

Cedar Hill Independent School District

STRATEGIC PLAN OF ACTION

Year 1

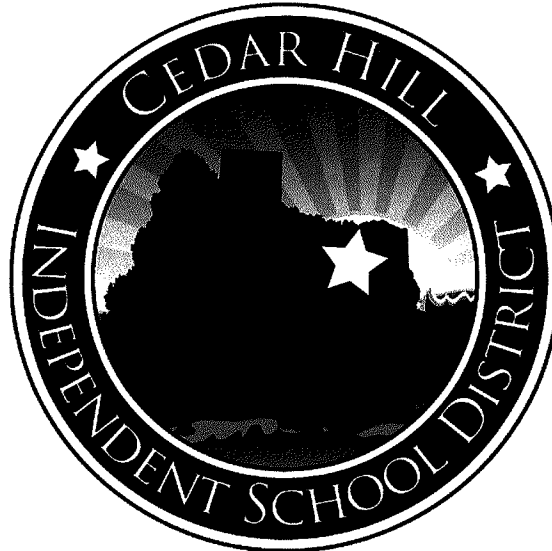


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Strategy 1	Curriculum and Instruction: We will develop curriculum and instruction that will meet students at their current level and ensure that they maximize their potential.
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Action Plan 3	Offer CHISD Summer Institutes in order to provide teachers with TEKS-based professional development and content-area training prior to the start of school.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Select committee members to oversee the formation of and implementation of CHISD Summer Institutes.	Anika Perkins		January 2011	January 2011
Committee meets to determine the following: <ul style="list-style-type: none"> • Focus clarification: content-specific or best-practice/pedagogic • Types of classes to offer • Teacher compensation strategies that will be implemented(stipends, comp. days, PD credit) • Most effective scheduling options (one multi-day institute vs. offerings throughout summer months) • 	Institute Committee		January 2011	January 2011
Survey teachers to determine the number of anticipated participants.	Institute Committee	Survey	February 2011	February 2011
Determine location, date, and times for classes based on survey results. Plan around existing in-service calendars that may be Board-approved.	Institute Committee		March 2011	March 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Monies needed for Institutes are planned and encumbered <ul style="list-style-type: none"> • Payment for additional instructors besides contracted Coordinators (Dept. chairs, outside consultants, etc.) • Payment to teachers for stipends • Facilities expenses • Course materials expenses 	Institute Committee	Funds	March 2011	March 2011
Determine whether financial needs are feasible for the upcoming school year; committee decides, based on funding forecasts, whether to delay implementation to future school years.	Institute Committee		March 2011	March 2011
Reserve facilities for use to allow scheduling of summer building maintenance	Institute Committee	Open, repaired facilities	March 2011	March 2011
Course content and materials are developed to match committee goals	Instructional Coordinators		April 2011	June 2011
Courses are conducted according to schedule	Instructional Coordinators, additional instructors	Depending on attendance, additional instructors besides Instructional Coordinators	June 2011	August 2011
Analysis of Institute effectiveness is prepared and reported	Institute Committee	Student data disaggregated by teacher attendance	August 2011	September 2011

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Strategy 1	Curriculum and Instruction: We will develop curriculum and instruction that will meet students at their current level and insure that they maximize their potential.
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Action Plan 5	Implement career options program to expose students to career possibilities by providing speakers, visits to work sites, mentors, and internships in 11th-12th grade in order to supplement the current program used for career exploration.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Review and evaluate programs other schools have in place for career exposure.	Casey Stone, CTE Director Bob Robinette, CTE Counselor	Attendance at CTAT and CTENT meetings and conferences \$4000 annually	Attend CTENT meetings in September, October of 2010 and January 2011 Attend CTAT Mid Winter conference February 2011 Visit other districts periodically	February, 2011 for year one On-going

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Utilize a program such as Career Cruising as a starting point to determine students' interest and strengths.	Casey Stone, CTE Director Bob Robinette, CTE Counselor	Funding for software licensure and maintenance \$5,000-\$10,000 annually	Yearly, students complete portfolios in Fall, and update 4-year plans early Spring	On-going
Strengthen and institutionalize the CTE Advisory Board as a resource for continued growth	Casey Stone, CTE Director Bob Robinette, CTE Counselor	Community contacts Funding for scheduling meetings and seminars \$2500 annually	Rebuild CTE Advisory Board February 2011, Meeting Bi-annually in seminar form and quarterly in small group meetings	On-going

