Coolidge Independent School District

District Improvement Plan

2017-2018

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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Needs Assessment Overview

District Summary Report

By 2019, the Curriculum Director and our administrative team will ensure that our systems in place will yield student average results at or above 60% in all tested areas and oversee all intervention activities districtwide.

With the exception of 7th Grade Reading, 7th Grade Writing, English I & II, 8th Grade Science, and 8th Grade Social Studies all other tested areas met their goal of 60% passing on STAAR assessments. Writing and ELAR fell short and has become a high area of needed improvement.

STRENGTHS - We feel several components led to our success:

- Strong Administrative team (Superintendent, Curriculum Director, Principals, and PSP) working in unison to ensure that systems are put in place and sustainable districtwide.
- Employing of strong staff members to maximize instruction.
- Using Student Expectations as an instructional tool within each classroom to ensure focused instruction.
- Reviewing of instructional resources and supplemental materials to ensure appropriateness.
- Building of Data Rooms to track student achievement in each grade level. We meet after each assessment to analyze progress.
- Developing Data notebooks – Each teacher compiles data notebooks to track student progress to analyze strengths and weaknesses. Teachers use data to drive instruction and plan for targeted intervention.
- Holding of PLC sessions to review data, plan for instruction and intervention
- Supporting professional development at the campus and district level
- Planning vertical alignment discussions
- Planning embedded RTI schedules
- Differentiation of instruction has been a focus in order to meet specific needs of each student.
- Increased strengths in the district special education department.
  - Special education teachers and the special education director became more involved in the everyday working of the department.

WEAKNESSES - We feel these are some things that could have had an effect on student achievement:

- Lack of emphasis on writing at grade levels that are not tested.
- Mathematical concepts – lack of number sense and widen gaps that ultimately effect higher grades (K-12)
- Misplacement of personnel in specific academic areas

PLANNING for 2017-2018 School Year

Our Curriculum Director will continue to help align instructional resources and classroom instruction. Administrative and Campus Leadership teams are analyzing data, reviewing resources, planning professional development and personnel to ensure everyone is in place with proper materials to move students forward. We are determining needs and making adjustments that alerted our team to specific areas of focus to ensure that student achievement improves during the next year.

Demographics

Demographics Summary

<u>Campus Demographics</u>

The staff at Coolidge Independent School District include 29 teachers, 2 paraprofessionals, and 4 administrators. The student population is 24% White, 22% African American, 48% Hispanic, 0% Asian, and 6% Native American. Additionally, the campus serves 84.54% economically disadvantaged students, 15% special education students, and 13% Limited English Proficient students. Attendance rates include 97.9% African American, 97.3% Hispanic, 96.3% White, and 97.1% economically disadvantaged. The most current data indicate the campus has a 0% mobility rate.

Demographics Strengths

- High attendance rates among all student groups
- Low student to teacher ratios
- High achievement among several student groups

Student Achievement

Student Achievement Summary

The district and both campuses "Met Standard" in 2015 with the Elementary Campus receving five distinction stars for oustanding achievment among their students.

Student Achievement Strengths

Reading scores

Math scores

Algebra Scores

Biology Scores

District Culture and Climate

District Culture and Climate Summary

The Staff indicated that overall the school culture and climate was positive:

*understanding of school's mission, values and beliefs

*administrative action taken to implement necessary changes to improve student achievement

*opportunities for staff to take on leadership roles

*high professional standards set by principals

*opportunities to collaborate with other teachers in the school

District Culture and Climate Strengths

According to staff:

Faculty, staff and administrators work together as a team to do what it takes for kids to be successful

Opportunity for professional development

Teachers and administrators looking to the future and being proactive

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Coolidge ISD does an excellent job of recruiting qualified personnel by offering a strong, supportive teaching environment, offering additional stipends, and by going to job fairs in the area. There is low mobility rate with our staff here in Coolidge. Most of our teachers stay on board for at least five or more years. This has enabled to district to establish consistent procedures within the instructional environment

Staff Quality, Recruitment, and Retention Strengths

- Knowledge
- Experience
- Commitment
- Ability to adapt
- Work ethic

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

The role of curriculum in realizing the district's purpose and vision, is based upon the following common definitions and principles about curriculum design and its implementation.

