

Coppell Independent School District
District Improvement Plan
2019-2020 DIP Overview



Mission Statement

Working together, we are committed to creating profound learning experiences for each child, while nurturing meaningful relationships, to positively impact our world.

Values

Relationships: We value authentic relationships. When we invest in each other we learn and flourish.

Engagement: We value collective engagement that positively impacts the lives of our children and our world.

Great Teaching: We value great teaching because we believe it is the key to deep learning.

Redefining Success: We value each individual's contribution because the measure of success can be different for everyone.

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Goals

Goal 1: Personal Growth and Experiences: We as CISD will achieve our full potential by learning at high levels and taking ownership of our learning.

Performance Objective 1: All PK-12th grade learners will be provided high quality Tier I instruction that is aligned to the TEKS.

Evaluation Data Source(s) 1: STAAR data, Response to Intervention data, district universal screener data, TELPAS data, Core Content Academies, Professional Learning opportunities, Certification of Educators

Summative Evaluation 1:

Strategy Description
1) Training aligned to the implementation of the revised high priority learning standards (HPLS) and curriculum documents will be provided
2) Instructional leaders will provide professional learning and support for classroom educators in implementing Tier I instructional strategies

Goal 1: Personal Growth and Experiences: We as CISD will achieve our full potential by learning at high levels and taking ownership of our learning.

Performance Objective 2: Multiple modalities of qualitative and quantitative data will be analyzed and utilized to respond to the needs all learners.

Evaluation Data Source(s) 2: STAAR data, TELPAS data, Response to Intervention data, district universal screener data, Professional Learning Community data (common formative assessments), Learning Walks (photos, evidence of learning, walk-throughs)

Summative Evaluation 2:

Strategy Description
1) Continued utilization of data analysis protocols will be provided in order to enhance student learning outcomes
2) NWEA MAP training and implementation will occur to support a proactive approach in collecting data which supports alignment of skills and strengthens differentiation in learning
3) Schoology AMP training and implementation will continue for common formative assessments and data collection

Goal 1: Personal Growth and Experiences: We as CISD will achieve our full potential by learning at high levels and taking ownership of our learning.

Performance Objective 3: Various tools will be utilized to measure learner success and levels of engagement in learning.

Evaluation Data Source(s) 3: District committee created resources (curriculum, assessment tools and trainings), Strategic design strategies for redefining success and engagement

Summative Evaluation 3:

Strategy Description
1) Identify and provide tools, resources and supports such as Schoology, iPads/technologies and Panorama to help with strengthening high levels of engagement in learning
2) Continue implementing goals with Community Based Accountability through our Texas Public Accountability Consortium (TPAC) district team to identify strengths and areas of growth for the district as a whole

Goal 1: Personal Growth and Experiences: We as CISD will achieve our full potential by learning at high levels and taking ownership of our learning.

Performance Objective 4: Student achievement and progress levels will exceed state standards/averages for all student groups.

Evaluation Data Source(s) 4: STAAR, TELPAS data, Learning walks

Summative Evaluation 4:

Strategy Description
1) Provide resources and training to support educators to identify the proficiency levels of English Learners and plan appropriate classroom strategies
2) Provide resources and training to campus educators in supporting all learners through Professional Learning Communities (PLC's) and the Response to Intervention process (RTI)
3) Provide resources and specific training emphasizing how we can best help to support and provide appropriate interventions for our Special Education, 504, English Learners, Response to Intervention Tier II and Tier III learners, and GTI learners with their overall academic/social emotional needs

Goal 1: Personal Growth and Experiences: We as CISD will achieve our full potential by learning at high levels and taking ownership of our learning.

Performance Objective 5: Coppell ISD will increase the number of federal system safeguards met and the number of state system safeguards met over the previous year.

Evaluation Data Source(s) 5: STAAR data, TELPAS data, Response to Intervention campus data, Federal and state accountability data

Summative Evaluation 5:

Strategy Description

1) Continue the process of support for campuses with student groups failing to meet the targets on the Closing the Gaps Domain in the 2019 Accountability system
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Goal 2: Authentic Contributions: We as CISD will demonstrate personal responsibility and integrity by using our unique passions, gifts, and talents as productive members of the global community.

Performance Objective 1: All Pre-K through 12th grade learners will participate in at least two courses/activities focused on career, college and life readiness.

Evaluation Data Source(s) 1: Curriculum documents, Panorama Survey data, Data gathered from families and learners on 6-12 course/certification interest, Data gathered on 6-12 course requests and analyzed for specific areas of learning, Training documentation

Summative Evaluation 1:

Strategy Description
1) Provide training and resources to educators enhancing curriculum connections to real world application in learning

Goal 2: Authentic Contributions: We as CISD will demonstrate personal responsibility and integrity by using our unique passions, gifts, and talents as productive members of the global community.

