



CAMPUS IMPROVEMENT PLAN

2010- 2011

LAURIE O'NEILL
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 effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.

- **Performance Objective 1:** Align the written, taught and assessed curriculum.
- **Performance Objective 2:** Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.
- **Performance Objective 3:** Communicate district assessment plan to parents and teachers and report outcomes individually to parents and collectively to stakeholders.
- **Performance Objective 4:** Expand district educational and business partnerships with the local and global community.
- **Performance Objective 5:** Implement a system or systems to assess 21st Century skills.
- **Performance Objective 6:** Integrate 21st century learning skills within the district.
- **Performance Objective 7:** Increase connections between real world experiences and authentic classroom instruction.
- **Performance Objective 8:** Expand the Career and Technology programs to increase opportunities to all CISD students.
- **Performance Objective 9:** Expand program options and the learning continuum to reinforce strengths, needs, and interests of students served in the gifted and talented program.
- **Performance Objective 10:** Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.
- **Performance Objective 11:** Sustain a district-wide effective School Health Advisory Council (SHAC).
- **Performance Objective 12:** Implement the requirements and purposes of IDEA by meeting State and Federal targets.
- **Performance Objective 13:** Improve student performance and program effectiveness by meeting State and Federal standards
 - Meet or exceed the state target percentage of students graduating with a Recommended High School Program (RHSP) who are receiving special education services
 - Maintain acceptable percentage related to state target of In-School Suspension (ISS) placements for students receiving special education services.
- **Performance Objective 14:** Ensure equitable distribution of highly qualified teachers.
- **Performance Objective 15:** Expand opportunities for student choice (elementary/secondary) in meaningful learning experiences.

STRATEGIC OBJECTIVE/GOAL 2: We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.

- **Performance Objective 1:** Promote the development and demonstration of positive character traits including (but not limited to) Courage, Trustworthiness, Integrity, Respect & Courtesy, Responsibility, Fairness, Caring, Good Citizenship, School Pride consistent with the terms of the TEC Section 29.906.
- **Performance Objective 2:** Embed Character Education within the CISD Curriculum in order to reach all students.
- **Performance Objective 3:** Create a culture where positive character qualities are demonstrated daily.
- **Performance Objective 4:** Sustain a District-wide safe and drug free school program.
- **Performance Objective 5:** Meet Chapter 37 TEC guidelines: student suspension needs to be a maximum of 3 days.

STRATEGIC OBJECTIVE/GOAL 3: We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.

- **Performance Objective 1:** Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21st Century technology skills
- **Performance Objective 2:** Ensure the availability of resources necessary for students to create digital portfolios, and utilize communication tools such as wikis, blogs, and social networking.
- **Performance Objective 3:** Develop a green IT strategy and promote green initiatives to reduce energy costs and appropriately manage electronic waste.
- **Performance Objective 4:** Enhance the communication system to provide district staff, parents, community members, and business partners with secure, effective and efficient communication via a reliable and dynamic infrastructure.
- **Performance Objective 5:** Provide an adequate and equitable infrastructure, through an appropriate replacement schedule, to meet the instructional and technological needs of all staff and students.
- **Performance Objective 6:** Create a system for providing online learning opportunities for all stakeholders, which incorporates such tools as a video portal solution for parents, online professional development resources for staff members, distance learning and partnerships for dual credit opportunities for students.
- **Performance Objective 7:** Expand the Career and Technology Education (CTE) within CISD to provide additional opportunities to the entire student population.
- **Performance Objective 8:** Establish a method for all stakeholders to obtain appropriate skills needed to be effective consumers and producers of information.