CURRICULUM ALIGNMENT

Curriculum Alignment is an agreement of what is written, taught, and tested. It is expected that adherence to a tightly aligned curriculum will result in greater student success and greater student learning. Each campus will follow approved Curriculum and the TEKS resource systems - Year at a Glance in Math and Science. The district will establish routine vertical alignment meetings each semester to maintain consistency across the grade levels.

CURRICULUM PRINCIPLES

The design of the curriculum plans (written, taught, and tested) establishes the framework and parameters that guide educational decision-making at all levels of Coolidge ISD.

INSTRUCTIONAL PRINCIPLES

• The design and implementation of teaching/learning processes hold the greatest potential for improving student achievement.

• Pre-tests and post-tests are fundamental and critical components of the curriculum.

• Teachers are encouraged to use flexibility and creativity in the "how" of teaching (instruction), not the "what" of teaching (curriculum expectations to include the TEKS).

• Teachers may arrange the order of a subject as they see fit; however, it is expected that all teachers in a grade level will follow the same order.

• Instructional resources and programs such as textbooks, software, and other materials are selected by the curriculum development team and/or teachers based upon their alignment with the curriculum.

• Staff development is designed and implemented to prepare staff members to teach the curriculum.

• Students are responsible for their learning. We will offer many different ways for students to master the learning; however, ultimately, the students are responsible.

ASSESSMENT PRINCIPLES

Student assessment must provide for the acquisition, analysis, and communication of student achievement and process data to:

• Understand the impact that the design of curriculum, instruction, and evaluation have on student achievement

• Look for holes in student learning

• Measure student achievement

• Guide teachers' design and redesign of instruction at appropriate levels of challenge

• Guide students' learning

• Guide district/campus improvement of curriculum alignment and programmatic decisions

• Communicate progress to parents to support learning at home

Curriculum, Instruction, and Assessment Strengths

1. Teacher experience & Knowlege

2. Curriculum resources

3. Technology resources

4. Assessment banks

5. Common planning times

6. Weekly observations

7. Administration of "mock STAAR" to drive Spring interventions

Family and Community Involvement

Family and Community Involvement Summary

The primary goal of family involvement at CISD is to promote education as a family affair. Parents and family members are considered each child's first and most important teachers.

Goal 1: Support families to become a part of their child's success by creating a family friendly climate at CHS.

This goal will be promoted by making positive contacts, Back to School Picnics, food drives, fall festivals, parent/teacher conferences, open house, meet the teacher, etc.

Goal 2: Involve families through a variety of activities including community activities.

This goal will be promoted by: having our fall/spring festivals at area community centers and/or churches. A suggestion box will be placed at the post office to gather input from parents and community members.

Goal 3: Increase communication of information to parents and community in the Home Language.

This goal will be promoted by: re-working the CHS website to include Spanish translation, newsletters, notes.

Goal 4: Work with parents and family members as partners in each child's school success.

This goal will be promoted by: making sure that students are included in parent/teacher conferences.

Family and Community Involvement Strengths

- Letters home, newsletters, flyers, phone-calls. Back to school packets will be distributed to parents during schedule pick up. All form of communications will be provided in English/Spanish.
- Meet the Yellowjackets – Fall 2016
- Open House – Fall 2016
- CPIC/PTO Meeting – monthly
- Book fairs. Fall 2016
- Vision/hearing screening – October 2016
- End of Year Awards – May 2017
- Report Cards – each six weeks
- Parental Involvement Committee – October/January/March
- (PTO)
- Parent Orientation for 6th, 7th, 8th grades – Spring 2017
- Field trips as arranged by teachers or organizations
- Sports trips as arranged by coaches of CHS teams

District Context and Organization

District Context and Organization Summary

Coolidge ISD is a small rural school district located outside of Waco, TX. We currently have 340 students enrolled Prek - 12th grade. The CISD administrative staff continues to work with the community, Board of Trustees, staff, parents and students to foster a relationship that will produce competent members for the 21st century job force. As an organization our total committment is to our customers and their development is our passion.

