CISD
COPPELL INDEPENDENT SCHOOL DISTRICT

COPPELL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN

2014- 2015

MIKE JASSO, PRINCIPAL

CISD MISSION STATEMENT:

The mission of the Coppell Independent School District, as a committed and proven leader in educational excellence, is to ensure our learners achieve personal success, develop strong moral character, and become dynamic leaders and global citizens with a zeal for service by engaging each individual through innovative learning experiences led by a visionary staff and progressive community.

CISD District Improvement Plan

Strategic Objective/Goal 1: We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.

- **Performance Objective 1**: Develop a comprehensive professional learning plan to actualize the CISD Learning Framework .

- **Performance Objective 2:** Reframe and prioritize state standards in a way that leads to profound learning.

- **Performance Objective 3:** Align the written, taught and assessed curriculum.

- **Performance Objective 4:** Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.

- **Performance Objective 5:** Create a system for establishing and maintaining reciprocal community partnerships in order to increase authentic and field based learning experiences.

- **Performance Objective 6:** Implement a system or systems to assess Future-Ready skills.

- **Performance Objective 7:** Integrate Future-Ready learning skills within the district.

- **Performance Objective 8:** Increase connections between real world experiences and authentic classroom instruction.

- **Performance Objective 9:** Transform systems to more effectively prepare students to be successful in post-secondary education and beyond.

- **Performance Objective 10:** Provide professional learning for educators and administrators on the effective use of data and assessment tools to inform the design.

Strategic Objective/Goal 2: We will respect and leverage the diversity that exists in our community to provide a world-class learning environment.

- **Performance Objective 1:** Increase educator proficiency to respond to our diverse community of learners.

- **Performance Objective 2:** Promote the development and demonstration of positive character traits including (but not limited to): Courage, Trustworthiness, Integrity, Respect & Courtesy, Responsibility, Fairness, Caring, Good Citizenship, and School Pride consistent with the terms of the TEC Section 29.906.

Strategic Objective/Goal 3: We will foster proactive and reciprocal communication for the learner success.

- **Performance Objective 1:** Create a system for establishing and maintaining reciprocal community partnerships in order to increase authentic and field based learning experiences.

- **Performance Objective 2:** Create a system to communicate foundational and future-ready skills for each learner.

- **Perfomance Objective 3:** Communicate the district assessment plan to parents and teachers and report outcomes individually to parents and collectively to stakeholders.

STRATEGIC OBJECTIVE/GOAL 4:   Design a comprehensive instructional technology system that redefines the role of technology in the classroom (create and share content, collaborate with other learners throughout the world).

- **Performance Objective 1:**   Seamlessly integrate digital citizenship across the curriculum so all stakeholders collaborate in an atmosphere of respect, integrity, sharing, trust, and service.
- **Performance Objective 2:**   Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21st Century technology skills.

STRATEGIC OBJECTIVE/GOAL 5:   We will create a community-based accountability system for reporting learner growth.

- **Performance Objective 1:**   Develop support and work with the community to establish a comprehensive accountability system for CISD and an environment conducive to optimal learning and growth.

Campus Site-Based Committee
2014 - 2015 Committee Members

Name of Participant	Committee Role
Mike Jasso	Principal
Yolanda Edwards	Counselor
Cindy Wolfe	Teacher
Shauna Carter	Teacher
Kristi Valentine	Parent, Community Representative-Coppell Chamber of Commerce
Sam Neal	Teacher
Bill Parker	Teacher
Sean Bagley	Administrator
Josh Brown	Teacher

MELISSA ARNOLD	**ADMINISTRATOR**
CHRISTY WALKER	**TEACHER**
DERRYL LEE	**TEACHER**
LARONNA DOGGETT	**TEACHER**
DANA DELOACH	**TEACHER**
LYNN HEVRON	**LIBRARIAN**
LORI LITTLE	**PARENT**
DEANA HARRELL	**CISD ADMINISTRATOR**
KAYLA BROWN	**ASSOCIATE PRINCIPAL**
DIANE WELLS	**PARENT**

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COPPELL INDEPENDENT SCHOOL DISTRICT

Campus Needs Assessment

List data utilized to identify the needs of your campus
PDAS documentation Student Achievement Data: Accountability Summary, EOC scores, AP exam scores, IB exam scores, 6 weeks grades, MAP data CISD Principals Academy Materials CHS Transformation Plan (Campus Pedagogy Framework) CISD Learning Framework CHS Professional Learning Plan Pinnacle 2020 Materials/Resources CG3 Survey Results CHS Campus Budget Student Satisfaction Survey Parent Satisfaction Survey CISD Technology Plan HB5 Materials/Resources CHS RtI Materials/Data (Starfish) CISD Community Partnership Materials/Resources

List the identified needs of your campus derived from data review

Continue process to transform of campus pedagogy
- align to the CISD learning framework
- implementation of UbD as instructional model

Continue implementation of CG3 iPad initiative
- integration of technology in learner centered lessons through UbD design
- implement learner and educator education and awareness of responsible use of technology: digital literacy (learners), information literacy (staff)
- implement campus technology discipline management plan

Develop aligned systems to provide support to ensure academic success for all student populations.
Provide a safe learning environment for all students:
- expand/align counseling services via CISD Crisis Counselor to support social and emotional well being
- implement campus theme- CHS: We Are One to foster welcoming, inclusive environment for all stakeholders

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.								
Performance Objective #1	Develop a comprehensive professional learning plan to actualize the CISD learning Framework.								
Summative Evaluation:	Professional Learning Plan, Lesson/Unit Designs, iLead Team Materials/Documentation								
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/ Fiscal**	**Formative Evaluation**	**Documented**
Student Satisfaction Survey, CG3 Survey Data, PDAS Documentation, CHS Transformation Plan, Learning Framework	Continue implementation of CISD Learning Framework to transform pedagogy.	All	Administrators, educators, department chairs, iLead Team, Instructional Coaches, Curriculum Directors	August 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan	Lesson/Unit Design, Student Achievement Data	
Student Satisfaction Survey, CG3 Survey Data, Classroom Walkthrough Data, Student Achievement Data, Professional Learning Plan	Utilize professional learning communities to build capacity of educators to use effective assessment practices for improved learning.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors, iTeam/Instructional Technology Department, CISD Technology Department	August 2014	June 2015	Campus Administrators, iTeam, Instructional Coaches, Curriculum Directors, Learning Framework UbD Materials	PDAS Documentation, Learning Design Units, Student Achievement Data, iLead Team Meeting Materials	