Performance Objective 2: All Pre-K through 12th grade learners will have multiple opportunities to highlight and showcase evidence of academic, social emotional learning and interest/passions. (i.e. service learning, digital portfolios, presentations, goal setting tools, etc.)

Evaluation Data Source(s) 2: Learner digital portfolios, digital resources, rubrics, goal setting forms/templates

Summative Evaluation 2:

Strategy Description
1) Continue utilizing digital portfolios (Bulb platform) to provide opportunities for highlighting the processes and products of learning
2) Resources will be developed which provide educators tools to showcase and assess learning in a variety of ways

Goal 3: Well-Being and Mindfulness: We as CISD will learn, engage, and work in a safe, inclusive and responsive environment.

Performance Objective 1: CISD will continue to review and revise all content curriculum documents and provide needed supports/resources to ensure equitable access of the curriculum and social emotional support structures.

Evaluation Data Source(s) 1: Revised curriculum documents, Administrator and educator feedback, Training resources, Social Emotional Survey data, Specific Training for Counselors and implementation of resources purchased

Summative Evaluation 1:

Strategy Description
1) Revise curriculum documents and purchase any needed resources to include supports for social/emotional learning

Goal 3: Well-Being and Mindfulness: We as CISD will learn, engage, and work in a safe, inclusive and responsive environment.

Performance Objective 2: All Pre-K through 12th grade learners will be provided instruction on utilizing digital tools in learning focusing on: differentiation, assistive technologies, digital citizenship, digital safety, and information literacy.

Evaluation Data Source(s) 2: Panorama survey data, Apple Educator Survey data, Curriculum resources/tools within Schoology highlighting digital learning, Digital Learning trainings housed in Schoology, English Learner Toolkit

Summative Evaluation 2:

Strategy Description
1) Continue providing training and supports for digital learning with a focus on 1:1 tools in learning, and differentiation for intervention and enrichment

Goal 3: Well-Being and Mindfulness: We as CISD will learn, engage, and work in a safe, inclusive and responsive environment.

Performance Objective 3: CISD will continue to investigate, explore and create tools/strategies that support our families' ability to enhance and extend their child's learning.

Evaluation Data Source(s) 3: Translated curriculum documents for Dual Language Immersion Program, District documents (letters, handouts, etc.) translated into various languages, Meeting minutes with translator support, Schoology Courses, English learner toolkit for parents, Pre K family literacy and engagement, New comer parent classes, ESL parent classes

Summative Evaluation 3:

Strategy Description
1) Continue utilizing the district's translation resource to provide communication in multiple languages
2) Continue implementing strategies to strengthen connections between our district/campuses and English learners/learners classified as immigrants and families

Goal 3: Well-Being and Mindfulness: We as CISD will learn, engage, and work in a safe, inclusive and responsive environment.

Performance Objective 4: CISD will continue to provide training and develop resources for all stakeholders in order to eliminate bias in instruction, assessment, and communication.

Evaluation Data Source(s) 4: Unconscious Bias - Trainer of Trainer model resources and attendees, Curriculum embedded resources, Equity Policy

Summative Evaluation 4:

Strategy Description
1) Provide additional Unconscious Bias training to the next level of educators
2) Research, create and implement a CISD Equity Policy aligning district core values and ensuring equity for all stakeholders
3) Review and analyze discipline data in order to ensure equitable practices for all learners

Goal 3: Well-Being and Mindfulness: We as CISD will learn, engage, and work in a safe, inclusive and responsive environment.

Performance Objective 5: CISD will provide structures and/or strategies to support the social emotional well-being of learners.

Evaluation Data Source(s) 5: Response to Intervention behavioral resources, Social-emotional curriculum PK-12, Action plans from Advisory committee

Summative Evaluation 5:

Strategy Description
1) Investigate, create and implement resources and training to meet a wide variety of behavioral needs
2) Continue gathering feedback and support through our District Social- Emotional Advisory Council to inform long range curriculum development, programs and communication for social emotional learning

Goal 3: Well-Being and Mindfulness: We as CISD will learn, engage, and work in a safe, inclusive and responsive environment.

Performance Objective 6: CISD will continue to implement safety procedures, protocols, and analyze data for future safety needs.

