 06/24/2024	
Required Resource(s):			
Financial Resource: \$10000.00		Source of Funding: SWP	
Other Resource: Budget for pay differential, resources for activities, transportation fees			
Activity Measure(s)		Benchmark(s)	
Graduation Rate Data		Benchmark: By the end of 1st semester 90% of students will be on track to graduation	Date: 01/20/2025
		Benchmark: By the end of 2nd semester 95% of students will be on track to graduation	Date: 06/12/2025

07/31/2024 - 06/26/2025

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Critical Initiative

On Track

IF Students are supported by personnel to the MTSS framework, THEN they'll be provided w/ targeted interventions, leading to improved academic outcome, reduced behavioral issues, increased attendance.

Objective:

By the end of SY24-25, MHS will attain a graduation rate of 95% based on the number of graduates versus the number of candidates for graduation.

Evidence-Based Practice Citation

The School Counselor & the Multi Tiered System of Sup

<https://www.schoolcounselor.org/Standards-Positions/Position-Statements/ASCA-Position-Statements/The-School-Counselor-and-Multitiered-System-of-Sup>

Activity

MTSS - Counselor (at-risk program)

Person responsible: Counseling Department		Launch Date: 06/26/2024
Required Resource(s):		
Financial Resource: \$45000.00		Source of Funding: SWP
Other Resource: FTE		
Activity Measure(s)	Benchmark(s)	
# of students identified as at-risk,	Benchmark: 2% decrease in the # of students identified as at-risk according to MTSS Framework by the end of 1st Semester	
Discipline Report	Date: 01/20/2025	
	Benchmark: 5% decrease in the # of students identified as at-risk according to MTSS Framework by the end of 2nd Semester	
	Date: 06/12/2025	

Activity

MTSS-Student Success Coach (2 part-time employees)

Person responsible: Administration		Launch Date: 06/25/2024
Required Resource(s):		
Financial Resource: \$57000.00		Source of Funding: SWP
Other Resource: Personnel- FTE		
Activity Measure(s)		Benchmark(s)
# of students identified as at-risk,		Benchmark: 2% decrease in the # of students identified as at-risk according to MTSS Framework by the end of 1st Semester
Discipline Report		Date: 01/20/2025
		Benchmark: 5% decrease in the # of students identified as at-risk according to MTSS Framework by the end of 2nd Semester
		Date: 06/12/2025

07/31/2024 - 06/26/2025

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Critical Initiative

On Track

IF high-quality math instruction, collaborative data analysis, high dosage tutoring, and access to technology are implemented, THEN student academic achievement in math will significantly improve.

Objective:

By June 2025, MHS aims to increase the percentage of students who are at or above grade level proficiency in math by 7%.

Evidence-Based Practice Citation

Teaching Strategies for Improving Algebra Knowledge in Middle and High School Students

<https://ies.ed.gov/ncee/WWC/PracticeGuide/20>

Activity

High Quality Math Instruction

Person responsible: Teachers		Launch Date: 06/24/2024	
Required Resource(s):		Source of Funding: SWP	
Financial Resource: \$31040.00			
Other Resource: Instructional Supplies			
Activity Measure(s)		Benchmark(s)	
STAR Math Scores		Benchmark: Increase STAR Math Proficiency Results by 2%	Date: 10/29/2024
		Benchmark: Increase STAR Math Proficiency Results by 4%	Date: 01/29/2025
		Benchmark: Increase STAR Math Proficiency Results by 7%	Date: 05/28/2025

Activity

Collaborative Data Analysis

Person responsible: Teachers		Launch Date: 06/26/2024
Required Resource(s):		
Financial Resource: \$6000.00		Source of Funding: SWP
Other Resource: Room Rental		
Activity Measure(s)	Benchmark(s)	
STAR Math Scores	Benchmark: Increase STAR Math Proficiency Results by 2%	Date: 10/29/2024
	Benchmark: Increase STAR Math Proficiency Results by 4%	Date: 01/29/2025
	Benchmark: Increase STAR Math Proficiency Results by 7%	Date: 05/29/2025

