

North East Independent School District

002 Macarthur High School

2025-2026



Mission Statement

MISSION:

We challenge and encourage each student to achieve and demonstrate academic excellence, technical skills, and responsible citizenship.

CAMPUS MISSION:

MacArthur High School's mission is to ensure all students achieve grade level academic excellence.

Vision

Call to Action

NEISD's lifelong learners succeed in the futures of their choosing with compassionate hearts, critical minds, and competitive spirits.

Core Values

Academic Rigor, Excellence, Integrity, Security & Service

Campus Vision:

Our vision is to be a top 10 high school in San Antonio.

Value Statement

Collective Commitments:

In order to achieve the shared vision of our school, MacArthur faculty and staff have made the following collective commitments.

1. We will determine a minimum of 6 essential skills in our interdependent teams.
2. We will monitor student progress toward essential skills.
3. We will intervene for the students who don't understand essential skills.
4. We will extend for the students who do understand the essential skills.

School Wide Goals:

1. Increase number of students taking AP exams.
2. Increase number of students reaching meets on all STAAR tests.

Goals

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 1: MacArthur High School will raise their accountability rating by one letter grade.

High Priority

HB3 Goal

- Evaluation Data Sources:** 1. State standardized test scores
2. Common Formative Assessments (CFAs, DCFAs, MAP data, and DEUAs)
3. Graduation Rates
4. College Career and Military Readiness Initiatives (TSI Tutoring, AP Mock Exams, SAT Prep)

Strategy 1 Details	Reviews			
Strategy 1: MacArthur will monitor and address low performing standards to grow students' academic achievement. Strategy's Expected Result/Impact: Common Formative Assessments (CFAs), DCFAs, MAP data and DEUAs will show student growth. In addition, we will see an increase in English I at the Approaches level to 69%, which is a 5% increase and English II will achieve a 75% at the Approaches, which is a 3% increase; in Algebra I, we will see a 9% increase at the Meets level to 30%, in Social Studies, a 5% increase at the Masters level to 43%, and in Biology, we will see a 5% increase at the Meets level to 62% on Spring 2025 STAAR/EOC Administration. AP Scores in the 3, 4, and 5 range will increase by 7% . There will be an increase in the number of students taking the AP tests. Staff Responsible for Monitoring: Teachers, Academic Deans, Curriculum AP, ECHS Director, Counselors, CCMR Specialist. Also, the CIC will review the scores. Funding Sources: - 199 SCE Accelerated Education	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will have conversations with students regarding academic performance, expectations, and future goals. Strategy's Expected Result/Impact: Enrollment in AP courses and honors level courses will be consistent with beginning of the year enrollment numbers; there will be minimum number of drops to regular level courses. Staff Responsible for Monitoring: CCMR, Teachers, Academic Deans, Curriculum AP, ECHS Director, and Counselors. Also, the CIC will review the scores and participation rates.	Formative			Summative
	Nov	Jan	Mar	June



No Progress



Accomplished



Continue/Modify



Discontinue





Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students.

Performance Objective 1: MacArthur High School will increase the percentage of students on track to graduate by ensuring timely academic interventions, with a focus on equitable access to support systems.

High Priority

HB3 Goal

- Evaluation Data Sources:**
1. BI Dashboard Data Reports of grades and attendance
 2. Use of BI Dashboard Monitor Lists for early intervention
 3. MTSS Intervention Plans
 4. PLC/Grade-Level Teams meeting agendas
 5. DEUAs (District End of Unit Assessments)
 6. Credit Recovery List





Strategy 1 Details	Reviews			
Strategy 1: Teachers will be provided with time and resources to plan and discuss strategies to increase students' academic achievement. Strategy's Expected Result/Impact: The average number of students with passing grades will increase based on each nine-week grading period. Staff Responsible for Monitoring: Teachers, Academic Deans, Curriculum AP, ECHS Director, Grade-Level APs, and Counselors.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: MacArthur HS will provide credit recovery opportunities for students who were unsuccessful at the semester check. Strategy's Expected Result/Impact: The average number of students with passing grades will increase based on each semester. Staff Responsible for Monitoring: Teachers, Academic Deans, Curriculum AP, ECHS Director, Grade-Level APs, and Counselors. Funding Sources: - 199 SCE Accelerated Education	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students.

Performance Objective 2: MacArthur High School will improve perceptions of campus safety among students, staff, and families, as measured by survey data and safety compliance reports.

