

Coolidge Independent School District
District Improvement Plan
2015-2016 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard



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Public Presentation Date: October 23, 2015

Mission Statement

Coolidge ISD is an organization that strives for excellence by providing a quality educational system that develops successful leaders, teachers, students, and community partnerships. We value mutual respect and trust among all stakeholders. This leads to producing life-long learners ready to become an integral part of society.

Vision

To create a first class, state of the art educational experience for all students.

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Goals

Goal 1: CISD will ensure students have access to a safe, quality educational experience that allows them to maximize their educational potential.

Performance Objective 1: 80% of all student populations will pass each content area of State Assessments and score at acceptable levels on all other assessments (TPRI, PSAT, ACT).

Summative Evaluation: State Assessment scores will demonstrate 80% passing at all grade levels; scores on PSAT, SAT, ACT will reflect state averages.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) A+ software for course acceleration, GED prep, drop-out recovery, and ESL will be utilized at the high school level	Campus Principals; Tech. Specialist	Monitor lab use, course completion, graduation rates, and documentation			
Funding Sources: State Special Education - \$5800.00					
2) Monitor failure and attendance reports and have follow up intervention meetings with teachers and students	Principals; Teachers; RTI Specialists	Six Weeks Reports; Truancy Notices			
3) Provide benchmark assessments in the state assessed subjects and grade levels.	Principals; Teachers	Benchmark Results at state averages or higher			
Funding Sources: State Compensatory Education - \$6500.00					
4) Continue to develop our RTI plan to identify at-risk students, intervene, and prevent gaps from arising in student cognitive levels and abilities	Principal; Teachers; RTI Specialist	Team meetings; reports; assessment results			
5) Purchase & implement language acquisition materials and software for students in grade levels K-12.	Principals; Teachers	ESL fluency results and assessment scores			
Funding Sources: State ESL - \$6743.00					
6) Establish vertical and horizontal meetings to ensure scope and sequence is in order and processes are being taught the same way.	Principals; Teachers	Meeting logs and agendas			
7) Offer full-day Pre-K program to students who qualify.	Superintendent; Principal	Attendance Records, Enrollment Records			
8) Hold LPAC meetings to determine appropriate educational settings and instructional levels for ELL students in grades K-12.	Principals; ESL Coordinator	LPAC meeting records			
9) Provide RTI lab for at-risk students for advanced individual assistance and opportunities to regain credit	Principals; RTI Specialist	Attendance, credits, grade reports			
Funding Sources: Title I - \$63762.00					
10) Consistent and frequent observations will be done to ensure high quality instruction is being maximized daily in each classroom	Principals	Observation records and feedback			

11) Re-instate STAAR incentive for students and staff to motivate students to excel on state assessments. Funding will come from local streams.	Principals	STAAR Test scores			
	Funding Sources: Local Funds				
12) Encourage Writing activities at all grade levels that develop skills to better prepare students for state assessment.	Principals and teachers	Lesson plans, assessment scores			
	Funding Sources: Local Funds				
13) A comprehensive needs assessment will be completed on each campus using multiple sources of data to determine priorities which will have an impact on instruction with a goal of improving student achievement	Principals & Teachers	CNA data, STAAR results, discipline data, attendance data, surveys, budgets, personnel			
	Funding Sources: Title I				
14) Extended time at both the EL & HS level to enhance writing achievement scores. 75 minutes blocks at the EL and double blocked at the JH/HS	PRINCIPALS	SCORES			
15) Learning walks and PD provided by HS English teacher on writing activities and strategies.	PRINCIPALS	BENCHMARK SCORES, ASSESSMENTS SCORES, STAAR SCORES			
16) Vertical planning between the 3rd and 4th grade teachers to ensure consistency and structures for writing are in place to enhance achievement	PRINCIPALS, TEACHERS	BENCHMARK SCORES, ASSESSMENT SCORES, STAAR SCORES			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 1: CISD will ensure students have access to a safe, quality educational experience that allows them to maximize their educational potential.