PDAS Documentation, CISD Learning Framework, CHS Professional Learning Survey Data, CG3 Survey Data, Student Achievement Data	Implement iLead Team to develop capacity of educator leaders to lead PLC lesson/unit design aligned to CISD Learning Framework.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors, iTeam,	August 2014	June 2015	<u>Strengths Based Leadership, Administrators</u>, iLead Team, iTeam, Instructional Coach, Curriculum Directors, Learning Framework, UbD Materials, CHS Professional Learning Plan	Lesson/Unit Design, Student Achievement Data	
Educator Evaluation System, Pinnacle 2020, CISD Learning Framework	Train Educators and implement new CISD Educator Evaluation to support growth and further alignment of professional practices to the CISD Learning Framework.	All	Administrators, Educators, Director of Advanced Academics	August 2014	June 2015	CISD Educator Evaluation System	Evaluation data	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #2	Reframe and prioritize state standards in a way that leads to profound learning.							
Summative Evaluation:	Identified Future Ready Learning Standards, Lesson Unit Designs							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Student Satisfaction Survey Data, Student Achievement Data, Pinnacle 2020, Visioning Document, Learning Framework	Participate and collaborate with NTHPC schools through transformation in action site visits.	All	Administrators, Educators, Curriculum Directors, Assistant Superintendent - Curriculum and Instruction	October 2014	May 2015	TEKS, Future Ready Outcomes	Identified Future Ready Learning Standards	
PDAS Documentation, CISD Learning Framework, CHS Professional Learning Survey Data, CG3 Survey Data, Student Achievement Data, Starfish Meeting Data	Implement Understanding by Design (UbD) as campus instructional model to foster lesson/unit design resulting in future ready skills.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors, iTeam,	August 2014	June 2015	Administrators, iLead Team, iTeam, Instructional Coaches, Curriculum Directors, Learning Framework, UbD Materials, CHS Professional Learning Plan	Lesson/Unit Designs	

PDAS Documentation, CISD Learning Framework, CHS Professional Learning Survey Data, CG3 Survey Data, Student Achievement Data	Implement iLead Team to develop capacity of educator leaders to lead PLC lesson/unit design aligned to CISD Learning Framework.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors, iTeam,	August 2014	June 2015	Strengths Based Leadership, Administrators, iLead Team, iTeam, Instructional Coach, Curriculum Directors, Learning Framework, UbD Materials, CHS Professional Learning Plan	Lesson/Unit Design, Student Achievement Data	
CHS IB Documentation and Materials, IB International documentation and materials	Complete IB self-study and reauthorization process to ensure program integrity and retain IB World School Designation.	All	Administrators, IB Educators, IB Coordinator, Director of Advanced Academics, Assistant Superintendent of Curriculum and Instruction	August 2014	June 2015	Local Funds	Reauthorization of IB World School Designation	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.								
Performance Objective #3	Align the written, taught and assessed curriculum.								
Summative Evaluation:	Lesson/Unit Designs, Student Achievement Data, Digital Literacy/Information Literacy Modules								
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/ Fiscal**	**Formative Evaluation**	**Documented**
Student Satisfaction Survey, CG3 Survey Data, PDAS Documentation, CHS Transformation Plan, Learning Framework	Continue implementation of CISD Learning Framework to transform pedagogy.	All	Administrators , Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors	August 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan	Lesson/Unit Design, Student Achievement Data	
Student Satisfaction Survey, CG3 Survey Data, PDAS Documentation, CHS Transformation Plan, Learning Framework	Continue year 2 of CG^3 Implementation: technology integration via UbD design, Digital Citizenship experiences for learners, Information Literacy experiences for Educators, Parent Meetings, Learning Showcases	All	Administrators , Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors, iTeam/Instructi onal Technology Department, CISD Technology Department	June 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan	Lesson/Unit Design, Student Achievement Data, Student Discipline Data, Parent Meeting/Showcase Materials	

Student Satisfaction Survey, CG3 Survey Data, Classroom Walkthrough Data, CISD Design Rubric, Student Achievement Data	Utilize professional learning communities to build capacity of educators to use effective assessment practices for improved learning	All	Administrators, Department Chairs, Educators, Curriculum Directors, iTeam, Math Instructional Coach	August 2014	June 2015	Formative Assessment Training, Campus Administrators, iTeam, Math Instructional Coach, Curriculum Directors, Learning Framework, Design Matrix	PDAS Documentation, Learning Design Units, Student Achievement Data	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #4	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.							
Summative Evaluation:	Student Achievement Data, iLead Materials/Resources, Lesson/Unit Design, Professional Learning Plan, RtI Materials/Resources, State Comp Ed Documentation							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
PDAS Documentation, CISD Learning Framework, CHS Professional Learning Survey Data, CG3 Survey Data, Student Achievement Data	Implement iLead Team to develop capacity of educator leaders to lead PLC lesson/unit design aligned to CISD Learning Framework.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors, iTeam,	August 2014	June 2015	Strengths Based Leadership, Administrators, iLead Team, iTeam, Instructional Coach, Curriculum Directors, Learning Framework, UbD Materials, CHS Professional Learning Plan	Lesson/Unit Design, Student Achievement Data	
Student Satisfaction Survey, CG3 Survey Data, PDAS Documentation, CHS Transformation Plan, Learning Framework	Continue implementation of CISD Learning Framework to transform pedagogy.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors	August 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan	Lesson/Unit Design, Student Achievement Data	

Student Achievement Data	Redesign RtI process to promote success for all learners. Process to include: Startfish meetings, academic and personal support for learners.	All	Administrators, Crisis Counselor, Educators, Instructional Coaches, Curriculum Directors	August 2014	June 2015	District RtI Plan and RtI Director, Starfish Process	Student Achievement Data RTI Documentation	
504 Documentation, Student Achievement Data	Continue implementation of 504 program to align to district/state requirement to promote success for all learners.	504 Eligible Students	Administrators, Counselors Educators, CISD 504 Coordinator	August 2014	June 2015	Intervention Services Department, 504 Coordinator, 504 District 504 Plan, Aware (database)	504 Documentation, Student Achievement Data	
CISD Learning Framework, CHS Professional Learning Survey Data, UbD Materials, CISD Technology Plan	Develop professional learning plan aligned to CISD Learning Framework and Educator professional learning survey data. The campus instructional initiative, UbD, will serve as campus instructional model to foster lesson/unit design.	All	Administrators, Educators, Instructional Coaches Curriculum Directors, iTeam	August 2014	June 2015	CISD Learning Framework, UbD Materials, CISD Technology Plan, CISD Professional Learning Plan	PDAS Documentation, Learning Design Units, Professional Learning Survey Data	