District Context and Organization Strengths

- Parental engagement
- Instructional staff's knowledge and committment to excellence
- Campus arrangements and staffing to individualize learning
- Financial plans to address "At-risk" students and provide RTI services needed
- Plan for College & Career advancement through concurrent courses through Navarro and our welding certification program

Technology

Technology Summary

The Coolidge ISD has prepared this Technology Plan to articulate a common vision for technology in the district and identify the strategies that will help us use advanced technology. The plan is designed around five major goals:

(1) Learning: Engage and Empower; e.g. improve the academic achievement and technology literacy of all students,
(2) Productivity: Redesign and Transform; e.g. establish rigorous curriculum standards,
(3) Teaching: Prepare and Content; e.g. provide quality professional development for educators. In addition, develop critical thinking skills that are essential for academic and workplace success,
(4) Infrastrucure: Access and Enable; e.g. build the capacity of all teachers to integrate technology effectively into curriculum and instruction and
(5) Assessment/Evaluation: Measure What Matters.

Background

This plan is based on information drawn from many sources including:

A review of evaluations from previous grants, which identifies accepted technological and teaching practices;
A survey of school site hardware and instructional media;
A review of STar Charts provided by staff members;
Discussions with staff, parents, community and business representatives during site-based meetings;
The National Educational Technology Plan, U.S. Department of Education (November 2010).
Success stories from the Vanguard Report, E-School News (Spring 2007);
Best Practices in School Technology (Fall and Winter 2007).

Parameters

This Technology Plan is driven by the state curriculum standards and supports the educational mission and instructional goals of Coolidge ISD. Specific attention is given to addressing student standards for technology as defined by the Technology Applications Texas Essential Knowledge and Skills (TEKS), required in the Texas Education Code, Section 28.002. The Technology Applications TEKS found in 19 TAC Chapter 126, describe what students should know and be able to do using technology. As a part of the enrichment curriculum, these TEKS are to be used as guidelines for providing instruction. The goal of the Technology Applications TEKS is for students to gain technology-based knowledge and skills to be applied to all curriculum areas at all grade levels.

This plan stresses the importance of ongoing and sustained staff development of the integration of technology into the curriculum for teachers, principals,

administrators, and school library media personnel. Such staff development is designed to further the effective use of technology in the classroom and/or library media center. This plan also is consistent with the recommendations for LEAs as defined by the Texas Long-Range Plan for Technology 2006-2020 in the areas of Teaching and Learning, Educator Preparation and Development, Administration and Support Services, and Infrastructure for Technology. The plan also addresses E-rate application guidelines, and other state standards, such as the Technology Applications Standards for Beginning Teachers.

With the advent of the State of Texas Assessments of Academic Readiness (STAAR), this technology plan will need to be flexible, so to adapt to the continuation of the STAAR assessment that was initiated in 2011-12.

Vision Statement

The vision of the Coolidge ISD is to remain on the edge of technological developments to equally empower our students, faculty, staff, and administrators in their search to become powerful lifelong learners by providing the best technology available. The instruction within our classrooms, libraries, and distance learning facilities will be coordinated and integrated so to enhance the learning opportunities of all patrons who enter our doors. We recognize that technology is a tool that can aid in the effective facilitation of the learning process for all in the education arena.

Technology Strengths

The process that was used to determine the district technology needs of the Coolidge ISD include:

1. School Technology and Readiness (STaR Chart) data provided by campus principals.
2. Review of staff development and other types of teacher training.
3. Examination of past and current criterion and norm-reference test results.
4. A review of preparations, budgeted items, purchases, and evaluations from the areas which technology was funded in past years (TIE, TIF, SLC [E-Rate], SRSAP), etc....
5. Input and feedback from the District Site-Based Committee.

The following technology is currently in place:

District-Wide:

Direct connections to the Internet via 20 mb ethernet access;
District web servers that can handle district information and student work;
Written policies on acceptable use of the Internet, World Wide Web content, network management, and equipment donations;
"Lightspeed" E-mail retrieval and security system;
Computer projectors on each campus; Multiple network drops in most rooms;

95% of all CISD employees and 100% of all staff members have a computer on their desk;

Coolidge Jr./Sr. High School:

Direct connections to the Internet via 10 mb ethernet access;
Web servers maintained by the students with high school information and projects.
One computer lab with one file server for technology classes, desktop publishing, advanced word processing, etc;
"Lightspeed" E-mail retrieval and security system;
Networked online card catalog, internet access, Texas Library Connection, and automated checkout in the library;
110 Mac Laptops, server and necessary software (provided by TEA through the Vision 2020 program).