CAMPUS SITE-BASED COMMITTEE
2010 - 11 COMMITTEE MEMBERS

NAME OF PARTICIPANT	COMMITTEE ROLE
LAURIE O'NEILL	PRINCIPAL
(UNKNOWN PRESENTLY)	ASSISTANT PRINCIPAL
TRACEY WALLACE	DISTRICT REPRESENTATIVE
ALICIA MCGURK	PARENT
IRENE EDWARDS	KINDERGARTEN
KINSEY WEEGAR	FIRST GRADE
TIM WU	SECOND GRADE
MAY VOLTZ	THIRD GRADE
HOLLY SNYDER	FOURTH GRADE
LIZ MALONE	FIFTH GRADE
DAVID BARNETTE	SPECIALS



COPPELL INDEPENDENT SCHOOL DISTRICT

Reading/ELA TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2008-2009 Results	97%	92%	97%	98%	92%	100%	100%	96%		100%
2009-2010 Results	97%	94%	99%	99%	90%					
Improvement Status	-	+ 2	+1	-3	-2					
2010-2011 Goals	100%	100%	100%	100%	100%	100%	100%	100%		100%

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	Greater concentration of students who are economically disadvantaged and also students who are in Hispanic subpop.
2.	Celebration: Third grade showed great gains in Reading.
3.	

Math TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2008-2009 Results	92%	85%	92%	97%	86%		84%	82%		100%
2009-2010 Results	96%	88%	98%	93%	88% With TPM 91%					
Improvement Status	+4	+3	+5	-4	+2					
2009-2010 Goals	100%	100%	100%	100%	100%	100%	100%	100%		100%

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	Hispanic subpop needs greater focus.
2.	Celebration: growth in African American and Eco. Disadvantaged subpops. Third grade students had greatest growth/success.
3.	

Writing TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2008-2009 Results	98%	100%	99%	93%	88%	83%	100%	96%		100%
2009-2010 Results	100%	100%	100%	100%	199%	100%	100%	100%		100%
Improvement Status	+2	-	+1	+7	+12	+17	-	+4		
2010-2011 Goals	100%	100%	100%	100%	100%	100%	100%	100%		100%

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	Celebrations: 100% of students met standards for writing in 4 th grade. However, the level of commended was 33%. Instruction must be more focused on the writing process (less on mechanics).
2.	
3.	

Science TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2008-2009 Results	97%	83%	98%	94%	100%	*	88%	91%		100%
2009-2010 Results	94%	100%	95%	93%	100%					
Improvement Status	-3	+17	-3	-1	-					
2009-2010 Goals	100%	100%	100%	100%	100%	100%	100%	100%		100%

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	Celebrations: Subpop African American.
2.	Overall passing rate decreased 3.0%.
3.	

Social Studies TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2008-2009 Results	N/A									
2009-2010 Results										
Improvement Status										
2010-2011 Goals										

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	
2.	
3.	

	Attendance: Discuss your attendance concerns and celebrations. List any actions and resources.
1.	Teachers are responsible for calling parents after a student has been absent 3 days - whether the days be consecutive or spread out during the 9 week grading period. Additionally, attendance is closely monitored by assistant principal and office aide with additional phone calls being made if warranted. Staff at Austin has been diligent in relaying the attendance policy to all parents and students.
2.	
3.	

	Dropouts (if applicable): Discuss your dropout rates, concerns and celebrations. List any actions and resources.
1.	N/A
2.	
3.	

	Retention (if applicable): Discuss your retention concerns and celebrations. List any actions and resources.
1.	5 retentions: 1 in kinder (student retained due to immaturity and failure to make progress in reading readiness – this was parent/teacher request); 3 in first grade (each student was retained due to immaturity and poor academics); 1 in 4 th grade (student retained due to parent and teacher request – student had failed TAKS in 3 rd grade and again, failed TAKS (reading and math) in 4 th grade.
2.	
3.	

	Culture and Climate: Discuss your culture and climate concerns and celebrations. List any actions and resources.
1.	Culture of Austin was discussed at beginning of school year. As a faculty, we defined culture – what makes a healthy school culture and how a healthy school culture can be killed. We listed what we were proud of, what our dreams for Austin are, what we are ashamed of and our regrets. Annual highlights were listed and we described through students' eyes and parents' eyes, how Austin would be described. Teams listed their strengths and areas to improve upon.