Performance Objective 2: By 2015, 90% of special populations will be taking the STAAR with limited modifications

Summative Evaluation: Scores on the state assessment will demonstrate 80% passing at all grade levels

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) ARD meetings will include all those directly involved in educational decisions for each student	Principals; SPED Director	ARD minutes			
2) SPED programs and software will be reviewed annually	Principals; SPED director	Student performance/progress will be reviewed each six weeks.			
3) Meet weekly with student's team to review IEP progress to ensure they are being successful in mainstream. Team will discuss modifications and provide support as needed.	Principals; SPED Director, Sped teachers	Assessment scores, student tracking sheet and Student SPED folder			
4) Increase communication between the SPED director, SPED teachers and individual classroom teachers by meeting at grading periods: 3wks, 6wks to review student progress .	SPED Director; SPED teachers, Teachers	Meeting logs, schedules, Data tracking sheets, Student SPED folder			
5) Provide trainings that outline SPED law and requirements for all staff to bring about awareness at the beginning of each semester	Principals; SPED Director	Training certificates, agendas, sign in sheets			
Funding Sources: State Special Education - \$500.00					
6) Student data will be analyzed continuously to determine progress of all SPED students through the use of both informal and formal assessments. Student's team will meet during each grading period to analyze progress.	Principals; SPED Director; SPED teachers, Teachers	Assessment data, Data tracking sheets, Student SPED folder			
Funding Sources: State Special Education - \$45000.00					
7) SPED Director will provide orientation and training over modifications to all teachers who teach SPED students during each semester during faculty meetings. SPED director will routinely monitor to see if teachers are utilizing modifications. Scheduled PD will be held at the beginning of each semester.	SPED Director	Evidence from classroom observations, Training certificate, agendas, sign in sheets			
Funding Sources: Local Funds					
8) A newly renovated SPED facility will be available in 2015-2016 for students receiving PT/OT services.	SPED Director	SPED Contracts Time Sheets Activity Logs			
Funding Sources: State Special Education - \$25000.00					
9) A sidewalk will be added to the grounds that will allow access for students receiving PT/OT services at the newly renovated SPED facility.	SPED Director	Evidence of new sidewalk			
Funding Sources: State Special Education - \$7200.00					
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					

Goal 1: CISD will ensure students have access to a safe, quality educational experience that allows them to maximize their educational potential.

Performance Objective 3: Assessment scores and performance gaps between ethnic groups will decrease












Summative Evaluation: Scores on the state assessment will demonstrate 80% passing at all grade levels

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) Tutorial programs will be offered both during the school day and outside the school day to ensure At-Risk students are successful.	Principals; RTI Specialist; Teachers	Six weeks grades; assessment reports, tutorial attendance records			
Funding Sources: State Compensatory Education - \$15500.00					
2) Provide software training for teachers on A+; DMAC; Study Island so they can continuously monitor student progress.	Principals; Teachers	Software usage, training attendance records			
Funding Sources: Local Funds - \$3085.00					
3) Continue to work on and develop quality instruction focusing on student engagement and rigor at Tier I and Tier II through the use of PLC meetings, data reviews, and vetting of assessments.	Principals; Teachers	Training agendas and reflections			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					

Goal 1: CISD will ensure students have access to a safe, quality educational experience that allows them to maximize their educational potential.

Performance Objective 4: For the 2014-2015 school year, the completion rate will be 90% or above and the attendance rate will increase to 97%












Summative Evaluation: A review of the summer PEIMS submission will verify both the 90% completion rate and 97% attendance rate

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) Continue to monitor student attendance consistently across both campuses	Principals	Truancy reports			
2) Continue to offer recognition for having good attendance	Principals	Attendance records			
Funding Sources: Local Funds - \$500.00					
3) Identify a homeless liaison and foster care liaison and post on district website and THEO website	Principals; SPED Director	Person in place, 2015/2016 NCLB consolidated application, website			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 1: CISD will ensure students have access to a safe, quality educational experience that allows them to maximize their educational potential.

Performance Objective 5: College and career opportunities will be provided for all high school students

Summative Evaluation: Post-graduation pathways will be documented and recorded

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) Provide orientation about various types of diplomas for students & parents	Principals	Schedule of meetings.			
2) Students will be given opportunities to attend career fairs and career days	Principals; Counselor	Record of attendance			
3) Field trips will be provided to support curriculum	Principals; Teachers	Record of field trips			
Funding Sources: Local Funds - \$1000.00					
4) Provide job opportunities when applicable to help build knowledge and experience in various career-pathways	Principal; Counselor	VAC enrollment & participation			
Funding Sources: Local Funds - \$5000.00					
5) Encourage students in grades 9-11 to take the TSI offered by Navarro Junior College. College Scholarship writing will be built into English curriculum.	High School Principal; Counselor	Score reports, number of students enrolling in concurrent courses.			
Funding Sources: State HS Allotment - \$5000.00					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 1: CISD will ensure students have access to a safe, quality educational experience that allows them to maximize their educational potential.