Activity

High Dosage Tutoring - 6 tutors

Person responsible: Administration		Launch Date: 08/15/2024	
Required Resource(s):			
Financial Resource: \$68400.00		Source of Funding: SWP	
Other Resource: FTE			
Activity Measure(s)		Benchmark(s)	
STAR Math Scores		Benchmark: Increase STAR Math Proficiency Results by 2%	Date: 10/29/2024
		Benchmark: Increase STAR Math Proficiency Results by 4%	Date: 01/29/2025
		Benchmark: Increase STAR Math Proficiency Results by 7%	Date: 05/28/2025

Activity

Maximize use of technology tools in the classroom

Person responsible: Administration		Launch Date: 06/26/2024	
Required Resource(s):			
Financial Resource: \$125000.00		Source of Funding: SWP	
Other Resource: Purchase of technology equipment			
Activity Measure(s)		Benchmark(s)	
STAR Math Scores		Benchmark: Increase STAR Math Proficiency Results by 2%	Date: 10/28/2024
		Benchmark: Increase STAR Math Proficiency Results by 4%	Date: 01/28/2025
		Benchmark: Increase STAR Math Proficiency Results by 7%	Date: 05/27/2025

Activity

PL focused on HQ Instruction Techniques

Person responsible: Administration		Launch Date: 06/26/2024	
Required Resource(s):			
Financial Resource: \$6458.00		Source of Funding: SWP	
Other Resource: pay differential for staff training			
Activity Measure(s)		Benchmark(s)	
By June 2025, all staff will complete 20+ hours of professional learning focused on high-quality instruction techniques. Training will include workshops, collaborative planning, and peer observations, assessed via pre- and post-training evaluations and classroom implementation reviews each semester.		Benchmark: Increase STAR Math Proficiency Results by 2%	Date: 10/28/2024
		Benchmark: Increase STAR Math Proficiency Results by 4%	Date: 01/28/2025
		Benchmark: Increase STAR Math Proficiency Results by 7%	Date: 05/27/2025

07/31/2024 - 06/26/2025

ccess

Critical Initiative

On Track

IF afterschool enrichment, daily physical activities & cross school competitions are provided, THEN student academic achievement and graduation rates will increase.

Objective:
By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.

Evidence-Based Practice Citation

Supporting Student Success Through Afterschool Programs

<https://www.ncsl.org/education/supporting-student-success-through-afterschool-programs>

Activity

After School Enrichment Program - Differential

Person responsible: Administration		Launch Date: 06/26/2024	
Required Resource(s): Financial Resource: \$200000.00 Other Resource: Budget for pay differentials, TTT resources & gear, transportation costs		Source of Funding: SWP	
Activity Measure(s)		Benchmark(s)	
Graduation Rate Data,		Benchmark: Increase STAR Proficiency Results by 2%	Date: 10/28/2024
STAR Assessment Results		Benchmark: Increase STAR Proficiency Results by 3%	Date: 01/28/2025
		Benchmark: Increase STAR Proficiency Results by 5%	Date: 05/27/2025

Activity Measure(s)	Benchmark(s)
	Benchmark: By the end of 1st semester 90% of students will be on track to graduation Date: 01/20/2025
	Benchmark: By the end of 2nd semester 95% of students will be on track to graduation Date: 06/12/2025

Activity

Physical Daily Activities

Person responsible: Teachers		Launch Date: 06/26/2024
Required Resource(s): Financial Resource: \$20000.00 Other Resource: Budget for PE Equipment		
Source of Funding: SWP		
Activity Measure(s)	Benchmark(s)	
Physical Fitness Test	Benchmark: 2% increase in physical assessment scores by the end of 1st semester Date: 01/20/2025	
	Benchmark: 5% increase in physical assessment scores by the end of 2nd semester Date: 06/12/2025	