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Strategy 1	Curriculum and Instruction: We will develop curriculum and instruction that will meet students at their current level and insure that they maximize their potential.
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Action Plan 6	Conduct Intermediate, Middle and High School Orientations for both parents and students as an end of year instructional activity, in order to provide families with knowledge of the curriculum, policies, procedures and expectations required as students transition to the next level enabling parents/guardians to better support their students' learning needs and to increase student retention rates at the intermediate and secondary levels.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Obtain information from local colleges and universities on information presented to students when recruiting	Career and College Counselor	Staff time	December 2010	December 2010
Meet with Intermediate, Middle, and High School Principals to set dates for orientation events in Spring, 2011	Director of Student Support and Community Services	Staff time	December 2010	December 2010
Designate a committee at campuses of faculty, PTA members, and students to prepare parent and student presentations and handouts that emphasize: <ul style="list-style-type: none"> • What students love about their school • What incoming students can expect • Instructional expectations and goals • Unique aspects of presenting school • Expectations for parents • Any necessary adjustments or preparations students need to make 	Campus Principals	Printing/ Copying (\$500/school = \$4000)	February 2011	February 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Campuses utilize flyers, letters, phone messenger, websites, students visiting campuses, and marquees, etc. to advertise meetings at sending campuses	Campus Principals		February, 2011 – March, 2011	March 2011
Campus staff, PTA, and students host spring orientation events	Campus Principals	Volunteers Staff Participation	March – April, 2011	April 2011

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Action Plan 9	Implement district wide Professional Learning Communities that consist of volunteer teacher trainers that will provide specific research-based strategies for historically low TEKS during the 6 weeks prior to the TEKS lesson cycle in the curriculum and facilitate professional development during the summer.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Identify teacher trainers based on principals' recommendations of high performing teachers.	C & I Department	Stipends-\$45,000	February 2011	March 2011
Conduct summer trainings that focus on both the content areas and the Professional Learning Communities model for teacher trainers.	C & I Department	Facilities Training Materials-\$8,000	June-July 2011	July 2011
Conduct monthly trainings for teacher trainers that continue to focus on the content areas and the Professional Learning Communities model.	C & I Department	Facilities Training Materials-\$5,000	August 2011-May 2012	May 2012
Monitor Professional Learning Communities at each campus/department/grade levels to ensure consistency as it relates to meeting regularly, identifying district/campus needs and professional development opportunities at the district and campus levels.	C & I Department and Campus Principals	Training Materials-\$5,000	August 2011-May 2012	May 2012

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Action Plan 10	Implement Individual Development Plans for all teachers in order to ensure professional development and training is based upon student need.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Meet with 2011-2012 Professional Development Committees to access current plan.	Anika Perkins, Director of Curriculum and Instruction		November 2010	November 2010
Submit recommendations for the 2011-2012 Professional Development Plan.	Anika Perkins, Director of Curriculum and Instruction	Professional Development Brochure-\$10,000	January 2011	January 2011
Train principals in documenting teachers' individual professional development needs in their 2010-2011 summative PDAS evaluations based on data, observations, personal assessment and teacher collaboration and input.	Anika Perkins, Director of Curriculum and Instruction	Training Materials-\$250	February-March 2011	March 2011
Create a plan to ensure ample professional development opportunities are provided in district and/or out of district to meet the teachers' individual professional development needs.	Anika Perkins, Director of Curriculum and Instruction	Cost Associated with Out of District Trainings-\$10,000	February-March 2011	March 2011

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Strategy 1	Curriculum and Instruction: We will develop curriculum and instruction that will meet students at their current level and ensure that they maximize potential
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Action Plan 12	Establish a design team in order to complete the International Baccalaureate (IB) Program Application
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Form a committee to explore and research the IB program, research standards and develop a plan for completing the application process for becoming an International Baccalaureate School.	Instructional Coordinator		January	
Complete the required feasibility study and create a needs assessment report to outline associated costs and requirements of submitting an application to become an International Baccalaureate School	IB Committee		January - March	
Complete a cost analysis study to determine the short term and long term financial commitment required to become an International Baccalaureate School.	IB Committee		March - April	
Conduct Campus visits to surrounding IB Schools to gain information about the impact of the application process and day to day operations of an International Baccalaureate School.	IB Committee Members	Travel	January - March	

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Create a timeline for the process of completing the requirements to submitting an application to become an International Baccalaureate School	IB Committee		April - June	
Partner with and travel to Texas IB Schools Organization to gain insight and assistance in process of creating an International Baccalaureate School.	IB Committee	Travel	January - June	