Student Achievement Data, TEKS,	Budget State Comp Ed Funds to support at-risk learners. Emphasis: accelerated instruction for sub-populations demonstrating need (ex: emphasis on EOC performance).	All: focus on identified system safe-guard groups: SPED (math/reading), African American (Math), Econ Disadv (Math)	Administrators, iLead Team Members, Educators, Instructional Coaches, Curriculum Directors	August 2014	June 2015	State Comp Ed Funds ($37,932), EOC Materials	Accelerated Instruction Plans, Student Achievement Data	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.								
Performance Objective #5	Create a system for establishing and maintaining reciprocal community partnerships in order to increase authentic and field based learning experiences.								
Summative Evaluation:	Business Partnership Documentation, Communication Examples, iDesign Materials/Resources								
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/ Fiscal**	**Formative Evaluation**	**Documented**
Learning Framework, CISD Community Partnership Materials/Resources	Expand reciprocal relationships with existing business and community partnerships.	All	Administrators, Counselors, Academy Leads, Educators, CTE Director, CISD Marketing Director	August 2014	June 2015	Community Agencies, Local Businesses, City of Coppell, Parents and Community Members	Business Partnership Examples	
Parent Satisfaction Survey, CISD Learning Framework	Expand parent and community involvement in the life of the school through use of multiple communication platforms: Video Blogs, Parent Link, social media, blackboard, online surveys and parent/ community meetings, showcases and expos.	All	Administrators, Counselors, Educators, Academy Lead	August 2014	June 2015	Online Surveys, Meetings/Expos/S howcases, Blackboard.com, Various Digital Resources	Survey Results, Meeting Materials, Digital Communication Materials	

Parent Satisfaction Survey, CG3 Survey Data, CISD Learning Framework	Establish iDesign Team to foster parent voice in professional learning and innovation at CHS.	All	Administrators	September 2014	June 2015	Parent Satisfaction Survey, Student Satisfaction Survey, Parent Volunteers	iDesign Roster and Materials, Professional Learning Materials	
Freshman Transition Plan, Parent Satisfaction Survey, Student Satisfaction Survey	Implement Freshmen Community Advisory Committee to foster successful transition to high school by 9th grade learners.	All	Administrators, Educators, Counselors	August 2014	June 2015	Online Surveys, Parent Volunteers	Freshmen Community Advisory Committee Materials and Documentation	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.								
Performance Objective #6	Implement a system or systems to assess Future-Ready skills.								
Summative Evaluation:	Understanding by Design (UbD) implementation, iLead Materials/Resources, Lesson/Unit Designs								
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
PDAS Documentation, CISD Learning Framework, CHS Professional Learning Survey Data, CG3 Survey Data, Student Achievement Data, Starfish Meeting Data	Implement ILead Team to develop capacity of educator leaders to lead PLC lesson/unit design aligned to CISD Learning Framework.	All	Administrators, Department Chairs, iLead Team, Instructional Coaches, Educators, Curriculum Directors	August 2014	June 2015	Strengths Based Leadership, Administrators, iLead Team, iTeam, Instructional Coaches, Curriculum Directors, Learning Framework, UbD Materials, CHS Professional Learning Plan, CISD Learner Profile	Lesson/Unit Designs, Professional Learning Survey Data, iLead Materials, CISD/CHS Future Ready Skills List	
PDAS Documentation, CISD Learning Framework, CHS Professional Learning Survey Data, CG3 Survey Data, Student Achievement Data, Starfish Meeting Data	Implement Understanding by Design (UbD) as campus instructional model to foster lesson/unit design resulting in future ready skills.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors, iTeam,	August 2014	June 2015	Administrators, iLead Team, iTeam, Instructional Coaches, Curriculum Directors, Learning Framework, UbD Materials, CHS Professional Learning Plan	Lesson/Unit Designs, Professional Learning Survey Data, iLead Materials, CISD/CHS Future Ready Skills List	

PDAS Documentation, CISD Learning Framework, CHS Professional Learning Survey Data, CG3 Survey Data, Student Achievement Data, Starfish Meeting Data	Continue implementation of CISD Learning Framework to transform pedagogy.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors	August 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan	Lesson/Unit Design, Student Achievement Data, CISD/CHS Future Ready Skills List	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #7	Integrate Future-Ready learning skills within the district.							
Summative Evaluation:	Learning Space Upgrades, Professional Learning Documentation, Lesson/Unit Design, Student Satisfaction Survey, Parent Satisfaction Survey, HB5 Materials/Resources							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/ Fiscal**	**Formative Evaluation**	**Documented**
Student Satisfaction Survey, Learning Framework	Design and implement new instructional and/or expanded spaces to foster innovative instruction and learning aligned to CISD Learning Framework resulting in future ready skills.	All	Administrators, Department Chairs, Site Based Committee, iDesign Team, Maintenance Director, Assistant Superintendent for Finance	August 2014	September 2015	2013 Bond Funding (learning upgrades)	New and/or expanded innovative instructional spaces, Examples of future ready skills development	

PDAS Documentation, CISD Learning Framework, CHS Professional Learning Survey Data, CG3 Survey Data, Student Achievement Data, Starfish Meeting Data	Implement ILead Team to develop capacity of educator leaders to lead PLC lesson/unit design aligned to CISD Learning Framework resulting in future ready skills.	All	Administrators, Department Chairs, iLead Team, Instructional Coaches, Educators, Curriculum Directors	August 2014	June 2015	2013 Bond Funding (learning upgrades) <u>Strengths Based Leadership,</u> Administrators, iLead Team, iTeam, Instructional Coaches, Curriculum Directors, Learning Framework, UbD Materials, CHS Professional Learning Plan	Lesson/Unit Designs, Professional Learning Survey Data, iLead Materials, Examples of future ready skills development	
CHS Academies Documentation, Learning Framework, HB5 Materials and Requirements, Graduation Requirements	Implement HB5 Endorsements to foster college and career readiness	All	Administrators, Educators, Academies Coach, Academy Leads, CTE Director, Curriculum Directors	August 2014	June 2015	HB5 Materials, CISD Future Ready Skills Materials	HB5 Materials/Documentation, CISD Future Ready Skills Materials	
Learning Framework, HB5 Materials and Requirements, Graduation Requirements	Raise awareness of the future ready skills for learners and parents.	All	Administrators, Educators, Counselors, Department Chairs	August 2014	June 2015	HB5 Materials, CISD Future Ready Skills Materials	HB5 Materials/Documentation, CISD Future Ready Skills Materials, Future Ready Skills Communication Examples	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.								
Performance Objective #8	Increase connections between real world experiences and authentic classroom instruction.								
Summative Evaluation:	Lesson/Unit Designs, Certification /Licensing Program Materials, Endorsement Introduction Course Materials and Documentation								
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
Learning Framework, CISD Community Partnership Materials/Resources, UbD Resources	Continue implementation of CISD Learning Framework to transform pedagogy and increase the capacity of Educators to provide authentic learning experiences.	All	Administrators, Educators, iLead Team Department Chairs, Instructional Coaches, Curriculum Directors	August 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan, CISD Community Partnership/ Resources	Lesson/Unit Design,	
CHS Academies Documents HB5 Materials/Resources	Continue implementation of business or industry certification programs or licenses via Academies.	All	Administrators, Counselors, Academy Instructional Coach, CTE Director, Educators	August 2014	June 2015	District Funds, Campus Funds, CISD Community Partnership/Resources, HB5 Materials/ Resources	Certification/Licensing Program Materials/Resources	