Activity

Cross School Competitions

Person responsible: Administration		Launch Date:
Required Resource(s): Financial Resource: \$30000.00 Other Resource: Budget for pay differentials & activity resources		
Source of Funding: SWP		
Activity Measure(s)	Benchmark(s)	
Graduation Rate Data	Benchmark: By the end of 1st semester 90% of students will be on track to graduation Date: 01/20/2025	
	Benchmark: By the end of 2nd semester 95% of students will be on track to graduation Date: 06/12/2025	

07/31/2024 - 06/26/2025

ccess

Critical Initiative

On Track

IF MHS strengthens college and career (CTE) programs, THEN there will be an increase for post-secondary enrollment and career readiness in graduates.

Objective:
By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.

Evidence-Based Practice Citation

Promoting College & Career Readiness for High School Students

<https://files.eric.ed.gov/fulltext/EJ1203651.pdf>

Activity

CTE Program - Entrepreneurship

Person responsible: Administration		Launch Date: 06/26/2024	
Required Resource(s):			
Financial Resource: \$90000.00		Source of Funding: SWP	
Other Resource: Outsource contractual fees & supplemental materials			
Activity Measure(s)		Benchmark(s)	
Graduation Rate Data		Benchmark: By the end of 1st semester 90% of students will be on track to graduation	Date: 01/20/2025
		Benchmark: By the end of 2nd semester 95% of students will be on track to graduation	Date: 06/12/2025

07/31/2024 - 06/26/2025

ccess

Critical Initiative

On Track

IF Responsibility Centered Discipline is implemented, THEN students will benefit from improved behavior, accountability, and a more positive learning environment leading to higher academic achievement

Objective:
By June 2025, there will be a 3% increase in the attendance rate compared to the end of SY23-24 as measured by Infinite Campus Attendance.

Evidence-Based Practice Citation

Create the Best Educational Environment

<https://www.givemfive.com/>

Activity

MHS will Receive Training & Implement RCD Program.

Person responsible: Administration		Launch Date: 06/25/2024	
Required Resource(s):			
Financial Resource: \$30000.00		Source of Funding: SWP	
Other Resource: Outsource contractual fees and supplemental materials			
Activity Measure(s)		Benchmark(s)	
Discipline Referral Rate		Benchmark: Q1: School discipline referral will decrease by 2%	Date: 10/29/2024
		Benchmark: Q2: School discipline referral will decrease by 3%	Date: 01/29/2025
		Benchmark: Q3: School discipline referral will decrease by 4%	Date: 03/26/2025
		Benchmark: Q4: School discipline referral will decrease by 5%	Date: 06/11/2025

07/31/2024 - 06/26/2025

Planning Personnel

On Track

Critical Initiative

IF teachers complete Pre-AP training, THEN students will benefit from enhanced instructional strategies, leading to improved critical thinking skills and higher academic performance. (Math)

Objective:

By June 2025, the percentage of students performing at or above benchmark will increase by 7% as measured by STAR Assessments.

Evidence-Based Practice Citation

Pre-AP Institutes for Teachers

<https://pre-ap.collegeboard.org/professional-learning/pre-ap-summer-institutes/for-teachers>

Activity

Provide 2 staff off island Pre-AP Training (Math)

Person responsible: Administration		Launch Date: 06/26/2024	
Required Resource(s):			
Financial Resource: \$12000.00		Source of Funding: SWP	
Other Resource: Budget for travel and lodging costs, registration, resources			
Activity Measure(s)		Benchmark(s)	
At least two staff members will complete at least 20 hours of Pre-AP training by the end of the school year.		Benchmark: 50% of the MHS AP teachers are accomplished and above in mcRel Teacher Evaluation Standard 3 Teachers know the Content They Teach	Date: 01/30/2025
		Benchmark: 100% of the MHS AP teachers are accomplished and above in mcRel Teacher Evaluation Standard 3 Teachers know the Content They Teach	Date: 05/29/2025