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Strategy 2	Personnel: We will recruit, develop and retain world-class staff.
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Action Plan 3	Implement a performance, development, and goal-setting tool for every employee in CHISD annually.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Form committee consisting of administrators and supervisors of various employees	Executive Director H.R.		November 2010	November 2010
Research business and school evaluation tools	Executive Director H.R.	Internet	November 2010	December 2010
Develop and implement a performance tool that includes a weighted self assessment and both formative and summative feedback	Committee members	Sample evaluation tools	January 2011	March 2011
Develop and implement a tool to evaluate every employee's performance skill set and manages the employee's personal and professional development	Committee members	Sample evaluation tools	January 2011	March 2011
Develop and implement a goal-setting tool that is in line with the district's goals and objectives, mission and vision	Committee members	Sample evaluation tools	January 2011	March 2011

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Strategy 2	Personnel: We will recruit, develop and retain world class staff
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Action Plan 5	Develop a process to allow opportunities for stakeholders to provide input and feedback
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Work with a consulting firm to develop a systems-based stakeholder engagement solution	Executive Director of Instructional Technology	K12 Insight Consultants \$21,877	January 2011- June 2011	
Conduct a communication audit.	Executive Director of Instructional Technology and K12 Insight Rep	List of past surveys conducted by district and campuses	January 2011	
Develop a high quality email database of all stakeholders.	Executive Director of Instructional Technology	K12 Insight	January- February 2011	
Develop a survey calendar	K12 Insight Rep	List of proposed surveys	January- February 2011	

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Develop and implement surveys/studies to provide feedback and input from all stakeholders. Where appropriate use an electronic tool via email or posted on the website.	K12 Insight Rep	surveys	February–April 2011	
Provide results of the key surveys which includes: <ol style="list-style-type: none"> 1. Summary of findings for press release on survey results, clearly communicating how the data will drive decisions 2. A comprehensive written report with graphs and charts that is edited for public consumption 3. An executive summary with graphs and charts for internal discussion 4. Where needed, script for press conference to be conducted by superintendent with press training and assistance if needed 	K12 Insight Rep	Survey results	March–May 2011	

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Strategy 3	Community Engagement: We will develop and implement initiatives that engage the entire community in the educational process.
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Action Plan 1	Expand existing and build new community partnerships for CHISD that include mentoring, service learning, volunteering, family resources, donations, and corporate sponsorships.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Assign coordination of family and community engagement to existing coordinator	Chief Operations Officer	Current staff	December, 2010	December, 2010
Compile database of current community resources and partnerships	Director of Student Support and Community Services	Staff time	December 2010	December, 2010
Assess current resources and set goals using the "Community School Assessment Checklist" published by the coalition of Community Schools	Director of SSCS HPE Coordinator Director of CTE		January, 2011	January, 2011
Develop surveys to: 1) assess district needs/ desired services and resources and 2) identify resources that community partners are able to provide to the district; obtain input from Chamber of Commerce on approach with community businesses, agencies, etc.	Coordinator of Instructional Technology	Staff time	January, 2011	January, 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Develop procedures for CHISD to use in matching community resources to district departments and campuses; create categories/ types of volunteers to present to potential partners	Director of Student Support and Community Services Director of Career and Technology Ed	Staff time	January, 2011	January, 2011
Survey campuses/departments for needs	Director of Student Support and Community Services	Survey	January, 2011	January, 2011
Continue existing district wide service learning activities such as: Jump rope for heart, breast cancer fund raiser, Rexanna Foundation	Health and PE Coordinator			
Visit/call community partners and potential partners to present opportunities for partnership; prepare a packet to show how parents and community partners can get involved	Health and PE Coordinator	Volunteer participation	January - February, 2011	February, 2011
Compile and analyze results of district and community surveys	Coordinator and Instructional Technology	Staff time	February, 2011	February, 2011
Match resources to identified campus needs as they become available	Director of Student Support and Community Services	Staff time	January - March, 2011	March, 2011
Contact campuses monthly to obtain summary of contributions made by community partners (monthly volunteer report)	Director of Student Support and Community Services	Staff time	January - June, 2011	June, 2011

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Strategy 3	Community Engagement: We will develop and implement initiatives that engage the entire community in the educational process.
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Action Plan 2	Ensure that every CHISD campus receives mentors and is adopted by a local business, church or community service group.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Assign coordination of family and community engagement to existing coordinator	Chief Operations Officer	Current staff	December, 2010	December, 2010
Review CHISD database of existing resources provided by community partners; obtain information from campuses regarding existing mentor programs and /or partnerships; create a monthly volunteer report for campuses to submit to SCS	Director of Student Support and Community Services	Staff time	December, 2010	December, 2010
Configure Raptor system to record hours served by district mentors, volunteers	Emergency Operations Manager	Staff time	December, 2010	December, 2010
Meet with attendance clerks/ registrars to develop system of keeping track of volunteer and mentor hours; train how to use monthly volunteer report	PEIMS Coordinator Attendance Control Specialist	Staff time	January, 2011	January, 2011

