

Merkel Independent School District
Merkel Middle School
2024-2025 Campus Improvement Plan



Mission Statement

The mission of the Merkel ISD is to provide, to the full extent of their individual abilities, all students with the skills of logical, independent, and creative thinking, and effective communication. Further, as a result of instruction in our school, students will acquire a knowledge and appreciation of our citizenship responsibilities, of our economic responsibilities, and of our American heritage. In our schools, learning will occur in an environment of moral values and character, and these characteristics will be communicated to all students. The accomplishment of this mission will be characterized by equity, efficiency, and accountability.

Vision

- To equip students with academic, vocational, and technical knowledge and skills to reach their full potential
 - To create student centered schools with exemplary performance
 - To create an environment in which moral values and character are exemplified
 - To create an atmosphere in which students view learning as challenging and exciting
- To develop an understanding between administration and the taxpayer/public that will clarify the academic goals and objectives set by the district
 - To reward and compensate a highly qualified staff on a level with top peer districts
- To develop an environment that allows each staff member to be an integral part of the team effort
 - To recruit innovative and talented staff members in all areas of the district
- To provide a total parent/community partnership in completing district goals and objectives

Table of Contents

Goals	3
Goal 1: Merkel Middle School will achieve exceptional student performance.	3
Goal 2: Merkel Middle School will improve faculty and staff recruitment, retention, and capacity-building.	3
Goal 3: Merkel Middle School will increase student, community, and stakeholder engagement and satisfaction.	4
Goal 4: Merkel Middle School will have efficient district and campus operations.	5

Goals

Goal 1: Merkel Middle School will achieve exceptional student performance.

Performance Objective 1: Annually increase the percentage of student engagement.

Evaluation Data Sources: Attendance Rate, Extracurricular Participation Rate
Co-curricular Participation Rate, Survey

Summative Evaluation: Some progress made toward meeting Objective

Goal 1: Merkel Middle School will achieve exceptional student performance.

Performance Objective 2: Annually increase the MMS STAAR Component Score.

Evaluation Data Sources: Accountability Rating
CBA Data

Summative Evaluation: Some progress made toward meeting Objective

Goal 1: Merkel Middle School will achieve exceptional student performance.

Performance Objective 3: Annually increase the percentage of students who are college, career, and military ready.

Evaluation Data Sources: CTE Enrollment

Summative Evaluation: Some progress made toward meeting Objective

Goal 2: Merkel Middle School will improve faculty and staff recruitment, retention, and capacity-building.

Performance Objective 1: Annually increase Faculty & Staff Engagement and Satisfaction

Evaluation Data Sources: Campus Committees Involvement
Student/Staff Ratio
Survey

Summative Evaluation: Some progress made toward meeting Objective

Goal 2: Merkel Middle School will improve faculty and staff recruitment, retention, and capacity-building.

Performance Objective 2: Professional Development Plans are Developed and Required for all Categories of Employees

Evaluation Data Sources: Professional Development Calendar
T-TESS Evaluations, Survey, TAPR Report
Accountability Data, Accident Report

Summative Evaluation: Some progress made toward meeting Objective

Goal 2: Merkel Middle School will improve faculty and staff recruitment, retention, and capacity-building.

Performance Objective 3: Prioritize onboarding and mentoring new employees

Evaluation Data Sources: Annual plan for onboarding and mentoring

Summative Evaluation: Some progress made toward meeting Objective

Goal 3: Merkel Middle School will increase student, community, and stakeholder engagement and satisfaction.

Performance Objective 1: Annually increase the percentage of stakeholder satisfaction

Evaluation Data Sources: Survey
Agendas/Sign-in Sheets

Summative Evaluation: Some progress made toward meeting Objective

Goal 3: Merkel Middle School will increase student, community, and stakeholder engagement and satisfaction.

Performance Objective 2: Improve Campus Communications

Evaluation Data Sources: Survey
Agendas/Sign-in Sheets

Summative Evaluation: Some progress made toward meeting Objective

Goal 3: Merkel Middle School will increase student, community, and stakeholder engagement and satisfaction.

Performance Objective 3: Provide a safe and secure learning environment

Evaluation Data Sources: Annual plan for Safety and Well-being

Safety Audit

Survey

MTSS Walkthrough Data

Summative Evaluation: Some progress made toward meeting Objective

Goal 4: Merkel Middle School will have efficient district and campus operations.

Performance Objective 1: Coherent Budget Development, Adoption, and Management Processes

Evaluation Data Sources: Budget

Overall campus budget expenditures

Summative Evaluation: Some progress made toward meeting Objective

Goal 4: Merkel Middle School will have efficient district and campus operations.

Performance Objective 2: Operational Effectiveness and Efficiency

Evaluation Data Sources: Faculty Hub Activity Log

Summative Evaluation: Some progress made toward meeting Objective

Goal 4: Merkel Middle School will have efficient district and campus operations.

Performance Objective 3: Improve Technology Capacity

Evaluation Data Sources: Survey, Certification Checks, student assessments

Summative Evaluation: Some progress made toward meeting Objective

Goal 4: Merkel Middle School will have efficient district and campus operations.

Performance Objective 4: Clean and well-maintained Facilities

Evaluation Data Sources: Survey, Campus Improvements

Summative Evaluation: Some progress made toward meeting Objective

Goal 4: Merkel Middle School will have efficient district and campus operations.

Performance Objective 5: Communication and alignment of all expectations

Evaluation Data Sources: Weekly memos, Sign-In Sheets, Faculty Hub, Handbooks and Manuals

Summative Evaluation: Some progress made toward meeting Objective