Learning Framework, HB5 Materials/Resources, CISD Community Partnership Materials/Resources, UbD Resources	Implement Endorsement Intro Classes for 9th grade learners to foster awareness/reflection related to endorsement selection.	All	Administrators, Educators, iLead Team, Instructional Coaches	August 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan, CISD Community Partnership/Resources	Endorsement Introduction Class Materials and Documentations	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.								
Performance Objective #9	Transform systems to more effectively prepare students to be successful in post-secondary education and beyond.								
Summative Evaluation:	Professional Learning Documentation, Endorsement Intro Class Materials/Resources, Lesson/Unit Design, Student Achievement Data, Naviance Documentation								
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
PDAS Documentation, CISD Learning Framework, CHS Professional Learning Survey Data, CG3 Survey Data, Student Achievement Data, Starfish Meeting Data	Continue implementation of CISD Learning Framework to transform pedagogy.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors	August 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan	Lesson/Unit Design, Student Achievement Data, Graduate Data (DAP), College/University Acceptance Data	
Learning Framework, HB5 Materials/Resources, CISD Community Partnership Materials/Resources, UbD Resources	Implement Endorsement Intro Classes for 9th grade learners to foster awareness/reflection related to endorsement selection.	All	Administrators, Educators, iLead Team, Instructional Coaches	August 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan, CISD Community Partnership/ Resources, HB5 Materials/ Resources	Endorsement Enrollment Data, Lesson/Unit Design, CISD Community Partnership Resources Utilized in Introduction Classes	

Student Achievement Data, CISD Learning Framework, Star Fish Meeting Data	Reduce the achievement gap Redesign RtI process to promote success for all learners resulting in reduced achievement gaps between learner populations.	All	Administrators, Crisis Counselor, Educators, Instructional Coaches, Curriculum Directors	August 2014	June 2015	District RtI Plan and RtI Director, Starfish Process	Student Achievement Data, RTI Documentation	
Graduation Plans, College Acceptance Data	Continue use of Naviance to include college and career investigation and college admissions exam preparation	All	Administrators, Counselors	August 2014	June 2014	Naviance Software	Naviance Data	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #10	Provide professional learning for educators and administrators on the effective use of data and assessment tools to inform the design.							
Summative Evaluation:	Professional Learning Plan, Starfish Documentation, iLead Documentation							

Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
Student Satisfaction Survey, CG3 Survey Data, PDAS Documentation, CHS Transformation Plan, Learning Framework	Continue implementation of CISD Learning Framework to transform pedagogy.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors	August 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan	Lesson/Unit Design, Student Achievement Data	
Student Satisfaction Survey, CG3 Survey Data, Classroom Walkthrough Data, CISD Design Rubric, Student Achievement Data	Utilize professional learning communities to build capacity of educators to use effective assessment practices for improved learning.	All	Administrators, Department Chairs, Educators, Curriculum Directors, iTeam, Math Instructional Coach	August 2014	June 2015	Formative Assessment Training, Campus Administrators, iTeam, Math Instructional Coach, Curriculum Directors, Learning Framework, Design Matrix	PDAS Documentation, Learning Design Units, Student Achievement Data	

PDAS Documentation, CISD Learning Framework, CHS Professional Learning Survey Data, CG3 Survey Data, Student Achievement Data	Implement iLead Team to develop capacity of educator leaders to lead PLC lesson/unit design aligned to CISD Learning Framework.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors, iTeam,	August 2014	June 2015	<u>Strengths Based Leadership,</u> Administrators, iLead Team, iTeam, Instructional Coach, Curriculum Directors, Learning Framework, UbD Materials, CHS Professional Learning Plan	Lesson/Unit Design, Student Achievement Data
Student Achievement Data, CISD Learning Framework, Star Fish Meeting Data	Redesign RtI process to promote success for all learners. Process to include: Startfish meetings, academic and personal support for learners	All	Administrators, Crisis Counselor, Educators, Instructional Coaches, Curriculum Directors	August 2014	June 2015	District RtI Plan and RtI Director, Starfish Process	Student Achievement Data RTI Documentation

Strategic Objective/Goal 2:	We will respect and leverage the diversity that exists in our community to provide a world-class learning environment.							
Performance Objective #1	Increase educator proficiency to respond to our diverse community of learners.							
Summative Evaluation:	PLC Documentation, Starfish Documentation/Materials, Professional Learning Plan							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/ Fiscal**	**Formative Evaluation**	**Documented**
Student Satisfaction Survey, CG3 Survey Data, Classroom Walkthrough Data, CISD Design Rubric, Student Achievement Data	Utilize professional learning communities to build capacity of educators to use effective assessment practices for improved learning	All	Administrators, Department Chairs, Educators, Curriculum Directors, iTeam, Math Instructional Coach	August 2014	June 2015	Formative Assessment Training, Campus Administrators, iTeam, Math Instructional Coach, Curriculum Directors, Learning Framework, Design Matrix	PDAS Documentation, Learning Design Units, Student Achievement Data	
Student Achievement Data, CISD Learning Framework, Star Fish Meeting Data	Redesign RtI process to promote success for all learners. Process to include: Startfish meetings, academic and personal support for learners.	All	Administrators, Crisis Counselor, Educators, Instructional Coaches, Curriculum Directors	August 2014	June 2015	District RtI Plan and RtI Director, Starfish Process	Student Achievement Data RTI Documentation	

Strategic Objective/Goal 2:	We will respect and leverage the diversity that exists in our community to provide a world-class learning environment.								
Performance Objective #1	Increase educator proficiency to respond to our diverse community of learners.								
Summative Evaluation:	PLC Documentation, Starfish Documentation/Materials, Professional Learning Plan								
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
CISD Learning Framework, CHS Professional Learning Survey Data, UbD Materials, CISD Technology Plan	Develop professional learning plan aligned to CISD Learning Framework and Educator professional learning survey data. The campus instructional initiative, UbD, will serve as campus instructional model to foster lesson/unit design.	All	Administrators, Educators, Instructional Coaches Curriculum Directors, iTeam	August 2014	June 2015	CISD Learning Framework, UbD Materials, CISD Technology Plan, CISD Professional Learning Plan	PDAS Documentation, Learning Design Units, Professional Learning Survey Data	

Strategic Objective/Goal 2:	We will respect and leverage the diversity that exists in our community to provide a world-class learning environment.								
Performance Objective #1	Increase educator proficiency to respond to our diverse community of learners.								
Summative Evaluation:	PLC Documentation, Starfish Documentation/Materials, Professional Learning Plan								
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/ Fiscal**	**Formative Evaluation**	**Documented**
Student Satisfaction Survey, CG3 Survey Data, PDAS Documentation, CHS Transformation Plan, Learning Framework	Continue year 2 of CG^3 Implementation: technology integration via UbD design, Digital Citizenship experiences for learners, Information Literacy experiences for Educators, Parent Meetings, Learning Showcases	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors, iTeam/ Instructional Technology Department, CISD Technology Department	June 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan	Lesson/Unit Design, Student Achievement Data, Student Discipline Data, Parent Meeting/Showcase Materials	