High Priority

- Evaluation Data Sources:** 1. NEISD Survey
2. Locked Door Report
3. Safety Drill Report
4. Tip Line Report Data
5. Hazing Compliance





Strategy 1 Details	Reviews			
Strategy 1: MacArthur will promote the physical safety and mental health of all students and staff through monthly training and drills. Strategy's Expected Result/Impact: The monthly training will show an increase in both teacher and student knowledge. There will be an increase in social emotional support. In addition, the training will lead to a more favorable perception of the campus safety and security. The guidance lessons provided during FLEX time, grade-level assemblies, and seminars hosted by the Family Engagement Liaison are opportunities to provide information and awareness. Staff Responsible for Monitoring: Counselors, Administration, Teachers, and Family Engagement Liaison	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: NEISD campuses will serve as centers for community involvement.

Performance Objective 1: MacArthur High School will provide events to promote community engagement in our campus and build bonds between the school and community.

High Priority

- Evaluation Data Sources:** 1. Sign -in sheets
2. Social Media Membership/Followers
3. Campus Calendar
4. NEISD Family Engagement Calendar

Strategy 1 Details	Reviews			
Strategy 1: Throughout the school year, a variety of programs will be promoted via Blackboard, the school marquee, the Brahma Bulletin newsletter, and social media platforms to promote stakeholder involvement. Strategy's Expected Result/Impact: MacArthur will see an increase in enrollment, involvement, and attendance at events, programs, and classes. Through feedback results, the MacArthur community will see a greater sense of connectedness. Staff Responsible for Monitoring: Administration, ECHS Director, Event Sponsors, Counselors, and Family Engagement Liaison	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				





Goal 4: NEISD will develop and promote positive relationships through communication, involvement, and partnerships with our community.

Performance Objective 1: MacArthur HS will establish partnerships with community businesses and organizations to promote pathways to careers, boost family engagement, decrease dropout rates for at-risk and disenfranchised students.

High Priority

HB3 Goal





- Evaluation Data Sources:** 1. Community Visits
2. IBCs earned
3. Attendance data
4. School choice enrollment numbers
5. Guest Speakers

Strategy 1 Details	Reviews			
Strategy 1: MacArthur students will visit an industry organization to acquire industry skills to support Industry Based Certifications (IBCs) to increase CCMR campus-based earned IBCs by 5% from the 2023-2024 school year. Strategy's Expected Result/Impact: Attendance will increase; additional IBCs will be earned and CCMR percentage will increase. Staff Responsible for Monitoring: Administration, CCMR Specialist, ECHS Director, CTE Dept Chair and CTE teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: The Family Engagement Liaison will plan, coordinate, and facilitate monthly events to increase opportunities for community partnerships to highlight the value of public education and MacArthur HS. Strategy's Expected Result/Impact: MacArthur HS will see a 3% decrease in students choosing school choice options to go to other NEISD schools. We will see a 5% increase in students choosing MacArthur over other NEISD schools. Staff Responsible for Monitoring: Club Sponsors; Administration; Family Engagement Liaison; Counselors, Data Processor	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: NEISD will develop and promote positive relationships through communication, involvement, and partnerships with our community.

Performance Objective 2: MacArthur staff will respond to students in need through a campus effort to encourage parent, student, and community involvement by providing multiple opportunities for involvement.





- Evaluation Data Sources:**
- 1. Donation drives
 - 2. Staff awareness training
 - 3. Counselor referrals
 - 4. Clinic referrals

Strategy 1 Details	Reviews			
Strategy 1: MacArthur will organize various donation drives; staff members will be trained, and actively monitor students for potential needs. Strategy's Expected Result/Impact: Students', staff, and community needs will be met, and student engagement and achievement will increase as students feel connected to the campus. Staff Responsible for Monitoring: Administration, ECHS Director, Event Sponsors, Counselors, Family Engagement Liaison	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 5: NEISD will emphasize character development and civic responsibility.

Performance Objective 1: MacArthur HS will educate the student population on how their decisions will impact themselves and the world around them.

- Evaluation Data Sources:** 1. ISS Rate
2. OSS Rate
3. Drop Out Rate Data
4. AHS Data Reports

Strategy 1 Details	Reviews			
Strategy 1: Character development and civic responsibility lessons will be taught throughout the school year during Flex time. Strategy's Expected Result/Impact: MacArthur HS will see a 5% reduction in disciplinary suspensions (ISS and OSS). Staff Responsible for Monitoring: Administration, Counselors, Teachers, Family Engagement Liaison	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				





Goal 6: NEISD will continue to use best practices in its efficient and effective management of District resources.