Coolidge Elementary School:

Direct connections to the Internet via 20 mb ethernet access;
Multiple network drops in every classroom; A computer lab with a file server;
"Lightspeed" E-mail retrieval and
security system;
Networked online card catalog, internet
access, Texas Library Connection, and automated checkout in the library.

Telecommunications Services

Currently, all students and staff members in the school district have access to the Internet, through 20mb broadband access).

Inventory

The latest inventory of current technology available for student use in Coolidge ISD is listed below. The list does not include administrative computers or file servers; but does include laptop computers purchased for student use.

The 141 students of Coolidge Jr/Sr High School utilize 155 computers for a 0.93:1 [less than 1:1]student to computer ratio. [note: 120 of these computers are laptops funded through a Vision 2020 grant.]

The 189 students of Coolidge Elementary School utilize 95 computers for a 1.98:1 student to computer ratio.

This totals 330 students of the Coolidge ISD utilizing 250 computers for a 1.32:1 student to computer ratio.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- SAT and/or ACT assessment data
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Gifted and talented data
- Dyslexia Data

- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- PDAS and/or T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate

Support Systems and Other Data

- Budgets/entitlements and expenditures data

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).

Evaluation Data Source(s) 1: State Assessment scores will demonstrate 80% passing at all grade levels; scores on PSAT, SAT, ACT will reflect state averages.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Aug	Dec	June
1) RtI, Advisory Period, TXVSN courses for acceleration, GED prep, drop-out recovery, and ESL will be utilized at the high school level	Campus Principals, Curriculum Director, Tech. Specialist	Monitor lab use, course completion, graduation rates, and progress monitoring data.			
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, Curriculum Director	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; Curriculum Director	Team meetings; reports; assessment results			
5) Purchase & implement language aquisition materials and software for students in grade levels K-12.	Principals; Teachers; Curriculum Director	ESL fluency results and assessment scores			
Funding Sources: State ESL - 6743.00					
6) Establish vertical and horizontal meetings to ensure scope and sequence (TEKS Resource System) is in order and processes are being taught the same way.	Principals; Teachers; Curriculum Director	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 and data walks will be done to ensure high quality instruction is being maximized daily in each classroom	Principals, Curriculum Director	Observation records and feedback			
11) Continue 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 - 0.00				
12) Encourage Writing activities at all grade levels that develop skills to better prepare students for state assessment.	Principals and teachers, Curriculum Director	Lesson plans, assessment scores			
	Funding Sources: Local Funds - 0.00				
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, Curriculum Director	CNA data, STAAR results, discipline data, attendance data, surveys, budgets, personnel			
	Funding Sources: Title I - 0.00				
14) Extended time at both the EL & HS level to enhance writing achievement scores.	Principals	Scores			
15) Learning walks and PD provided by HS English teacher on writing activities and strategies.	Principals	Benchmark Scores, Assessment Scores, STAAR Scores			
16) Vertical planning between the PK-12 teachers to ensure consistency and structures for writing are in place to enhance achievement	Principals, Teachers, Curriculum Director	Benchmark Scores, Assessment Scores, STAAR Scores			
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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: 90% of special populations will be taking the STAAR with limited modifications

    Evaluation Data Source(s) 2: Scores on the state assessment will demonstrate 80% passing at all grade levels

    Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Aug	Dec	June
1) ARD meetings will include all stakeholders in educational decisions for each student	Principals; SPED Director	ARD minutes			
2) SPED programs and software will be reviewed annually	Princiapls; SPED director	Student performance/progress will be reviewed each six weeks.			
3) Meet 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 the year.	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 - 0.00				
8) A newly renovated SPED facility is available in 2016-2017 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				

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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

Evaluation Data Source(s) 3: Scores on the state assessment will demonstrate 80% passing at all grade levels

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	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 TXVSN, 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; Curriculum Director	Training agendas and reflections			
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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: The completion rate will be 90% or above and the attendance rate will increase to 97%.