Strategic Objective/Goal 2:	We will respect and leverage the diversity that exists in our community to provide a world-class learning environment.							
Performance Objective #2	Promote the development and demonstration of positive character traits including (but not limited to): Courage, Trustworthiness, Integrity, Respect and Courtesy, Responsibility, Fairness, Caring, Good Citizenship, and School Pride consistent with the terms of the TEC Section 29.906.							
Summative Evaluation:	Freshman Transition Program Documentation, We Are One Documentation/Materials, Digital Literacy/Information Literacy Training Documentation							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/ Fiscal**	**Formative Evaluation**	**Documented**
Student Satisfaction Survey, Parent Satisfaction Survey, Student Achievement Data	Continue Freshman Transition Program to foster effective transition to HS: freshman transition activities, LINK Mentoring, etc.	All	Administrators, Counselors, Educators	August 2014	June 2015	Administrators, Counselors, Educators	Freshman Transition Program Plan, FTP Documentation/Materials	
Student Satisfaction Survey, Parent Satisfaction Survey, Student Achievement Data	Promote positive, inclusive campus environment through campus theme: We Are One by highlighting unity examples and implementation of We Are One Wednesday's	All	Administrators, Counselors, Educators, Learners	August 2014	June 2015	None	We Are One Wednesday's, Unity Examples Communicated To Learners, Educators, Parents	

Strategic Objective/Goal 2:	We will respect and leverage the diversity that exists in our community to provide a world-class learning environment.							
Performance Objective #2	Promote the development and demonstration of positive character traits including (but not limited to): Courage, Trustworthiness, Integrity, Respect and Courtesy, Responsibility, Fairness, Caring, Good Citizenship, and School Pride consistent with the terms of the TEC Section 29.906.							
Summative Evaluation:	Freshman Transition Program Documentation, We Are One Documentation/Materials, Digital Literacy/Information Literacy Training Documentation							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/ Fiscal**	**Formative Evaluation**	**Documented**
Student Satisfaction Survey, CG3 Survey Data, PDAS Documentation, CHS Transformation Plan, Learning Framework	Continue year 2 of CG³ Implementation: technology integration via UbD design, Digital Citizenship experiences for learners, Information Literacy experiences for Educators, Parent Meetings, Learning Showcases	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors, iTeam/Instructional Technology Department, CISD Technology Department	June 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan	Lesson/Unit Design, Student Achievement Data, Student Discipline Data, Parent Meeting/Showcase Materials	

Strategic Objective/Goal 3:	We will foster proactive and reciprocal communication for learner success.							
Performance Objective #1	Create a system for establishing and maintaining reciprocal community partnerships in order to increase authentic and field based learning experiences.							
Summative Evaluation:	Business Partnership Documentation, HB5 Intro Class Materials/Documentation, Certification Program Documentation							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Learning Framework, CISD Community Partnership Materials/Resources	Expand reciprocal relationships with existing business and community partnerships.	All	Administrators, Counselors, Academy Leads, Educators, CTE Director, CISD Marketing Director	August 2014	June 2015	Community Agencies, Local Businesses, City of Coppell, Parents and Community Members	Business Partnership Examples	
Learning Framework, HB5 Materials/Resources, CISD Community Partnership Materials/Resources, UbD Resources	Implement Endorsement Intro Classes for 9th grade learners to foster awareness/ reflection related to endorsement selection.	All	Administrators, Educators, iLead Team, Instructional Coaches	August 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan, CISD Community Partnership/Resources, HB5 Materials/Resources	Endorsement Enrollment Data, Lesson/Unit Design, CISD Community Partnership Resources Utilized in Introduction Classes	
CHS Academies Documents HB5 Materials/Resources	Continue implementation of business or industry certification programs or licenses via Academies.	All	Administrators, Counselors, Academy Instructional Coach, CTE Director, Educators	August 2014	June 2015	District Funds, Campus Funds, CISD Community Partnership/Resources, HB5 Materials/Resources	Student Achievement Data, Certification/Lic ensing Program Materials/Reso urces	

Strategic Objective/Goal 3:	We will foster proactive and reciprocal communication for learner success.							
Performance Objective #2	Create a system to communicate foundational and future-ready skills for each learner.							
Summative Evaluation:	Learner/Parent/Community Documentation, Survey Results							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Parent Satisfaction Survey Data	Survey Parents on their preferred method for communication and align communication systems to meet the results.	All	Administrators	August 2014	June 2015	Campus Communication Documentation	Communication Documentation.	
Parent Satisfaction Survey Data, Student Satisfaction Survey Data	Continue process for parents and learners to provide feedback.	All	Administrators	August 2014	June 2015	Campus Communication Platforms	Parent/Learner Feedback Documentation	

Strategic Objective/Goal 3:	We will foster proactive and reciprocal communication for learner success.							
Performance Objective #2	Create a system to communicate foundational and future-ready skills for each learner.							
Summative Evaluation:	Learner/Parent/Community Documentation, Survey Results							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Parent Satisfaction Survey, CISD Learning Framework	Expand parent and community involvement in the life of the school through use of multiple communication platforms: Video Blogs, Parent Link, social media, blackboard, online surveys and parent/ community meetings, showcases and expos.	All	Administrators, Counselors, Educators, Academy Lead	August 2014	June 2015	Online Surveys, Meetings/Expos/Showcases, Blackboard.com, Various Digital Resources	Survey Results, Meeting Materials, Digital Communica-tion Materials	

Strategic Objective/Goal 3:	We will foster proactive and reciprocal communication for learner success.							
Performance Objective #3	Communicate the district assessment plan to parents and teachers and report outcomes individually to parents and collectively to stakeholders.							
Summative Evaluation:	Defined Future Ready Skills							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Pinnacle 2020	Collaborate with CISD to define and identify foundational knowledge and future ready skills	All	Administrators, Educators, Instructional Coaches, Department Chairs, Curriculum Directors	August 2014	June 2015	HB5 Materials, Future Ready Skills Materials	Defined Foundational Knowledge and Future Ready Skills	

Strategic Objective/Goal 4:	Design a comprehensive instructional technology system that redefines the role of technology in the classroom (create and share content, collaborate with other learners throughout the world).							
Performance Objective #1	Seamlessly integrate digital citizenship across the curriculum so all stakeholders collaborate in an atmosphere of respect, integrity, sharing, trust, and service.							
Summative Evaluation:	Lesson Unit Designs, CHS Technology Discipline Management Plan, Digital Literacy/Information Literacy Curriculum							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented

Strategic Objective/Goal 4:	Design a comprehensive instructional technology system that redefines the role of technology in the classroom (create and share content, collaborate with other learners throughout the world).								
Performance Objective #1	Seamlessly integrate digital citizenship across the curriculum so all stakeholders collaborate in an atmosphere of respect, integrity, sharing, trust, and service.								
Summative Evaluation:	Lesson Unit Designs, CHS Technology Discipline Management Plan, Digital Literacy/Information Literacy Curriculum								

Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Student Satisfaction Survey, CG3 Survey Data, PDAS Documentation, CHS Transformation Plan, Learning Framework, CISD Technology Plan	Continue year 2 of CG^3 Implementation: technology integration via UbD design, Digital Citizenship experiences for learners, Information Literacy experiences for Educators, Parent Meetings, Learning Showcases	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches, Curriculum Directors, iTeam/ Instructional Technology Department, CISD Technology Department	June 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan, Digital Literacy Course Modules, Information Literacy Modules	Lesson/Unit Design, Student Achievement Data, Student Discipline Data, Parent Meeting/Showcase Materials	

Strategic Objective/Goal 4:	Design a comprehensive instructional technology system that redefines the role of technology in the classroom (create and share content, collaborate with other learners throughout the world).							
Performance Objective #1	Seamlessly integrate digital citizenship across the curriculum so all stakeholders collaborate in an atmosphere of respect, integrity, sharing, trust, and service.							
Summative Evaluation:	Lesson Unit Designs, CHS Technology Discipline Management Plan, Digital Literacy/Information Literacy Curriculum							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Student Satisfaction Survey, CG3 Survey Data, PDAS Documentation, CHS Transformation Plan, Learning Framework, CISD Technology Plan	Implement campus technology discipline management plan to foster appropriate use of technology.	All	Administrators, Educators, Department Chairs, iLead Team, Instructional Coaches	August 2014	June 2015	Learning Framework, PLC's, UbD Materials, CISD Technology Plan, Digital Literacy Course Modules, Information Literacy Modules	CHS Technology Management Plan, PLC Technology Discipline Rules, Educator & Administrative Procedures for Addressing Technology Related Discipline Offenses	
Student Satisfaction Survey, CG3 Survey Data, PDAS Documentation, CHS Transformation Plan, Learning Framework, CISD Technology Plan	Communicate CISD digital literacy resources to foster access and awareness to all stakeholders.	All	Administrators, Educators, Coordinator of Instructional Technology, CISD Technology Department	August 2014	June 2015	CISD Technology Plan, Digital Literacy Course Curriculum, Information Literacy Curriculum	Digital Literacy/Information Literacy Curriculum	

Strategic Objective/Goal 4:	Design a comprehensive instructional technology system that redefines the role of technology in the classroom (create and share content, collaborate with other learners throughout the world).

Performance Objective #2	Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21st Century technology skills.							
Summative Evaluation:	CHS Technology Discipline Management Plan, Information Literacy Curriculum (teachers), Digital Literacy Curriculum (learners), Digital Citizenship Curriculum (parents)							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Pinnacle 2020, CG3 Survey Data, CISD Technology Plan	Implement Campus Technology Discipline Management Plan.	All	Administrators, Educators	August 2014	June 2015	CISD Technology Department, Instructional Technology Department	Campus Technology Discipline Management Plan	
Pinnacle 2020, CG3 Survey Data, CISD Technology Plan	Implement educator Information Literacy curriculum to foster effective technology integration.	All	Administrators, Educators, Instructional Technology	August 2014	October 2014	Blackboard, Instructional Technology Department	Information Literacy Curriculum, Educator Course Completion Documentation	
Pinnacle 2020, CG3 Survey Data, CISD Technology Plan	Implement learner digital literacy curriculum to foster effective technology integration.	All	Administrators, Educators, Instructional Technology	August 2014	October 2014	Blackboard, Instructional Technology Department	Digital Literacy Curriculum, Learner Course Completion Documentation	

Strategic Objective/Goal 4:	Design a comprehensive instructional technology system that redefines the role of technology in the classroom (create and share content, collaborate with other learners throughout the world).							
Performance Objective #2	Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21st Century technology skills.							
Summative Evaluation:	CHS Technology Discipline Management Plan, Information Literacy Curriculum (teachers), Digital Literacy Curriculum (learners), Digital Citizenship Curriculum (parents)							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Pinnacle 2020, CG3 Survey Data, CISD Technology Plan	Provide opportunities for parent digital citizenship training through optional parent course.	All	Administrators, Educators, Instructional Technology	August 2014	October 2014	Instructional Technology Department	Digital Citizenship, Curriculum, Parent Course Completion Documentation	

Strategic Objective/Goal 5:	We will create a community-based accountability system for reporting learner growth.							
Performance Objective #1	Develop support and work with the community to establish a comprehensive accountability system for CISD and an environment conducive to optimal learning and growth.							
Summative Evaluation:	PLC Materials/Documentation, Unit Designs, Redesigned Learning Spaces							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Student Satisfaction Survey, CG3 Survey Data, Classroom Walkthrough Data, Student Achievement Data	Utilize professional learning communities to build capacity of educators to use effective assessment practices for improved learning.	All	Administrators, Department Chairs, Educators, Curriculum Directors, iTeam, Math Instructional Coach	August 2014	June 2015	Formative Assessment Training, Campus Administrators, iTeam, Math Instructional Coach, Curriculum Directors, Learning Framework, Design Matrix	PDAS Documentation, Learning Design Units, Student Achievement Data	
Pinnacle 2020, Educator and Learner Feedback	Redesign of learning spaces to provide flexibility and maximize learning opportunities for all learners.	All	Administrators, Educators	August 2014	June 2015	Local funds, bond funds	Redesigned learning spaces.	

Bullying Prevention

Strategies	Resources	Staff Responsible	Evaluation
1. All campuses will implement and support CISD anti-Bullying policies, guidelines and procedures designed to reduce bullying (Board Policy FFI, FFF & FFH)	Campus Budgets	Campus Principals and Campus Counselors	Discipline Reports
2. All Elementary Campuses will implement and support R-Time.	Region 10	Campus Principals and Campus Counselors	R-Time Session Dates, R-Time Session Agendas, and Lessons
3. All Middle Schools will implement and support Negotiate.	Region 10	Campus Principals and Campus Counselors	Negotiate Session Dates, Negotiate Session Agendas, and Lessons
4. All school staff members will be trained in the CISD Bullying Reporting Protocol.	Campus Budgets	Campus Principals and Campus Counselors	Discipline Reports
5. All 5th Grade students will view Cyber Bullying video from Yellow Dyno through Counseling Guidance Program.	Campus Budgets	Campus Counselor	Discipline Reports
6. Parent information sessions will be held to increase awareness and prevention measures for bullying and cyber bullying.	Local Funds	Assistant Superintendent of Administration	Discipline Reports, and Agendas

Child Abuse & Sexual Abuse Prevention

Strategies	Resources	Staff Responsible	Evaluation
1. All campus counselors will be trained as trainers of trainers in the Dallas Children's Advocacy Center's training on Recognizing and Reporting Child Abuse.	Region 10	Director of Advanced Academics and Campus Counselors	Training Sign-in Sheets, Training Agendas, and Training Survey Reports
2. All campus staff members will be trained in the Dallas Children's Advocacy Center's protocol on Recognizing and Reporting Child Abuse.	Region 10	Director of Advanced Academics and Campus Counselors	Training Sign-in Sheets, Training Agendas and Training Survey Reports
3. All school staff members will follow the CISD Child Abuse Reporting Protocol.	Region 10	Director of Advanced Academics and Campus Counselors	Counselor Documentation