Recruit additional mentors and community partners to adopt campuses through phone calls and personal visits; Assign current mentors across campuses;	Director of Student Support and Community Services CHHS Principal	Volunteer Participation	January, 2011 (ongoing)	March, 2011
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Strategy 3	Community Engagement: We will develop and implement initiatives that engage the entire community in the educational process.
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Action Plan 3	Improve and expand communication of all district news and events through multiple venues so that all students, parents, and community stakeholders are more effectively informed.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Use a public relations consultant to expand communication of district news and events to entire community and beyond.	Superintendent	PR Consultant: Image Advantage \$50,000	July 2010- June 2011	June 2011
Meet with CHISD staff, principals and teachers to make sure they understand the difference between a community calendar event and a news story; as well as their role in providing good news story ideas.	PR Consultant		August- September 2010	September 2010
Work with CHISD staff who submits story ideas to make sure that all possible media questions can be answered before a press release is sent out.	PR Consultant	Story ideas from staff	September 2010- May 2011	Ongoing
Develop press releases and news story ideas that generate positive news coverage for CHISD by local TV stations and metroplex newspapers.	PR Consultant	Story ideas	July 2010- June 2011	Ongoing

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Selective in sending out solid press releases or news ideas to the media so assignment editors will have confidence that any material distributed on behalf of CHISD is worth considering as a news item.	PR Consultant		July 2010- June 2011	Ongoing
Manage reporter inquiries during breaking news situations.	PR Consultant		July 2010- June 2011	Ongoing
Prepare presentations for school district administrators to present on how CHISD is increasing academic excellence on a lean budget. Presentation will be used for state and national conferences.	PR Consultant	Presentation program videos	July 2010- June 2011	Ongoing
Serve as liaison for the school district in providing information for public relations and community relations projects like the Best Southwest Image Magazine, the national Profiles Series project and the new Texas state comptroller school district resource website. That website will include CHISD as one of the top 5 school districts in the state for increasing academic scores while holding the line on budgetary costs.	PR Consultant	Story ideas	July 2010- June 2011	Ongoing
Work with the Cedar Hill public relations manager to develop ways to jointly promote CHISD and the City of Cedar Hill.	PR Consultant		July 2010- June 2011	Ongoing
Getting CHISD news posted to TEXAS ISD website which is read by school districts across the state	PR Consultant	TEXAS ISD website	July 2010- June 2011	
Produce video vignettes (out of the major video currently being developed) to be used in various ways to promote CHISD.	PR Consultant Instructional	videos	July 2010- June 2011	Ongoing
Get the CHISD featured in state and national media reports	PR Consultant	Story ideas	July 2010- June 2011	Ongoing

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Strategy 3	Community Engagement: We will develop and implement initiatives that engage the entire community in the educational process.
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Action Plan 4	Implement a system for regularly rewarding the participation of community businesses, agencies, volunteers, and mentors
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Assign coordination of family and community engagement to existing coordinator	Chief Operations Officer	Current staff	December, 2010	December, 2010
Meet with Directors of Athletics, Fine Arts, and Curriculum to discuss available opportunities for rewarding volunteers and schema for rewarding in events; obtain schedules of events for athletics, fine arts, curriculum departments and reserve time with Directors at each available event	Director of Student Support and Community Services	Staff time	December, 2010	December, 2010
Create calendar to reward current volunteers/contributors at available events	Director of Student Support and Community Services	Staff time	December, 2010	December, 2010
Create banners and utilize signage space in CHHS gym to honor volunteers and community partners	HPE Coordinator	\$700	January - June, 2011	June, 2011
Campuses select STAR Parents based on volunteer hours/ contributions to campus to be presented at campus award ceremonies	Campus Principals	Staff time	January - May, 2011	May, 2011

Order certificates, lapel pins for parents, invitations and STAR awards; signs for CHHS gym	HPE Coordinator	\$1200 - supplies	January, 2011	January, 2011
Communicate schedule of events (and dates of award presentations) to community partners	HPE Coordinator	Staff time	January, 2011	January, 2011
Honor existing (and new) community partners at scheduled events	Director of Student Support and Community Services HPE Coordinator	\$500 extra duty pay	January - June, 2011	June, 2011
Provide campuses with lapel pins and certificates to present to STAR parents at award ceremonies	Director of Student Support and Community Services	None	March, 2011	March, 2011
Present awards to STAR parents at campus award ceremonies	Campus Principals	None	April - June, 2011	June, 2011