Evaluation Data Source(s) 4: A review of the summer PEIMS submission will verify both the 90% completion rate and 97% attendance rate

Summative Evaluation 4:
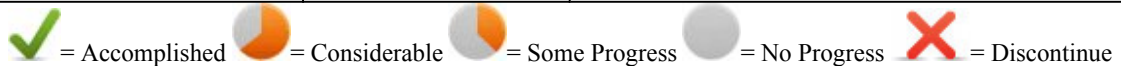
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Aug	Dec	June
1) Continue to monitor student attendance consistently across both campuses	Principals	Truancy reports			
2) Continue to offer recognition for having good attendance	Principals	Attendance records			
	Funding 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, website			
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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

    Evaluation Data Source(s) 5: Post-graduation pathways will be documented and recorded

    Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Aug	Dec	June
1) Provide orientation about various types of diplomas for students & parents dual credit coursework.	Principals and Counselor	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, Teacher	Score reports, number of students enrolling in concurrent courses.			
	Funding Sources: State HS Allotment - 5000.00				
6) Business English students will complete resumes, scholarship applications, job interviews, etc. throughout the planned coursework.	Curriculum Director, High School Principal, Counselor	Increased scholarship awards, record of attendance			
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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

Evaluation Data Source(s) 6: Student incidents and student disciplinary referrals will be reduced by 10% from the previous year

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	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 annually.	Principals and Curriculum Director	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 annual bullying training for all staff members and provide student counseling when necessary to prevent bullying type behaviors	Principals; Counselor; Teachers, Curriculum Director	Training logs; Counseling logs			
Funding Sources: Local Funds - 1000.00					
9) Conduct annual sexual harassment, abuse and dating violence training for all staff.	Counselor, Curriculum Director	Training log			
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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

Evaluation Data Source(s) 1: Every technological opportunity with available funding will be offered to enhance both staff and student success

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Aug	Dec	June
1) Provide local staff development to enhance technology skills	Principals, Curriculum Director	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 - 0.00					
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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

Evaluation Data Source(s) 2: 100% of CISD employees will meet appropriate standards

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Aug	Dec	June
1) Teachers will be able to use mobile carts weekly to implement technology into the classroom	Princpals; Teachers	Cart log			
2) Integrated technology lessons will be planned and implemented into the classroom by the instructional staff at CISD.	Principals; Teachers, Curriculum Director	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

Evaluation Data Source(s) 1: Parental and student engagement will be increased by 10% annually

Summative Evaluation 1:
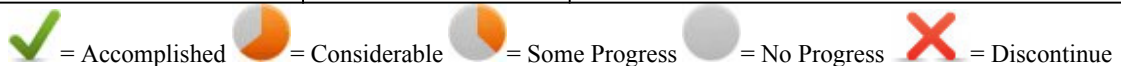
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Aug	Dec	June
1) Parent newsletters will be sent home by both campus principals	Principals	Newsletters			
	Funding Sources: Local Funds - 200.00				
2) Provide parents opportunities to review grades, attendance, and 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 fall and 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 - 0.00				
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 - 0.00				
✔ = 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

    Evaluation Data Source(s) 2: Documented parent center involvement will show a 10% increase

    Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Aug	Dec	June
1) Offer GED classes	Parent Center Coordinator	Record of attendance & completion			
2) Parental Guidance information will be provided upon request.	Parent Center Coordinator	Record of attendance			
3) GT courses may be offered upon request by parents.	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.

Evaluation Data Source(s) 1: Instructional programs, facilities, and equipment will continuously be upgraded and enhanced

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	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	Superintendnet	Construction projects			
	Funding Sources: Local Funds - 40000.00				
✔ = Accomplished = Considerable = Some Progress = No Progress ✗ = Discontinue					

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

Performance Objective 1: Recruit, Support, and Retain qualified teachers knowledgeable in their content area.