Strategic Objective/Goal 1:	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
Performance Objective 1:	Sustain district-wide Early Childhood-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.							
Summative Evaluation:	Forethought lesson plans, Unit plan, Visual displays of student work							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Enhance Student Learning Experiences	Implement Schoolwide Enrichment Model	All	Principal / AP / Enrichment Vertical Team; PTO President	August 2010	June 2011	Administrators, Enrichment Vertical Team Title I Funds	Student work; classroom observations; discussion	
Improve teacher capacity to more effectively engage students	Professional Development regarding SEM 2x/month; Attendance at Confratute; Visit to Laurel Mountain Elementary in RRISD re: SEM	All	Principal / AP / Enrichment Vertical Team	August 2010	June 2011	Administrators; Enrichment Vertical Team Title I Funds; CGA Grant	Teacher collaboration; formal/informal discussions; classroom visits; sign-in rosters; notes from meetings; conference attendance; enrichment clusters	
Schoolwide Enrichment Model (SEM) education for parents	Four informational meetings for educating parents regarding SEM	All	Principal / AP / Enrichment Vertical Team; PTO President	August 2010	June 2011	Administrators; Enrichment Vertical Team Title I Funds	Sign-in rosters, newsletters, notes from meetings; Community Resource Directory	

Strategic Objective/Goal 1:	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
Performance Objective 1:	Align the written, taught and assessed curriculum.							
Summative Evaluation:	Performance Series Assessments, Forethought Lesson Plans, Unit Plans							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Classroom observations / follow up discussions	Implement written curriculum to align with best teaching practices	Hispanic Eco. Dis LEP SpEd	Principal / AP / Curriculum Coordinators / Literacy Coach / Content Specialists	August 2010	June 2011	<u>Classroom Instruction that Works</u> by Marzano; <u>Growing Readers</u> by Kathy Collins;	Instructional Snapshots; unit plans; book discussions	
Performance Series; Campus / Community Feedback; TAKS Data	Monitor instructional delivery to ensure alignment with CISD; Data Daze	Hispanic Eco Dis LEP SpEd	Principal / AP / Curriculum Coordinators / Literacy Coach / Team Leaders / Content Specialists			<u>Test Talk</u> by Melton; <u>Looking at Data</u> by ; AEIS reports; <u>Responding to Diversity</u> by NCTM; <u>A Framework for Understanding Poverty</u> by Ruby Payne Title I Funds	Forethought lesson plans; classroom visits; book discussions; tracking of data	

Utilize a variety of intervention methods	Horizontal/Vertical Team meetings; IEPs; Parent Conferences; Small Group instruction; PST; Literacy instruction; READ 180; ESL program; GT program; Renzulli Learning; Content-based Enrichment Clusters	ALL	Principal / AP / All Staff	August 2010	June 2011	Grade level meetings, Team Leader meetings; Vertical team meetings; PST Title I Funds School Budget Comp Ed Funds: \$7,197.00	Data from formal and informal assessments	
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Strategic Objective/Goal 2:	We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.							
Performance Objective 1:	Promote the development and demonstration of positive character traits (but not limited to) courage, trustworthiness, integrity, respect and courtesy, responsibility, fairness, caring, good citizenship, school pride consistent with the terms of the TEC Section 29.906.							
Summative Evaluation:	Community feedback; campus observations, surveys of all stakeholders (teachers, administrators, students, parents).							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Campus Input	Research / compile list of resources and recommend best practices for character education	All	Principal / AP / Counselor / Positive Student Climate Committee	August 2010	June 2011	Counselor School Budget	Listing of resources on school website; list given to teachers and to parents	
Survey Staff Development Needs	Provide staff development on character education through a variety of formats (faculty meetings; grade level meetings, teaching lessons to students & modeling for teachers)	All	Principal / AP / Counselor / Positive Student Climate Committee	August 2010	June 2011	Counselor School Budget	Completed surveys; Sign-in rosters, Lesson Plans	
Community Survey	Disseminate character traits program information to community	All	Principal / AP / Counselor / Positive Student Climate Committee	August 2010	June 2011	Counselor School Budget	Character traits program information visible throughout the school; PTO newsletters	