Coordinated Health - SHAC Council

Strategies	Resources	Staff Responsible	Evaluation
1. The SHAC Council will meet a minimum of 4 times per year.	Student Services Budget	Co-Chairs; Director of Enrichment Programs	Minutes, Agendas, Sign-in Sheets
2. The council will provide the CISD Board an annual report of their activities for the year.	Student Services Budget	Co-Chairs; Director of Enrichment Programs	Board Agenda – Presentation by SHAC Chairs
3. The majority of the council membership will be parents and the co-chair will be a parent.	Student Services Budget	Co-Chairs; Director of Enrichment Programs	Membership List
4. The district expectation is that a representative from each campus will participate in the committee	Student Services Budget	Co-Chairs; Director of Enrichment Programs	Membership List
5. Communicate SHAC updates to stakeholders including staff and parents.	SHAC Meeting Minutes Provided to Administration for Updates Communicated	Co-Chairs; Director of Enrichment Programs	Communication Plan for the District and Campuses; Newsletters, Websites.

Dating Violence Awareness

Strategies	Resources	Staff Responsible	Evaluation
1. Secondary Schools will provide on-going staff training on relationship abuse awareness, detection and prevention.	PEIMS data, SROs, Counselors, Parents and Campus Administrators	Director of Advanced Academics, Campus Counselors, and Campus Administrators	Discipline Referrals, Anecdotal Campus Report
2. High Schools will implement programs, such as the Be Project, to eliminate teen dating violence and promote healthy relationships.	PEIMS data, SROs, Counselors, Parents and Campus Administrators	Director of Advanced Academics, Campus Counselors, and Campus Administrators	Discipline Referrals, Anecdotal Campus Report
3. Selected secondary courses will embed a unit of study designed to increase awareness of teen dating violence and the warning signs of abusive relationships.	PEIMS data, SROs, Counselors, Parents and Campus Administrators	Director of Advance Academics, Campus Counselors, and Campus Administrators	Discipline Referrals, Anecdotal Campus Report
4. Elementary Counselors will conduct guidance lessons on conflict resolution to promote healthy relationships.	PEIMS data, SROs, Counselors, Parents and Campus Administrators	Director of Advanced Academics, Campus Counselors, and Campus Administrators	Discipline Referrals, Anecdotal Campus Report

Discipline Management – Safe Environments

Strategies	Resources	Staff Responsible	Evaluation
1. Review discipline data and disaggregate the data to identify training needs and issues related to the learning environment.	Discipline Data	Assistant Superintendent of Administration	Discipline Report
2. Provide professional learning opportunities to support campus character education initiatives (such as Great Expectations and Positive Behavioral Support Initiative).	Campus Discipline Reports, Positive Behavior Support Plan Template, Campus Administrators, Specialist/LSSP, Region 10 , and Federal Funds	Campus Administration and Executive Director of Intervention Services	Eduphoria records
3. Implement and provide advanced training on alternative options to In-School Suspension.	Campus Administrators, Region 10, Intervention Specialist/LSSP, and Federal Funds	Campus Administration and Executive Director of Intervention Services	Eduphoria Records
4. Maintain acceptable percentage related to state target of In-School Suspension (ISS) placements and DAEP within all subpopulations.	Campus Discipline Reports, Positive Behavior Support Plan Template, Campus Administrators, Specialist/LSSP, Region 10 , and Federal Funds	Assistant Superintendent of Administration	Discipline Report
5. Students that are highly at risk of dropping out of school will be recommended for enrollment in Victory Place.	Compensatory Education Funds	High School Counselors and High School Principals	Attendance Report, and Progress Monitoring Data of Victory Place and RtI Students.

Drug Prevention

Strategies	Resources	Staff Responsible	Evaluation
1. Provide on-going staff training on drug and relationship abuse awareness, detection and prevention.	PEIMS data, SROs, Counselors, Parents and Campus Administrators	Counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports
2. Provide information regarding C.A.R.E to students with drug abuse issues and their parents.	YMCA, Counselors and Campus Administrators	Counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports

Gifted and Talented Program

Strategies	Resources	Staff Responsible	Evaluation
1. Establish a gifted and talented parent/community advisory committee to support and assist in GT services planning and improvements that emphasize key components of the Texas State Plan.	GT Faculty	Director of Advanced Academics	Committee Meeting Dates, Agendas, and Minutes
2. Develop and implement an annual review process to measure the effectiveness of GT services.	GT Faculty and Content Directors	Director of Advanced Academics and Content Directors	Annual Report
3. Develop and annually update a written comprehensive professional learning plan designed to address the needs of GT learners (including initial 30 hours of GT training and annual 6 hour update).	GT Faculty and Local funds	Director of Advanced Academics	Written Professional Learning Plan
4. Develop a communication plan designed to systematize internal and external communication with all stakeholders	GT Faculty and Local funds	Director of Advanced Academics and Content Directors	Communication Plan

Highly Qualified Teachers and Paraprofessionals

Strategies	Resources	Staff Responsible	Evaluation
1. Provide testing information and guide teachers through the certification process as needed.	State Testing Website, Testing Schedule and Test Prep Guides	Executive Director of HR and Certification Manager	Teacher Test Scores
2. Mentor beginning educators to improve effective teaching and performance while promoting personal and professional well-being.	Title II funds, local funds	Executive Director of HR, Director of Professional Learning and Director of School Improvement	Teacher Retention Rate, Teacher Exit Interviews, and Beginning Teacher and Mentor Journals
3. Utilize instructional exemplars to reflect on identified aspects of effective instruction including 21st Century skills.	Title II funds, local funds	Executive Director of HR, Director of Professional Learning, and Communications Department	Teacher Retention Rate, Teacher Exit Interviews, and Beginning Teacher and Mentor Journals
4. Utilize instructional exemplars to calibrate classroom walkthrough documentation.	Title II funds, local funds	Executive Director of HR and Director of Staff Development,	Teacher Retention Rate, Teacher Exit Interviews, and Beginning Teacher and Mentor Journals

Post-Secondary Preparedness: Admissions & Financial Aid Information

Strategies	Resources	Staff Responsible	Evaluation
1. Campuses will provide college and post high school information to all students.	High School Budgets	High School Counselors	Graduation Plans, and Post-Secondary Acceptance Data
2. Students will complete the financial aid process.	High School Budgets	High School Counselors	Student PELL Application Completion Data
3. All 6 – 12 grade students will be assigned a Naviance Account for the purpose of researching college and career options and interests.	High School and Middle School Budgets	High School Counselors, and CTE Educators	User Account Report
4. Counseling and career guidance will be available to help	High School Budgets	Counselors	Career Pathway Graduation Plans