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Strategy 3	Community Engagement: We will develop and implement initiatives that engage the entire community in the educational process.
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Action Plan 5	Utilize students at secondary campuses to help communicate campus/district events and solicit student feedback
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
CHISD Technology Department will designate a phone number to be used as a CHISD information line. This number would open with a greeting something like... "Welcome to the Cedar Hill ISD information line. Press 1 to hear news about Cedar Hill High School. Press 2 for the Ninth Grade Center. Press 3 for Collegiate High School. Etc".	Executive Director of Technology	Dedicated phone number (no extra cost)	December 2010	December 2010
Designate and train a person from each campus/department to create and send a news/info recording weekly.	Executive Director of Instructional Technology	Training material	January 2011	January 2011
Publicize the CHISD Information Line on district and campus websites and in CHISD Express.	Instructional Technology Coordinator	Websites Email Distribution List	January-May 2011	May 2011
Each campus/dept would record a message at least weekly and send to the technology department to upload to their campus/dept map.	Campus designee	List of Events	January-May 2011	May 2011
CHISD Technology Department will run a usage report once a month to evaluate its effectiveness	Executive Director of Technology	Report	January-May 2011	May 2011

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Strategy 3	Community Engagement: We will develop and implement initiatives that engage the entire community in the educational process.
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Action Plan 6	Implement a CHISD information Line for community members to use to find out about any campus or district events and/or news.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
CHISD Technology Department will designate a phone number to be used as a CHISD information line. This number would open with a greeting something like... "Welcome to the Cedar Hill ISD information line. Press 1 to hear news about Cedar Hill High School. Press 2 for the Ninth Grade Center. Press 3 for Collegiate High School. Etc".	Executive Director of Technology	Dedicated phone number (no extra cost)	December 2010	December 2010
Designate and train a person from each campus/department to create and send a news/info recording weekly.	Executive Director of Instructional Technology	Training material	January 2011	January 2011
Publicize the CHISD Information Line on district and campus websites and in CHISD Express.	Instructional Technology Coordinator	Websites Email Distribution List	January-May 2011	May 2011
Each campus/dept would record a message at least weekly and send to the technology department to upload to their campus/dept map.	Campus designee	List of Events	January-May 2011	May 2011
CHISD Technology Department will run a usage report once a month to evaluate its effectiveness	Executive Director of Technology	Report	January-May 2011	May 2011

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Strategy 4	World-Class Education System: We will implement the CHISD World-Class Education recommendations where appropriate to accomplish the mission and objectives of the District.
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Action Plan 1	Curriculum: Develop a process which will result in a content-strong curriculum K-12, focusing on the foundations of math, science, literacy, and higher-order thinking skills
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
1. Continue implementation of CSCOPE for use as a TEKS-based, vertically aligned curriculum.	Curriculum and Instruction Dept. Campus admin.		Ongoing	Ongoing
2. Include “refresher” CSCOPE training for returning teachers in August in-service; offer full training for teachers new to the District.	Instructional Coordinators	Timeslots in in-service schedules	August 2011	August 2011
3. Use student assessment data (TAKS, STAAR, ITBS, Formative Assessments) over time (3 years) to evaluate the effectiveness of CSCOPE in math, science, literacy, and higher-order thinking skills.	Curriculum and Instruction Dept. Dr. Carter		August 2010	Summer 2013
4. Encourage targeted generalist-certified teachers to obtain additional content-specific certifications in math, science, and literacy.	Campus admin. HR Dept.		May 2011	August 2011

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Strategy 4	World Class Education System: We will implement the CHISD Education recommendations where appropriate to accomplish the mission and objectives of the district
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Action Plan 2	Curriculum: Establish a process for the development, planning and phasing in of a district-wide, grade appropriate college readiness curriculum utilizing state-of-the-art software programs and technology.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Utilize PLAN, EXPLORE, PSAT ACT and SAT district and campus data to create a needs assessment of college readiness based on deficiencies and student survey information.	Instructional Coordinators Secondary Principals Campus Councilors	0	January - March 2011	
Evaluate and select resources and best practices directly connected with improving student's college readiness.	Instructional Coordinators Dean of Instruction Lead Teacher	0	January - March 2011	
Determine the districts readiness and needs for implementing the use of state-of-the-art software programs and virtual classrooms to improve college readiness.	Instructional Coordinators Secondary Principals Director of Technology	0	March - April 2011	