Strategic Objective/Goal 3 :	We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.							
Performance Objective 2	Ensure the availability of resources necessary for students to create digital portfolios, and utilize communication tools such as wikis, blogs and social networking.							
Summative Evaluation:	All local policies and procedures reflect current standards and recommendations by TASB and all network services are up 100% of the time.							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Review current inventory of software and hardware at Austin Elementary	Compile current inventory at Austin relating to Technology	All	Administrators / IT Specialist / Technology Vertical Team	August 2010	October 2010	Survey; Physical Inventory Purchasing; School Budget	Technology Inventory Reports	
Meetings with staff and parents regarding technology resources and needs	Identify and prioritize minimum technology needs for Austin	All	Administrators / IT Specialist / Technology Vertical Team	August 2010	June 2011	Administrators / IT Specialist Purchasing; School Budget	Staff and community feedback; recommendations from staff and community	
Campus Input	Determine staff development needs as it relates to Technology	All	Administrators / IT Specialist / Technology Vertical Team	August 2010	June 2011	Administrators / IT Specialist / Technology Vertical Team School Budget	Compiled survey results; formal/informal discussions; feedback from meetings	

Strategic Objective/Goal 3 :	<i>We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.</i>							
Performance Objective 1	Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21 st Century technology skills.							
Summative Evaluation:	All local policies and procedures reflect current standards and recommendations by TASB and all network services are up 100% of the time.							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Campus Input	Assessment of technology proficiencies of staff	All	Administrators / IT Specialist / Technology Vertical Team	August 2010	October 2010	Administrators / IT Specialist School Budget	Compiled survey results; feedback from grade level meetings	
Campus Input	Continue teacher application for determining where to best place future inventory of all Smartboards	All	Administrators / IT Specialist / Technology Vertical Team; Technology Dept.	August 2010	June 2011	Administrators / IT Specialist PTO Write a Check; Matching Funds	Selection of teachers; placement of Smartboards in classrooms	
Campus Plan	Develop differentiated staff development plan for teachers at Austin	All	Administrators / IT Specialist / Technology Vertical Team	August 2010	June 2011	Administrators / IT Specialist / Technology Vertical Team School Budget	Staff Development Plan	

Strategic Objective/Goal 3 :	<i>We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.</i>							
Performance Objective 1	Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21 st Century technology skills.							
Summative Evaluation:	All local policies and procedures reflect current standards and recommendations by TASB and all network services are up 100% of the time.							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Faculty Survey	Evaluate progress of staff development plan for teachers at Austin.	All	Administrators / IT Specialist / Technology Vertical Team	August 2010	June 2011	Administrators; IT Specialist School Budget	Formal/informal discussions; surveys; classroom observations; survey results; feedback from meetings	

Strategic Objective/Goal 2 :		<i>We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.</i>						
Performance Objective 3		Create a campus culture where positive character qualities are demonstrated daily.						
Summative Evaluation:		Classroom observations, Staff and Community Feedback; Star Students						
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Campus Input	Assess culture of Austin today as it relates to August 2009	All	Principal / Positive Staff Climate Committee	August 2010	June 2011	Administrators <u>Don't Teach the Canaries Not to Sing</u> by Ramsey; <u>Water the Bamboo</u> by Bell School Budget	Sign-in rosters; notes from meetings	
Campus Input	Provide teachers with opportunities to create a culture that works for all staff	All	Principal / Positive Staff Climate Committee	August 2010	June 2011	Administrators ; Positive Staff Climate Committee Friendship Fund School Budget	Observations; social outings, informal student interviews; brag board; teacher recognition; team building activities	
Campus Input	Provide students with opportunities to create a school culture that works for all students	All	All	August 2010	June 2011	Administrators ; Positive Student Climate Committee; Enrichment Vertical Team Title I Funds School Budget	Classroom observations; enrichment clusters, spirit rallies, parent input; teacher input; student recognition; announcements	