Evaluation Data Source(s) 1: Certifications will be reviewed annually.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	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, Curriculum Director	certifications, sign-in sheets, meeting logs			
	Funding Sources: Local Funds - 6200.00				
2) Recruitment of qualified teachers will be done at the Region 12 job fair each spring/summer	Principals	Attendance log			
3) Provide reimbursement to staff members requested to take other professional certification exams to become certified in in other content areas	Superintendent	Receipt of test expense			
	Funding Sources: Local Funds - 250.00				
4) The CISD Mentoring Program will support new teachers, teachers new to their content area, or teachers struggling in their content area by bringing in knowledgeable and proven mentors from other districts. Mentors will observe, co- teach, co-plan, advise, and offer suggestions for academic improvement and sustainability. Mentees will also complete on-site observations in the mentors' classrooms.	Curriculum Director, Principals	Increased Student Achievement, teacher longevity			
5) New Teacher Orientation will acclimate new staff members to the policies and procedures of CISD and familiarize them with our facilities and the community.	Curriculum Director, Principals	Increased teacher retention			
✔ = Accomplished = Considerable = Some Progress = No Progress ✗ = Discontinue					

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

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

      Evaluation Data Source(s) 2: Professional development program will lead to enhance learning opportunities in the classroom

      Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Aug	**Dec**	**June**
1) Teachers will utilize learning walks to enhance instructional capabilities	Principals; Teachers, Curriculum Director	logs			
2) Teachers will review data to determine instructional needs on a consistent basis	Principals; Teachers, Curriculum Director	DMAC Data			
3) Staff development will be organized in a fashion that addresses current instructional needs	Principals, Curriculum Director	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 certfication, payroll documentation			
Funding Sources: Local Funds - 2000.00					
5) Continue STAAR incentive program for grade appropriate staff to increase teacher effectiveness and accountability.	Principals	STAAR Test Scores			
Funding Sources: Local Funds - 0.00					
6) Training will be provided to new instructional staff members and administrators on the main components of Capturing Kids Hearts. Review sessions will be offered to veteran teachers, previously trained on CKH.	Sup't.; Principals, Curriculum Director	Training log			
Funding Sources: State Special Education - 0.00					
7) Staff development and orientation will be held for volunteers and substitutes to cover routine procedures and emergency operations.	Principals, Curriculum Director	Orientation Sign in Sheet			
Funding Sources: Local Funds - 0.00					
✔ = Accomplished 🥧 = Considerable 🥧 = Some Progress ⚪ = No Progress ❌ = Discontinue					

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

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

Evaluation Data Source(s) 3: Data will indicate improvement

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Aug	Dec	June
1) Vertical and horizontal meetings will be held	Principals and Curriculum Director	Meeting logs			
2) Enhance interventions for all students identified as in need of academic acceleration	Principals; RTI Specialist, Curriculum Director	Intervention program attendance			
3) Student assessments will be valid and drive classroom instruction	Principals, Curriculum Director	Assessment results			
4) DMAC assessment data will be studied, reviewed, and used to adjust classroom instruction to ensure alignment to current needs	Principals; Teachers, Curriculum Director	Assessment data, Lesson plans			
5) Observations and follow up meetings will be conducted by Principals to ensure effectiveness in the classroom	Principals, Curriculum Director	Observation logs			
✔ = Accomplished ◕ = Considerable ◔ = Some Progress ⬤ = No Progress ✖ = Discontinue					

State Compensatory

Budget for District Improvement Plan:

Account Code	Account Title	Budget
6100 Payroll Costs		
199.11.6112.01.001.724000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	$10,000.00
199.11.6118.00.001.724000	6118 Extra Duty Stipend - Locally Defined	$1,500.00
199.11.6118.00.101.724000	6118 Extra Duty Stipend - Locally Defined	$8,000.00
199.11.6119.00.001.724000	6119 Salaries or Wages - Teachers and Other Professional Personnel	$50,000.00
199.11.6119.00.101.724000	6119 Salaries or Wages - Teachers and Other Professional Personnel	$74,000.00
199.31.6119.00.001.724000	6119 Salaries or Wages - Teachers and Other Professional Personnel	$20,500.00
199.11.6128.00.001.724000	6128 Overtime Pay - Locally Defined	$500.00
199.11.6128.00.101.724000	6128 Overtime Pay - Locally Defined	$400.00
199.12.6129.00.101.724000	6129 Salaries or Wages for Support Personnel	$10,000.00
199.12.6129.00.001.724000	6129 Salaries or Wages for Support Personnel	$4,800.00
199.11.6141.00.001.724000	6141 Social Security/Medicare	$750.00
199.11.6141.00.101.724000	6141 Social Security/Medicare	$1,200.00
199.11.6141.01.001.724000	6141 Social Security/Medicare	$850.00
199.12.6141.00.001.724000	6141 Social Security/Medicare	$75.00
199.12.6141.00.101.724000	6141 Social Security/Medicare	$150.00
199.31.6141.00.001.724000	6141 Social Security/Medicare	$300.00
199.31.6142.00.001.724000	6142 Group Health and Life Insurance	$20.00
199.11-6142.00.001.724000	6142 Group Health and Life Insurance	$3,000.00
199.11.6142.00.101.724000	6142 Group Health and Life Insurance	$4,000.00
199.12.6142.00.001.724000	6142 Group Health and Life Insurance	$50.00
199.12.6142.00.101.724000	6142 Group Health and Life Insurance	$85.00