Develop a means of tracking CHISD students to provide feedback as to their post-high school success.	Instructional Coordinators Campus Councilors Director of Community Services	0	January – March 2011	
Incorporate addressing college readiness indicators through preparation for new STAAR assessment focusing on developing appropriate questioning, increased rigor and assessing student mastery	Instructional Coordinators	0	January – June 2011	
Create a plan for utilizing the readiness standards incorporated in the STAAR testing to determine student progress towards being college ready.	Instructional Coordinators Campus Principals	0	June– August 2011	

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Strategy 4	World-Class Education System: We will implement the CHISD World-Class Education recommendations where appropriate to accomplish the mission and objectives of the District.
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Action Plan 6	Educational Options and Extra-Curricular: Continue to improve the Fine Arts Program
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Identify, evaluate and address gaps identified in existing Fine Arts programs, and activities.	Director of Fine Arts	Staff time Survey	December 2010	Ongoing
Evaluate to ensure that a full complement of balanced programs is offered in CHISD equally on all campuses.	Director of Fine Arts	Staff Time Survey student interests & other school districts	Ongoing	Ongoing
Prioritize and implement a build-in-strategy timeline per campus.	Director of Fine Arts	Staff time Cost estimates for building / classroom expansion. – Chief Financial Officer.	Ongoing	Ongoing

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Integrate selected programs into current (K-4, 5-6, 7-8, 9, 10-12) schools on all campuses.	Director of Fine Arts Chief Financial Officer Director of Student Support and Community Services	Cost estimates for building / classroom expansion. – Chief Financial Officer. Staff time Cost estimates for supplies and equipment needed for each program. Approx – \$3,000 – \$9,000 per program. Cost per teacher – \$55,000 Stipends for yearly after contract hours – @1,000 – \$6,000 per activity per compensation manual.	Ongoing	Ongoing
Partner with the recognized arts programs in the area	Director of Fine Arts	Staff time Transportation for "off" times Of-set costs with program fees (Pay to Play)	Ongoing	Ongoing

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Provide opportunities for students to explore arts related careers & scholarship opportunities	Director of Fine Arts Director of Student Support and Community Services	Staff time	Ongoing	Ongoing
Identify and apply for fine arts grants	Director of Fine Arts Director of Student Support and Community Services	Survey	Ongoing	Ongoing
Maintain ongoing training and evaluation annually to ensure return on investment.	Director of Fine Arts Director of Student Support and Community Services	Staff time	Ongoing	Ongoing

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Strategy 4	World-Class Education System: We will implement the CHISD World-Class Education recommendations where appropriate to accomplish the mission and objectives of the District.
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Action Plan 7	Educational Options and Extra-Curricular: Enhance career development program through all grade levels.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Evaluate career awareness processes at grades K-8	Casey Stone, CTE Director		Evaluate August-September 2010	September 2010
CTE Department partners with elementary, intermediate, and middle schools in the event planning and management of Career Days	Casey Stone, CTE Director		Began November 2010	On-going
Promote career development program by offering assessments at the intermediate level.	Casey Stone, CTE Director	Funds for licensure of Career Cruising or equivalent at intermediate level \$3000-\$5000 annually	Begin Fall 2011	On-going
Utilize High School students, teachers, and community partners as speakers at Career days for younger grades	Casey Stone, CTE Director		Began November 2010	On-going

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Expand awareness of career options K-6 through career awareness curriculum, integrated into core courses.	Casey Stone, CTE Director	CTE curriculum for K-6	Collected Lesson and resources, Fall 2010 Aligned TEKS to C-Scope, October-November 2010 Deliver to Elementary and Intermediate principals, January 2011 Integrate and update lessons annually	June 2012
Use evaluation tools to help access career options.	Casey Stone, CTE Director	Development or purchase of evaluative tools for elementary and intermediate students \$5,000 annually	Begin Summer 2011	June 2012

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Develop and promote after school clubs and organizations as a tool to increase Career Awareness for all grade levels	Casey Stone, CTE Director	Funds for after school organization resources	Begin January 2011	On-going