Strategies	Resources	Staff Responsible	Evaluation
students with certification and technical opportunities.			
5. Parent meetings will be scheduled to provide post-secondary awareness and financial assistance.	High School Budgets	High School Principal	Participant Data, and Participant Surveys
6. College and Career Night will be scheduled to offer opportunities for students and parents to visit with college recruiters and businesses.	High School Budgets	High School Counselors	Participant Data, and Participant Surveys
7. College Recruiters will be given a venue to meet with students throughout the school year.	High School Budgets	High School Counselors	Schedule of Recruiter Visits
8. AP and Pre-AP courses will be open-enrollment.	Campus Budgets	Counselors	Number of Students Completing AP Course Number of Students Passing AP Exams
9. Dual and Concurrent credit will be available to all eligible students.	High School Budgets	Counselors	Number of Students Enrolled in Dual Credit Courses Number of Students Passing Dual Credit Courses
10. Increase student and teacher awareness of college and career readiness/post-secondary education in order to best serve all students.	Campus Budgets	Campus Administrators	Student Surveys and Four Year Plans
12. Create a culture of college and redefine post-secondary education in order to best serve all students.	Campus Budgets	Campus Administrators	Student Surveys and Graduation Tracker Data
13. Align college readiness assessments and design intervention framework to ensure college readiness for all.	Advanced Academic Budget and Campus Budgets	Curriculum Directors, Campus Administrators and Educators.	Student Surveys and Graduation Tracker Data

Suicide Prevention

Strategies	Resources	Staff Responsible	Evaluation
1. All staff members will be trained in the CISD Suicide Prevention Protocol.	Campus Budgets	Campus Principal and Counselors	Training Sign-in Sheets, Training Agendas and Training Survey Reports

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APPENDIX B: CORE CONTENT INITIATIVES

English Language Arts & Reading

Strategies	Resources	Staff Responsible	Evaluation
1. Build learner capacity for expository writing.	Write From the Beginning Training, and STAAR/EOC Data,	Director of Language and Literacy	AEIS Data, Writing Conference Data, and Writing Scoring Session Data
2. Align a balanced literacy program K-12.	Research-Based Best Practices	Director of Language and Literacy	Program Evaluation Report
3. Write K-8 Literacy Curriculum.	Learning Framework, Visioning Document, and TEKS	Director of Language and Literacy	Articulated Curriculum
4. Input K-12 Curriculum in Eduphoria.	Learning Framework, Visioning Document, Eduphoria, and Curriculum	Director of Language and Literacy	Eduphoria Reports

Math

Strategies	Resources	Staff Responsible	Evaluation
1. Transition to New State Math TEKS.	State TEKS, and Campus Instructional Math Leads	Director of Mathematics	Articulated Courses Aligned to TEKS.
2. Improve instructional practices through effective evidence-based instruction.	Visioning Document, CISD Learning Framework, 8 Mathematical Practices, Instructional Leadership Team, and Research-Based Best Practices	Director of Mathematics	Classroom Walkthrough Data, and Learning Design Units
3. Continue Curriculum writing in elementary and high schools, while beginning the curriculum writing process in middle schools.	Visioning Document, CISD Learning Framework, 8 Mathematical Practices, Instructional Leadership Team, and Research-Based Best Practices	Director of Mathematics	Vertically Articulated Curriculum
4. Redesign teacher cadres to create district exemplars.	Visioning Document, CISD Learning Framework, 8 Mathematical Practices, Instructional Leadership Team, and Research-Based Best Practices	Director of Mathematics	Reflective Journals, Learner Products, and Learner Surveys

Science

Strategies	Resources	Staff Responsible	Evaluation
1. Continue to support inquiry-based instruction K-12.	Foss Kits, STC Kits, and Inquiry-Based Instruction Training	Director of Science	Classroom Walkthrough data, and Learning Design Units
2. Focus on improving scientific best practices in K-12: • Planning and Carrying Out Investigations; • Analyzing and Interpreting Data; • Asking Questions and Defining Problems; and • Obtaining, Evaluating and Communicating Information.	Professional Learning Communities, Professional Learning, 2012-2013 Cadre Recommendations, and classroom walkthrough rubric	Director of Science	Eduphoria Records, Classroom Walkthrough data, Learner Products, and Learning Design Units
3. Expand use of digital content resources K-12.	Instructional Materials Resource Committee, and iTunesU	Director of Science	Completed Instructional Materials Allotment Request Forms
4. Embed information about STEM careers in K-12 classrooms.	Sally Ride Training (K-1 and 6-8), and Follow-up Support for Grades 2-5	Director of Science	Classroom Walkthrough data, and Learning Design Units
5. Expand opportunities for global collaboration.	World Moon Project, Google Earth, E-PALS, and Skype	Director of Science	Local Assessments, Classroom Walkthrough data, and Learning Design Units

Social Studies

Strategies	Resources	Staff Responsible	Evaluation
1. Create a constructivist conversation regarding Social Studies and the role of inquiry-based instruction.	Inquiry-Based Training	Coordinator of Social Studies	Eduphoria Records, Classroom Walkthrough data, and Learning Design Units
2. Expand the use of virtual learning design K-12.	Virtual Learning Training	Coordinator of Social Studies	Classroom Walkthrough data, and Learning Design Units
3. Expand the use of digital content resources K-12.	Instructional Materials Resource Committee, and iTunesU	Coordinator of Social Studies	Classroom Walkthrough data, and Learning Design Units
4. Create a constructivist dialogue regarding high yield best practices.	John Hattie's Research	Coordinator of Social Studies	Eduphoria Records, Classroom Walkthrough data, and Learning Design Units

CISD DISTRICT IMPROVEMENT PLAN 2014-2015

ACRONYM INDEX

AEIS	Academic Excellence Indicator System	IT	Informational Technology
AP	Advanced Placement	iTeam	Integration Specialist Team
BEST	Business Education Success Team	LSSP	Licensed Specialist in School Psychology
BTIM	Beginning Teacher Induction and Mentors	OSS	Out of School Suspension
BYOD	Bring Your Own Device	PBMAS	Performance Based Monitoring Assessment System
C.A.R.E.	Chemical Awareness Resources & Education		
CISD	Coppell Independent School District	PBS	Positive Behavior Supports
Comp Ed	Compensatory Education	PEIMS	Public Education Information Management System
CTE	Career and Technical Education		
EC	Early Childhood	PST	Promoting Success Team
EOC	End of Course	RtI	Response to Intervention
D.A.T.E.	District Award of Teacher Excellence	SCE	State Comprehensive Education
DIBS	Dream, Imagine, Believe and Succeed (Elementary Student Advisory Committee)	SHAC	School Health Advisory Council
		SPED	Special Education
GT	Gifted and Talented	SRO	Security Resource Officer
HR	Human Resources	TAKS	Texas Assessment of Knowledge & Skills
IB	International Baccalaureate		
ICLE	International Center for Leadership in Education	TEA	Texas Education Agency
IDEA	Individuals with Disabilities Act	TEC	Texas Education Code
ISS	In School Suspension	TEKS	Texas Essential Knowledge & Skills
		x2VOL	Data Warehouse for Service Learning