Activity

Implement Model into all Pre-AP Classes at MHS

Person responsible: Teachers		Launch Date: 01/30/2025	
Required Resource(s):			
Financial Resource: \$0.00		Source of Funding: N/A	
Other Resource:			
Activity Measure(s)		Benchmark(s)	
All Pre-AP students will have receive the Pre-AP Instructional Model in their Pre-AP Classes.		Benchmark: Increase STAR Math Proficiency Results by 2%	Date: 10/28/2024
		Benchmark: Increase STAR Math Proficiency Results by 4%	Date: 01/28/2025
		Benchmark: Increase STAR Math Proficiency Results by 7%	Date: 05/27/2025

07/31/2024 - 06/26/2025

Planning Personnel

On Track

Critical Initiative

IF teachers complete Pre-AP training, THEN students will benefit from enhanced instructional strategies, leading to improved critical thinking skills and higher academic performance. (ELA)

Objective:

By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.

Evidence-Based Practice Citation

Pre-AP Institutes for Teachers

<https://pre-ap.collegeboard.org/professional-learning/pre-ap-summer-institutes/for-teachers>

Activity

Provide 2 staff off island Pre-AP Training (ELA)

Person responsible: Administration		Launch Date: 06/26/2024	
Required Resource(s):			
Financial Resource: \$12000.00		Source of Funding: SWP	
Other Resource: Budget for travel and lodging costs, registration, resources			
Activity Measure(s)		Benchmark(s)	
McRel Evaluation		Benchmark: 50% of the MHS AP teachers are accomplished and above in mcRel Teacher Evaluation Standard 3 Teachers know the Content They Teach	Date: 01/30/2025
		Benchmark: 100% of the MHS AP teachers are accomplished and above in mcRel Teacher Evaluation Standard 3 Teachers know the Content They Teach	Date: 06/12/2025

Activity

Implement Model into all Pre-AP Classes at MHS

Person responsible: Teachers		Launch Date: 01/30/2025	
Required Resource(s):			
Financial Resource: \$0.00		Source of Funding: N/A	
Other Resource:			
Activity Measure(s)		Benchmark(s)	
All Pre-AP students will have received the Pre-AP Instructional Model in their Pre-AP Classes.		Benchmark: Increase STAR Reading Proficiency Results by 2%	Date: 10/28/2024
		Benchmark: Increase STAR Reading Proficiency Results by 3%	Date: 01/28/2025
		Benchmark: Increase STAR Reading Proficiency Results by 5%	Date: 05/27/2025

07/31/2024 - 06/26/2025

Training Personnel

Critical Initiative

On Track

IF teachers attend the National Science Teaching Association conference, THEN students will benefit from enhanced science instruction, leading to greater engagement and academic achievement. (Science

Objective:

By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.

Evidence-Based Practice Citation

National Science Teaching Association - National Conference

<https://www.nsta.org/national-conference-science-education-new-orleans-2024>

Activity

Provide 2 staff off island NSTA - Science Training

Person responsible: Administration		Launch Date: 06/26/2024	
Required Resource(s):			
Financial Resource: \$12000.00		Source of Funding: SWP	
Other Resource: Budget for travel and lodging costs, registration, resources			
Activity Measure(s)		Benchmark(s)	
McRel Evaluation		Benchmark: Completion of NSTA-Science Training	Date: 06/29/2025
		Benchmark: 50% of the MHS Science teachers are accomplished and above in mcRel Teacher Evaluation Standard 3 Teachers know the Content They Teach	Date: 01/30/2025
		Benchmark: 100% of the	Date: 05/29/2025

Activity Measure(s)	Benchmark(s)
	MHS Science teachers are accomplished and above in mcRel Teacher Evaluation Standard 3 Teachers know the Content They Teach