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Strategy 4	World-Class Education System: We will implement the CHISD World-Class Education recommendations where appropriate to accomplish the mission and objectives of the district.
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Action Plan 13	Science and Math: Develop a method to attract innovative, passionate educators to teach science and math providing them with cutting edge technology and supporting them in performing methods of education designed to stimulate and support critical thinking in students.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Form a committee to obtain feedback from teachers and principals on innovative ways to attract and retain math and science teachers.	Executive Director of Human Resources		January 2011	February 2011
Focus on attending Spring college/universities job fairs with strong educational and math/science programs to recruit qualified teachers.	Executive Director of Human Resources	Sign-On Bonuses \$2,500 per teacher	January-May 2011	May 2011
Work more closely with alternative certification programs to obtain the most qualified and compatible recruits for the district.	Executive Director of Human Resources	Sign-On Bonuses \$2,500 per teacher	February-May 2011	May 2011
Work with traditional and alternative educational programs to voice needs of the district and provide feedback on their programs and participants.	Executive Director of Human Resources		February-May 2011	May 2011
Create a referral system where current teachers can refer potential candidates through employee applications.	Executive Director of Human Resources		February 2011	February 2011
Develop a professional development strand to provide more job specific training for new math and science teachers.	Director of Curriculum and Instruction	Trainers and Materials- \$5,000	January-May 2011	May 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Research and provide cutting edge technology to math and science teachers such as IPADs and interactive whiteboards as budget allows.	Director of Technology		January-May 2011	May 2011

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Strategy 5	Family Engagement: We will develop methods to actively engage students' families throughout the educational process.
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Action Plan 1	Create and maintain a welcoming atmosphere at each campus
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Assign coordination of family and community engagement to existing coordinator	Chief Operations Officer	Current staff	December, 2010	December, 2010
Establish a core group of parents and teachers at each campus as a committee to increase parental involvement	Director of C&I Campus Principals PTA Parents Teaching Parents	Parent volunteers	January, 2011	January 2011
Complete community school assessment published by Coalition for Community Schools	PTA Campus Principals Campus Committee	Parent volunteers	January, 2011	January 2011
Develop goals and strategies for each campus to engage parents ; present structured plan to parents of ways to be involved at the campus and with their child's success;	PTA HPE Coordinator Campus Principals Campus committee	Parent volunteers	February 2011	February 2011
Research WATCH Dog program (for dads) and develop a plan to implement at the campus; select a TOP Dog	Campus Committee	Parent volunteers	February 2011	February 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Develop tiers of awards for parents based on levels of involvement/volunteer at the campus	PTA HPE Coordinator Campus Principals Campus committee	Parent volunteers	February 2011	February 2011
Honor parents by presenting STAR awards and other tokens of appreciation at campus events	Campus Principals Campus committee	\$500 per campus	February – June 2011	June 2011
Maintain committee and establish a plan for next year's parent involvement	PTA HPE Coordinator Campus Principals Campus committee	Parent volunteers	February – June 2011	June 2011

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Strategy 5	Family Engagement: We will develop methods to actively engage students' families throughout the educational process.
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Action Plan 2	Design a family friendly school experience
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Assign coordination of family and community engagement to existing coordinator	Chief Operations Officer	Current staff	December, 2010	December, 2010
Prepare a Family Welcome Packet to be given at campus orientations and at enrollment to include: <ul style="list-style-type: none"> • How to be involved in their child's academic success • How to be involved at child's respective campus • Campus PTA information , campus orientations • How to build Developmental Assets in their child (Character Education) • Family access • Information about district programs/ departments, curriculum 	Campus Principals Coordinator of Instructional Media Director of Student Support and Community Services	\$5000	February, 2011	February, 2011
Have packet materials translated into Spanish	ESL Coordinator	None	February, 2011	February, 2011
Get packets printed and uploaded to district website	Director of Student Support and Community Services	Printing/ Copies (Local Funds)	March, 2011	March, 2011
Distribute welcome packets at campus orientations to be held in Spring, 2011	Campus Principals	None	March - April, 2011	April, 2011

Select a group of parents to be Parent Welcome Committee	Campus Principals	Volunteers	March, 2011	March, 2011
Obtain items to give to parents from adoptive community partners, Modern Woodmen Financial Organization, Drug Prevention Resources (IMPACT Coalition) etc. along with Welcome Packet	Health and PE Coordinator	Staff time	May – June, 2011	June, 2011
Create an anonymous “Parent question” email address (and physical box on campus) for parents to submit questions or concerns to Parent Welcome Committee/ PTA	Director of Student Support and Community Services	Staff time	June, 2011	June, 2011
During campus registration, open house events, and campus back to school events, Campus Welcome Committee will distribute packets and provide relevant information to parents	Director of Student Support and Community Services	Volunteers	August – October, 2011	October, 2011
Campus Welcome Committee (PTA) will host 2 events designed to engage parents in the school environment – Utilize <u>Engage Every Parent</u> (Search Institute)	Campus Principals Character Education Site Coordinator	\$500 per campus = \$7000	August, 2011 – June, 2012	June, 2012