Performance Objective 6: CISD will take all measures to ensure a safe and conducive environment for all students to learn














Summative Evaluation: Student incidents and student disciplinary referrals will be reduced by 10% from the previous year

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) Continue SHAC meetings	Principals	Meeting logs, sign-in sheets, minutes			
2) Coordinate with local law enforcement to conduct announced and unannounced visits for the purpose of meeting emergency management plan	Superintendent; Principals	Visitors log			
3) Provide conflict resolution and bullying training to all teachers at the beginning of each semester.	Principals	Training logs, presentation notes, sign-in sheets			
Funding Sources: Local Funds - \$500.00					
4) Provide, manage, and update the district disciplinary management plan	Superintendent; Principals	Plan on file			
5) Establish agreement with Interquest for the services of a drug dog	Principals	Visitors log; agreement			
6) Require monthly safety drills	Principals	Safety drill log			
7) Identify and provide appropriate services for all students in need of special education.	Principals; Counselor; Teachers	Programs in place			
Funding Sources: State Special Education - \$45000.00					
8) Conduct bi-annually bullying training for all staff members and provide student counseling when necessary to prevent bullying type behaviors	Principals; Counselor; Teachers	Training logs; Counseling logs			
Funding Sources: Local Funds - \$1000.00					
9) Conduct sexual harassment, abuse and dating violence training at the beginning of each semester for all staff.	Counselor	Training log			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					

Goal 2: CISD will implement and use current technology to enhance achievement for all

Performance Objective 1: CISD will provide innovative technology to enhance learning














Summative Evaluation: Every technological opportunity with available funding will be offered to enhance both staff and student success

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) Provide local staff development to enhance technology skills	Principals	Training logs			
	Funding Sources: Local Funds - \$500.00				
2) Review and upgrade the CISD technology infrastructure on an annual basis	Technology Specialist	Evidence of updated equipment, inventory			
	Funding Sources: Local Funds - \$23070.00				
3) Use technology to provide conferences via distance learning and webinars for staff development	Technology Specialist; Principals; Teachers	Conference schedules; Training logs			
	Funding Sources: Local Funds - \$500.00				
4) Continue to enhance technology usage and training in the classroom by teachers daily.	IT director; Principals; Teachers	Lesson Plans; Walkthroughs			
	Funding Sources: Local Funds				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 2: CISD will implement and use current technology to enhance achievement for all

Performance Objective 2: Employee technology standards will be established at CISD

Summative Evaluation: 100% of CISD employees will meet appropriate standards

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) Teachers will be able to use mobile carts weekly to implement technology into the classroom	Principals; Teachers	Cart log			
2) Integrated technology lessons will be planned and implemented into the classroom by the instructional staff at CISD.	Principals; Teachers	Lesson plans			
3) Teachers will have access to the latest technology in their classrooms	Technology Specialist	Evidence of equipment			
	Funding Sources: Local Funds - \$10000.00				
4) Teachers will be required to use technology to communicate effectively with students, parents, and community members	Principals; Teachers	Communication logs, email, remind101			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 3: A mutually supportive partnership among school, home, and community will continue to be built at CISD

Performance Objective 1: CISD will provide the following activities to increase parental and student engagement











Summative Evaluation: Parental and student engagement will be increased by 10% annually

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) Parent newsletters will be sent home by both campus principals	Principals	Newsletters			
Funding Sources: Local Funds - \$200.00					
2) Provide parents opportunities to review grades, attendance, and disciplinary reports through Parent Portal	Principal; Teachers	Parent Portal log			
Funding Sources: Local Funds - \$1000.00					
3) Encourage parent participation in LPAC, ARD, RTI, ESL meetings	Principals; Teachers	Meeting logs			
4) Parent conference afternoons will be held in the spring to provide needed information to parents	Principals; Teachers	Parent conference log			
5) Open House will be held each fall to help engage parents	Principals; Teachers	Open House Log			
Funding Sources: Local Funds - \$200.00					
6) Teachers will utilize Remind 101 to keep parents better informed of student progress	Teachers; Principals	Parent Survey			
Funding Sources: Local Funds					
7) Provide district/campus updates and information at district/campus events for the parents to view and take home.	Principals; Teachers	Parent Survey			
Funding Sources: Local Funds					
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					

Goal 3: A mutually supportive partnership among school, home, and community will continue to be built at CISD

Performance Objective 2: CISD will enhance parents' knowledge in the areas of educational opportunities and parenting

Summative Evaluation: Documented parent center involvement will show a 10% increase

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) Offer GED classes	Parent Center Coordinator	Record of attendance & completion			
2) Offer Parental Guidance classes	Parent Center Coordinator	Record of attendance			
3) Offer GT parent meetings in the evenings	GT Coordinator	Record of attendance			
4) Offer informational college and career readiness meetings for parents	Principals; Counselor	Record of attendance			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 4: A financially solvent plan will be implemented to maximize federal, state, and local funding.