Activity

Organize MHS STEM Symposium

Person responsible: Teachers		Launch Date: 01/30/2025	
Required Resource(s):			
Financial Resource: \$0.00		Source of Funding: N/A	
Other Resource:			
Activity Measure(s)		Benchmark(s)	
All students will have the opportunity to be trained, assisted, and join the MHS STEM Symposium.		Benchmark: Increase STAR Math Proficiency Results by 2%	Date: 10/28/2024
		Benchmark: Increase STAR Math Proficiency Results by 3%	Date: 01/28/2025
		Benchmark: Increase STAR Math Proficiency Results by 5%	Date: 05/27/2025

07/31/2024 - 06/26/2025

Planning Personnel

On Track

Critical Initiative

IF teachers attend National Council for History Education training, THEN students will benefit from enriched lessons, deeper historical understanding, and improved critical thinking skills. (SS)

Objective:
By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.

Evidence-Based Practice Citation

All History is Local - National Social Studies Conference

<https://ncheteach.org/conference/>

Activity

2 staff off-island National Council for History Ed

Person responsible: Administration		Launch Date: 06/25/2024	
Required Resource(s): Financial Resource: \$12000.00 Other Resource: Budget for travel and lodging costs, registration, resources		Source of Funding: SWP	
Activity Measure(s)		Benchmark(s)	
McRel Evaluation		Benchmark: Completion of NCHE - Social Studies Training	Date: 06/29/2025
		Benchmark: 50% of the MHS Soc. Studies teachers are accomplished and above in mcRel Teacher Evaluation Standard 3 Teachers know the Content They Teach	Date: 01/29/2025
		Benchmark: 100% of the MHS Soc. Studies teachers are accomplished and above in mcRel Teacher Evaluation Standard 3 Teachers know	Date: 05/29/2025

Activity Measure(s)**Benchmark(s)**

the Content They Teach

Activity

Organize MHS Mock Trial & Moot Court Program

Person responsible: Teachers**Launch Date:** 01/30/2025**Required Resource(s):****Financial Resource:** \$0.00**Source of Funding:** N/A**Other Resource:****Activity Measure(s)****Benchmark(s)**

All MHS students will have the opportunity to join the MHS Mock Trial & Moot Court Program. Students will enhance their critical thinking, public speaking, and legal knowledge, gaining confidence and teamwork skills that benefit their academic and future career success.

Benchmark: Increase STAR Reading Proficiency Results by 2%

Date: 10/28/2024

Benchmark: Increase STAR Reading Proficiency Results by 3%

Date: 01/28/2025

Benchmark: Increase STAR Reading Proficiency Results by 5%

Date: 05/27/2025

07/31/2024 - 06/26/2025

Training Personnel

On Track

Critical Initiative

IF school leaders complete ASCD training, THEN students will benefit from improved instructional leadership, resulting in enhanced teaching quality and better academic outcomes. (Leadership)

Objective:

By June 2025, the percentage of students performing at or above benchmark will increase by 5% as measured by STAR Assessments.

Evidence-Based Practice Citation

ASCD Leadership Summit

<https://event.ascd.org/2024LeadershipSummit/>

Activity

provide 2 staff off island ASCD Training

Person responsible: Administration		Launch Date: 06/26/2024	
Required Resource(s): Financial Resource: \$12000.00 Other Resource: Budget for travel and lodging costs, registration, resources		Source of Funding: SWP	
Activity Measure(s) pre and post teacher survey		Benchmark(s) Benchmark: 50% of the teachers are very confident in applying research based teaching strategies. Date: 12/31/2024 Benchmark: 100% of the teachers are very confident in applying research based teaching strategies. Date: 06/12/2025	

Activity

Implement Instructional Coaching Program

Person responsible: Administration		Launch Date: 01/29/2025	
Required Resource(s):			
Financial Resource: \$0.00		Source of Funding: N/A	
Other Resource:			
Activity Measure(s)		Benchmark(s)	
All MHS Instructional Staff will receive training and support to use the Instructional Coaching Program by ASCD.		Benchmark: 25% of Teachers will be rated as proficient according to McCrel Standard 3	Date: 01/20/2025
		Benchmark: 50% of Teachers will be rated as proficient according to McCrel Standard 3	Date: 06/12/2025