199.11.6143.00.001.724000	6143 Workers' Compensation	$500.00
199.11.6143.00.101.724000	6143 Workers' Compensation	$650.00
199.11.6143.01.001.724000	6143 Workers' Compensation	$50.00
199.12.6143.00.001.724000	6143 Workers' Compensation	$15.00
199.12.6143.00.101.724000	6143 Workers' Compensation	$30.00
199.31.6143.00.001.724000	6143 Workers' Compensation	$175.00
199.12.6146.00.101.724000	6144 Teacher Retirement/TRS Care - On Behalf Payment	$300.00
199.31.6146.00.001.724000	6144 Teacher Retirement/TRS Care - On Behalf Payment	$600.00
199.11.6146.00.001.724000	6146 Teacher Retirement/TRS Care	$1,300.00
199.11.6146.00.101.724000	6146 Teacher Retirement/TRS Care	$2,000.00
199.12.6146.00.001.724000	6146 Teacher Retirement/TRS Care	$150.00
	6100 Subtotal:	**$195,950.00**

6300 Supplies and Services

199.11.6395.00.001.724000	6395 Supplies, DP Operations - Locally Defined	$8,290.00
199.11.6395.00.101.724000	6395 Supplies, DP Operations - Locally Defined	$8,290.00
	6300 Subtotal:	**$16,580.00**

6400 Other Operating Costs

199.11.6411.00.001.724000	6411 Employee Travel	$500.00
199.11.6411.00.101.724000	6411 Employee Travel	$500.00
199.11.6499.00.101.724000	6499 Miscellaneous Operating Costs	$500.00
	6400 Subtotal:	**$1,500.00**

Personnel for District Improvement Plan:

Name	Position	Program	FTE
A Isbell	Librarian	Comp Ed	1.0
B Jackson	Third Grade Teacher	Comp Ed	.0625
D'Undrea Smith	First Grade Teacher	Comp Ed	.0625
F Hernandez	JH Science Teacher	Comp Ed	.125
J Adams	First Grade Teacher	Comp Ed	.0625
J Erwin	Kindergarten Teacher	Comp Ed	.0625
J Loper	Second Grade Teacher	Comp Ed	.0625
J McClinton	Counselor	Comp Ed	.365
J Prowell	First Grade Teacher	Comp Ed	.0625
J VanDine	HS Spanish	Comp Ed	.125
Jessyca VanDine	HS Teacher	Comp Ed	.125
K Feuge	Fourth Grade Teacher	Comp Ed	.0625
L Jones	Fifth Grade Teacher	Comp Ed	.0625
M Waggener	Kindergarten Teacher	Comp Ed	.0625
Misty Tolliver	JH Math Teacher	Comp Ed	.125
P Raymond	HS Science Teacher	Comp Ed	.125
P Reed	Third Grade Teacher	Comp Ed	.0625
T Machacek	First Grade Teacher	Comp Ed	.0625
T Moore	Second Grade Teacher	Comp Ed	.0625
Tiffany Ware	RTI Teacher	Comp Ed	.33
V Self	RTI Teacher	Comp Ed	.098
Y Bonilla	ESL Teacher	Comp Ed	1.0

Title I

Schoolwide Program Plan

Title I of the Elementary and Secondary Education Act of 1965's purpose is to ensure that all children have a fair, equal, and significant opportunity to obtain a high-quality education and reach, at a minimum, proficiency on challenging State academic achievement standards and state academic assessments. This purpose can be accomplished by ensuring that high-quality academic assessments, accountability systems, teacher preparation and training, curriculum, and instructional materials are aligned with challenging State academic standards so that students, teachers, parents, and administrators can measure progress against common expectations for student academic achievement.