Performance Objective 1: CISD will utilize all funding sources to enhance all instructional areas to meet the needs of at-risk students, and ensure all district facilities and equipment are state of the art.

Summative Evaluation: Instructional programs, facilities, and equipment will continuously be upgraded and enhanced

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) CISD will review financial plans annually to maximize effectiveness aligned to current needs	Superintendent; Principals	Financial plans and budget			
2) The district will staff a highly qualified maintenance department	Superintendent	Employee hiring and training			
Funding Sources: Local Funds - \$128000.00					
3) CISD will promote pride in all areas of the organization by ensuring district facilities are kept clean, safe, and current	Superintendent	Facility appearances			
Funding Sources: Local Funds - \$15000.00					
4) CISD administrators will work to keep class sizes below the state averages	Principals	class size ratio			
5) CISD will reallocate funds to address current construction needs within the district	Superintendent	Construction projects			
Funding Sources: Local Funds - \$40000.00					
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					

Goal 5: CISD will attract and retain highly qualified professional staff to maximize student engagement and achievement.

Performance Objective 1: 100% of the instructional staff will be highly qualified

Summative Evaluation: Highly qualified status & assignments

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) Professional development opportunities will be provided through in house training, Region 12, PSP, and key instructional conferences within the State of Texas	Principals	certifications, sign-in sheets, meeting logs			
	Funding Sources: Local Funds - \$6200.00				
2) Recruitment of highly qualified teachers will be done at the Region 12 job fair each spring/summer	Principals	Attendance log			
	Funding Sources: Local Funds - \$250.00				
3) Provide reimbursement to staff members requested to take other professional certification exams to become HQ in other areas	Superintendent	Receipt of test expense			
	Funding Sources: Local Funds - \$500.00				
4) Monitor professional & paraprofessional staff for NCLB highly qualified requirements and content area assignments.	Principals	Sign in sheets			
	Funding Sources: Local Funds - \$500.00				
5) Parent notification of highly qualified status will be posted on the web and in the front office of each school	Technology Specialist; Principals	Website; handouts			
	= Accomplished = Considerable = Some Progress = No Progress = Discontinue				

Goal 5: CISD will attract and retain highly qualified professional staff to maximize student engagement and achievement.

Performance Objective 2: High quality professional development will be aligned to current instructional needs

Summative Evaluation: Professional development program will lead to enhance learning opportunities in the classroom

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) Teachers will utilize learning walks to enhance instructional capabilities	Principals; Teachers	logs			
2) Teachers will review data to determine instructional needs on a consistent basis	Principals; Teachers	DMAC Data			
3) Staff development will be organized in a fashion that addresses current instructional needs	Principals	Staff development agendas			
Funding Sources: Local Funds - \$1000.00					
4) District will provide an additional stipend of \$3000.00-5000.00 for Jr High and High School Math teachers.	Superintendent	Employee certification, payroll documentation			
Funding Sources: Local Funds - \$2000.00					
5) Re-instate STAAR incentive program for grade appropriate staff to increase teacher effectiveness and accountability.	Principals	STAAR Test Scores			
Funding Sources: Local Funds					
6) Ongoing Capturing Kids Hearts training will be held for all new instructional staff members and administrators.	Sup't.; Principals	Training log			
Funding Sources: State Special Education					
7) Staff development and orientation will be held before school starts for all volunteers and substitutes to cover routine procedures and emergency operations.	Principals	Orientation Sign in Sheet			
Funding Sources: Local Funds					
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					

Goal 5: CISD will attract and retain highly qualified professional staff to maximize student engagement and achievement.

Performance Objective 3: A culture of learner-centered instructional will maximize student achievement

Summative Evaluation: Data will indicate improvement

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Aug	Dec	June
1) Vertical and horizontal meetings will be held	Principals	Meeting logs			
2) Enhance interventions for all students identified as in need of academic acceleration	Principals; RTI Specialist	Intervention program attendance			
3) Student assessments will be valid and drive classroom instruction	Principals	Assessment results			
4) DMAC assessment data will be studied, reviewed, and used to adjust classroom instruction to ensure alignment to current needs	Principals; Teachers	Assessment data, Lesson plans			
5) Observations and follow up meetings will be conducted by Principals to ensure effectiveness in the classroom	Principals	Observation logs			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					