Performance Objective 1: MacArthur High School will provide training to faculty and staff regarding District instructional resources through professional development.

High Priority

HB3 Goal

Evaluation Data Sources: 1. Campus Professional Development Plan
2. Sign-In Sheets
3. In the Know Weekly Faculty and Staff Bulletin
4. Master Schedule Trainings and Work Sessions

Strategy 1 Details	Reviews			
Strategy 1: MacArthur HS will provide training to faculty and staff on district provided instructional resources through a weekly bulletin "In the Know" and through job-embedded professional development including monthly Focus Forum on topics that will increase student achievement. Strategy's Expected Result/Impact: MacArthur High School will see an increase in English I at the Approaches level to 69%, which is a 5% increase and English II will achieve a 75% at the Approaches, which is a 3% increase; in Algebra I, we will see a 9% increase at the Meets level to 30%, in Social Studies, a 5% increase at the Masters level to 43%, and in Biology, we will see a 5% increase at the Meets level to 62% on Spring 2025 STAAR/EOC Administration. AP Scores in the 3, 4, and 5 range will increase by 7% . There will be an increase in the number of students taking the AP tests. Staff Responsible for Monitoring: Administration, Deans, Counselors, CCMR Specialist, and Teachers Funding Sources: - 199 SCE Accelerated Education	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: MacArthur High School will utilize a master schedule that reflects intentional scheduling to support students' instructional needs, align proper use of allocations, and provide support through monitoring appropriate class counts. Strategy's Expected Result/Impact: MacArthur High School students earn credits necessary to remain in the correct graduate cohort. Staff Responsible for Monitoring: Curriculum AP, ECHS Director, Counselors, Deans and Department Chairs	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 7: NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

Performance Objective 1: During the interview process, multiple layers of review for each candidate will be conducted.

High Priority

- Evaluation Data Sources:** 1. Interview panels involving personnel outside of administration or school staff
2. Interview panels involving staff outside of curriculum responsibility
3. Interviews to include performance-based components





Strategy 1 Details	Reviews			
Strategy 1: We will create interview panels and questions specific to the role or purpose of the position we are hiring for. Strategy's Expected Result/Impact: Vacant positions will be filled by qualified and certified candidates who are the best fit for MacArthur High School. Staff Responsible for Monitoring: Administration, Deans and Department Chairs	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div></div>No Progress</div><div><div></div>Accomplished</div><div><div></div>Continue/Modify</div><div><div></div>Discontinue</div></div>				

Goal 7: NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

Performance Objective 2: MacArthur teachers will have access to on-going, job embedded professional development.

High Priority





- Evaluation Data Sources:** 1. Campus Professional Development Schedule
2. Sign-In Sheets
3. Instructional Walk Throughs

Strategy 1 Details	Reviews			
Strategy 1: Design and facilitate a monthly New Teacher Program that is supported by mentor teachers, promotes research-based instructional practices, and communicates NEISD and campus policies and procedures. Strategy's Expected Result/Impact: New teachers will have an established and consistent support network at the campus level to promote their success. In addition, new teachers to the campus will be retained for a second year of employment. Staff Responsible for Monitoring: Administration, Curriculum AP, Deans and Department Chairs, Master Mentors	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 8: NEISD will foster a culture of health and wellness among our students, staff, and community.

Performance Objective 1: MacArthur will provide inclusive and educational activities and events for faculty, staff, community, and family members.

- Evaluation Data Sources:**
- 1. Family and community events
 - 2.. Parent Meetings
 - 3. Feedback from Stakeholders
 - 4. Event Attendance Data
 - 5. NEISD Family Engagement Liaison Calendar of Events
 - 6. Family Engagement Smore Newsletter
 - 7. Social Media Communication and Data Analytics
 - 8. Number of Parent Graduates from NEISD Family Engagement Training

Strategy 1 Details	Reviews			
Strategy 1: MacArthur will host events for faculty, staff, community members, and families throughout the year. Strategy's Expected Result/Impact: Stake-holders will become more knowledgeable about the campus and the educational process and will have an increased sense of belonging. There will be increased involvement in the campus community. Staff Responsible for Monitoring: Administration, Curriculum AP, ECHS Director, Event Sponsors, Family Engagement Liaison, Counselors, and CCMR Specialist	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				