Funds generated from Title I are allocated in the 2013-2014 CISD budget to allow for more intense instruction by certified instructional specialists in the four core areas on both the elementary and secondary campus.

CISD Title I allotment for 2013-2014: **$103,735.00**

Ten Schoolwide Components

1: Comprehensive Needs Assessment

A comprehensive needs assessment is completed each June. All sources of data is included and analyzed to determine strengths & weaknesses.

2: Schoolwide Reform Strategies

Instructional Rounds

Instructional War Rooms

Aligned and vetted instructional assessments

Data driven PLC meetings

Data reviews with Principals and PSP

3: Instruction by highly qualified professional teachers

100% of staff is HQ

4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff

The administrative team designs and aligned high quality professional development based on the CNA and data from instructional rounds and meetings.

5: Strategies to attract highly qualified teachers

More competitive salary schedule

Advanced degree stipends

STAAR incentive program

6: Strategies to increase parental involvement

Remind 101

Monthly Newsletters

Parent Conference meetings

Welcoming enviroment

7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs

Smaller class numbers

Additional aide in the room

8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program

PLC meetings are held were assessments are designed, reviewed, and ultimately vetted to determine validity.

9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards

Both campuses have pull out RTI labs with instructors who are constantly monitoring data with the classroom teachers. If a students starts to struggle he/she is immediately pulled and offered assistance.

10: Coordination and integration of federal, state and local services and programs
All programs are designed and integrated to ensure students have every opportunity to excel.

Title I Personnel

Name	Position	Program	FTE
Felicia Hernandez	JH Science Teacher	Title I Part A	.125
James Burton	HS Math Teacher	Title I Part A	.25
Kathryn Feuge	Second Grade Teacher	Tite I Part A	.10
Misty Tolliver	JH Math Teacher	Title I Part A	.125
Priscilla Raymond	HS Science	Title I Part A	.125
Tiffany Ware	RTI Teacher	Titel I Part A	.25
Tracy Machacek	Fourth Grade Teacher	Title I Part A	.12
Virginia Self	RTI Teacher	Title I Part A	.50

District Funding Summary

State Compensatory Education

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			$6,500.00
				Sub-Total	$6,500.00

Local Funds

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	11			$0.00
1	1	12			$0.00
1	2	7			$0.00
				Sub-Total	$0.00

State Compensatory Education

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1	FTEs for during school day		$15,500.00
				Sub-Total	$15,500.00

Local Funds

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	2			$3,085.00
1	4	2			$500.00
1	5	3			$1,000.00
1	5	4			$5,000.00
1	6	3			$500.00
1	6	8			$1,000.00
2	1	1			$500.00
2	1	2			$23,070.00
2	1	3			$500.00
2	1	4			$0.00

2	2	3			$10,000.00
3	1	1			$200.00
3	1	2			$1,000.00
3	1	5			$200.00
3	1	6			$0.00
3	1	7			$0.00
4	1	2			$128,000.00
4	1	3			$15,000.00
4	1	5			$40,000.00
5	1	1			$6,200.00
5	1	3			$250.00
5	2	3			$1,000.00
5	2	4			$2,000.00
5	2	5			$0.00
5	2	7			$0.00
				Sub-Total	**$239,005.00**

Title I

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	9			$63,762.00
1	1	13			$0.00
				Sub-Total	**$63,762.00**

State HS Allotment

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	5			$5,000.00
				Sub-Total	**$5,000.00**

State Special Education

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			$5,800.00

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	5			$500.00
1	2	6			$45,000.00
1	2	8			$25,000.00
1	2	9			$7,200.00
1	6	7			$45,000.00
5	2	6			$0.00
				Sub-Total	$128,500.00

State ESL

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5			$6,743.00
				Sub-Total	$6,743.00
				Grand Total	$465,010.00