

# Coppell ISD District Improvement Plan Overview 2020-2021

## Goal 1: Personal Growth and Experiences

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

- Training aligned to the nine weeks scope and sequence, high priority learning standards (HPLS) and curriculum documents will be provided.
- Instructional leaders will provide professional learning and support for classroom educators in implementing Tier I instructional strategies
- House Bill 3 implementation of reading goals and training with elementary Reading Academies will occur.
- House Bill 3 implementation of math goals supporting intervention and tracking data for elementary math will occur.
- House Bill 3 implementation of career, college and military readiness goals supporting alignment and growth in certifications will occur.
- Continue building on mentor training and structures of support for new educators, administrators and staff to CISD.

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

- Continued utilization of data analysis protocols will be provided in order to enhance student learning outcomes
- Schoology AMP training and implementation will continue for common formative assessments and data collection
- Provide training and support for implementation of Panorama - Student Success Platform

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

- Identify and provide tools, resources and supports to support high levels of engagement for face to face and remote learning: Schoology, iPads/technologies, online resources, databases, applications

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- 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

- Continue implementation and monitoring CISD Equity Plan and take next steps to support interventions and tracking of overall learner growth

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

- Provide resources and training to support educators to identify the proficiency levels of English Learners and plan appropriate classroom strategies

- Provide resources and training to campus educators in supporting all learners through Professional Learning Communities (PLC's) and the Response to Intervention process (RTI) - Multi-Tiered Systems of Support -MTSS

- Provide resources and specific training emphasizing how we can best help to support and provide appropriate interventions for our Special Education, 504, English Learners, Migrant Learners, Tier II and Tier III learners, and GTI learners with their overall academic/social emotional needs

### **Performance Objective 5: Due to the impact of COVID-19 and the Texas Education Agency directives, provide face to face and remote instruction opportunities for learning.**

- Create a plan for school board and Texas Education Agency approval for the CISD Asynchronous Instruction Model

- Create a system for tracking learner growth and engagement levels during remote, asynchronous instruction.

- Create systems and supports for providing specialized learner supports (Special Education, 504, Dyslexia, English Learners, and Gifted and Talented) and documentation tracking for remote, asynchronous instruction.

- Create systems and supports for campuses to cluster learners and balance class loads for educators with face to face and remote, asynchronous instruction.

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- ❑ Follow guidance from Centers for Disease Control and Prevention, Texas Education Agency, state and local guidance and the CISD Task Force to ensure safety practices are in place for face to face instruction.

## Goal 2: Authentic Contributions

**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.**

- ❑ Provide training and resources to educators enhancing curriculum connections to real world application in learning
- ❑ Provide training to educators promoting innovation and creativity in lesson design (hands-on, digital tools, variety of assessment)

**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.)**

- ❑ Continue utilizing digital portfolios (Bulb platform) to provide opportunities for highlighting the processes and products of learning
- ❑ Educators will assess their learners in a variety of ways and will provide opportunities for learners to showcase their understanding through innovative and creative practices.

## Goal 3: Well-being and Mindfulness

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

- ❑ Revise and create curriculum documents as well as purchase any needed resources to include supports for social/emotional learning
- ❑ Create an aligned comprehensive counseling curriculum that includes supports for elementary and secondary campuses
- ❑ Update health curriculum enrichment supports and provide training for mental health (mental health conditions, substance abuse, skills to manage emotions, establishing and maintaining positive relationships, and responsible decision making; as well as suicide prevention, including recognizing suicide related risk factors and warning signs)

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Aligned implementation of social emotional support structures: class meetings, check-ins and restorative practices

Continue providing training and supports for digital learning with a focus on academic integrity, digital safety, digital citizenship, and cyberbullying

### **Performance Objective 2: CISD will continue to provide clarity and understanding of the importance of equity, equality and inclusion for all.**

Continue offering trainings such as Unconscious Bias and culturally responsive teaching to CISD staff

Research, create and implement a CISD Equity Policy aligning district core values and ensuring equity for all stakeholders

Review and analyze discipline data in order to look at equitable practices and interventions/supports

Develop and implement a rubric for analyzing curriculum resources the lens of equity, equality and inclusivity for all

### **Performance Objective 3: CISD will provide structures and/or strategies to support social emotional needs.**

Investigate, create and implement resources, training and support to meet a wide variety of behavioral needs

Training implemented by staff on trauma-informed care and counseling options for learners affected by trauma or grief

Utilize Panorama tools including: Social emotional learning data, Playbook strategies and Student Success Platform to support social emotional needs

Updated district threat assessment tool will be aligned and training will be provided to staff

Continue social emotional learning/well-being training for staff and host Parent University for social emotional learning

## **Goal 4: Organizational Improvement and Strategic Design**

### **Performance Objective 1: CISD will provide aligned professional learning and**

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**calibrate the implementation of Professional Learning Communities (PLCs) for all campuses.**

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

**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.**

- Continue researching, developing and implementing a CISD Community Based Accountability System

**Performance Objective 3: CISD will continue to leverage a variety of communication tools to increase clarity and consistency of district information for stakeholders.**

- Using data and journey mapping, we will develop an exceptional user experience for families as they interact with CISD

**Performance Objective 4: CISD will continue to analyze, research and investigate current and future budgeting needs for facilities, resources, and staffing.**

- Continue the work from the CISD Facilities Committee to discuss next steps with facility needs
- Explore and evaluate ways to support long-range budgeting needs for the district

**Performance Objective 5: 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.**

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- Implement TIP Web 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)

### **Performance Objective 6: Continue the CISD Strategic Design Advocacy work surrounding the district core values**

- Continue centering district work around the Core Values - Great Teaching, Redefining Success, Relationships & Engagement - and refine the filter used to measure progress in these areas

### **Performance Objective 7: Improve the CISD hiring process to allow for more efficiency and tracking capabilities.**

- Create electronic workflows within human resources and convert paper forms to digital forms which can be easily tracked in the system

### **Performance Objective 8: Expand use of digital tools to support systems within the district**

- Utilize Laserfiche to increase efficiency and minimize manual repetitive tasks: Migrate paper documents into an electronic repository that can be easily searched and eliminate potential loss of data due to disasters.
- Implement systems to help support staff and/or learner data privacy