Evaluation Data Source(s) 6: District/Campus Standard Response Protocol procedures and documentation of drills, Navigate Software implementation and training, Learner and staff data/survey on mental health, Facility committee agendas and minutes

Summative Evaluation 6:

Strategy Description
1) Provide comprehensive staff training on Standard Response Protocol
2) Continue implementation of the crisis incident management software, Navigate
3) Increase awareness and focus on mental health

Goal 4: Organizational Improvement and Strategic Design: We as CISD will engage in the continuous improvement process for the betterment of the learning community by utilizing data for planning, evaluation and performance needs.

Performance Objective 1: CISD will provide aligned professional learning and calibrate the implementation of Professional Learning Communities (PLCs) for all campuses.

Evaluation Data Source(s) 1: Resources district/campus (within Schoology), PLC implementation rubric district/campus, Training documentation, Administrator/Educator feedback, Mentoring Supports and training

Summative Evaluation 1:

Strategy Description
1) Continue embedding Professional Learning Community (PLC) structures throughout the district including within professional learning opportunities
2) Calibrate, align and provide support for our district departments and campuses concerning professional learning

Goal 4: Organizational Improvement and Strategic Design: We as CISD will engage in the continuous improvement process for the betterment of the learning community by utilizing data for planning, evaluation and performance needs.

Performance Objective 2: CISD will continue to investigate and provide tools/strategies in order to create a comprehensive, balanced assessment system as a means to monitor student growth and to inform instructional practices.

Evaluation Data Source(s) 2: Utilization of aligned resources purchased by the district, District/Campus common formative assessments, Online district pamphlet created with quantitative/qualitative data

Summative Evaluation 2:

Strategy Description
1) Continue researching, developing and implementing a CISD Community Based Accountability System

Goal 4: Organizational Improvement and Strategic Design: We as CISD will engage in the continuous improvement process for the betterment of the learning community by utilizing data for planning, evaluation and performance needs.

Performance Objective 3: CISD will calibrate and streamline the RTI System to integrate with our Professional Learning Community practices to provide additional supports for all learners at each campus.

Evaluation Data Source(s) 3: Response to Intervention forms/documents, Progress monitoring tools PK-12th grade, Campus schedules (intervention/enrichment)

Summative Evaluation 3:

Strategy Description

1) Streamline Rtl process (including: data analysis, standardized intervention tools and progress monitoring) and make connections to the PLC process

Goal 4: Organizational Improvement and Strategic Design: We as CISD will engage in the continuous improvement process for the betterment of the learning community by utilizing data for planning, evaluation and performance needs.

Performance Objective 4: CISD will consolidate the avenues for internal and external communication to increase clarity and consistency of district messages.

Evaluation Data Source(s) 4: Internal/external (newsletters, blogs, website), Schoology courses and resource management, Video connections (Facebook live, recordings, screen casts, etc.)

Summative Evaluation 4:

Strategy Description
1) Continue coordinating internal and external communications to enhance stakeholder understanding and engagement
2) Leverage multimedia platforms to enhance communication for all stakeholders

Goal 4: Organizational Improvement and Strategic Design: We as CISD will engage in the continuous improvement process for the betterment of the learning community by utilizing data for planning, evaluation and performance needs.

Performance Objective 5: CISD will analyze, research and investigate current and possible future facility needs and come up with a long range plan.

Evaluation Data Source(s) 5: Facility committee agendas and meeting notes, Feedback from committee and other stakeholders, Long Range Action Plan

Summative Evaluation 5:

Strategy Description

1) Create a CISD Facilities Committee in order to gather feedback, create a plan and prioritize areas of need with current and future facilities across the district
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Goal 4: Organizational Improvement and Strategic Design: We as CISD will engage in the continuous improvement process for the betterment of the learning community by utilizing data for planning, evaluation and performance needs.

Performance Objective 6: CISD will implement a system in which to streamline the inventories of resources purchased with the district Instructional Materials Allotment funds, Federal funds, and District and Campus State Local Funds.

Evaluation Data Source(s) 6: Purchase of system, Inventories created for District and Campuses

Summative Evaluation 6:

Strategy Description

1) Purchase inventory system to ensure we are keeping track and utilizing all purchases concerning resources used for curriculum, instruction and assessment (textbooks, online resources, district and campus purchases - both local and federal)
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Goal 4: Organizational Improvement and Strategic Design: We as CISD will engage in the continuous improvement process for the betterment of the learning community by utilizing data for planning, evaluation and performance needs.

Performance Objective 7: CISD will implement a full day Pre K and PPCD program to support our identified early childhood learners.

Evaluation Data Source(s) 7: Curriculum implementation, professional learning plan, hiring process, purchasing of resources/supplies, Children's Learning Institute engage assessment

Summative Evaluation 7:

Strategy Description
1) Creation and implementation of full day Pre K and PPCD program throughout the district