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Strategy 5	Family Engagement: We will develop methods to actively engage students' families throughout the educational process.
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Action Plan 4	Establish a Parent-Teacher Success plan that would increase family engagement opportunities.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Assign coordination of family and community engagement to existing coordinator	Chief Operations Officer	Current staff	December, 2010	December, 2010
Provide staff development training and staff in-service for teachers about effective communication with parents	Health and PE Coordinator	Staff Time	January, 2011	June, 2011
Teachers will update family access weekly to ensure that grade information remains current	Campus Principals and Dean of Instruction	Staff Time	January - June, 2011	June, 2011
Use established groups to create CHISD Parent – family, teacher, and student value statements	Instructional Coordinator Director of Curriculum and Instruction	Staff time	March, 2011	March, 2011
Communicate value statements on teachers' websites, emails, parent-student meetings, flyers, PTA/PTSA meetings, and in parent welcome packets and other district media	Technology Coordinator	Staff time	March - April, 2011	April, 2011
Utilize parent welcome committee to reach out to parents through personal contacts at meetings, campus events, phone calls, etc.	Campus Principals	Volunteers	January - June, 2011	June, 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Create on-line courses for parents to access and receive information relevant to their child's success in and out of the classroom	Director of Student Support and Community Services Health and PE Coordinator	Staff time	February – June, 2011	June, 2011
Contact parents who currently do not participate in campus events via phone calls and visits	Campus Principals Director of Student Support and Community Services	Volunteers	February – May, 2011	May, 2011

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Strategy 6	Character Education: We will integrate character education throughout curriculum and instruction
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Action Plan 2	Implement TEKS aligned integrations of Character Education in the curriculum for all CHISD students to cultivate responsible citizens through direct classroom instruction.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Obtain information through Character Education Site Coordinators on the current integration of character education in curriculum	Director of Student Support and Community Services	Staff time	February, 2011	February, 2011
Review current TEKS in all subject areas for alignment with Character Education	Director of Curriculum and Instruction	\$1500 (extra duty pay)	January – April, 2011	April, 2011
Character Education Site coordinators review character based programs and select a model to implement in all CHISD classrooms	Director of Student Support and Community Services	Staff time	April, 2011	April, 2011
Committee of Character education site coordinators, campus and district administrators to outline schedule of training and implementation	Director of Student Support and Community Services Director of Curriculum and Instruction	Staff time	April, 2011	April, 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Provide training and classroom lessons to classroom teachers	Director of Student Support and Community Services	Extra duty pay \$2500	May - August, 2011	August, 2011
Monitor implementation of lessons	Campus Principals	Staff time	September, 2011 - June, 2012	June, 2012
Utilize PEIMS discipline data as well as survey data to monitor progress	Director of Student Support and Community Services	Staff time	May - June, 2011	June, 2011

Cedar Hill Independent School District
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Strategy 6	Character Education: We will integrate character education throughout curriculum and instruction
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Action Plan 3	Improve campus-wide student recognition at each school to acknowledge students exemplifying good character as defined by the Six Pillars of Character.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Evaluate existing programs for character recognition at the campus level in CHISD and other districts	Director of Student Support and Community Services Character Education Site Coordinators	Staff time	February, 2011	February, 2011
Develop a district-wide rubric regarding character traits in the Six Pillars of Character	Director of Student Support and Community Services Character Education Site Coordinators	Staff time	February, 2011	February, 2011
Establish regular and an ongoing plan for each campus that clearly communicates how students will be recognized	Campus Principals Character Education Site Coordinators	Staff time	February, 2011	March 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Develop additional opportunities for students to get involved in service learning projects, giving campaigns, helping others at the campus	Director of Student Support and Community Services Character Education Site Coordinators	Staff time	February, 2011	March 2011
Create a campus character building plan	Director of Student Support and Community Services Character Education Site Coordinators	Staff time	March 2011	April 2011
Present campus plan to campus personnel	Campus Principals Character Education Site Coordinators	Staff time	Spring 2011	May 2011
Reward students with privileges at campuses, recognitions, small material tokens of appreciation at campus events	Campus Principals Director of Student Support and Community Services Character Education Site Coordinators	Staff time Awards \$500 per campus	January – June 2011	June, 2011

Cedar Hill Independent School District
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Strategy 6	Character Education: We will integrate character education throughout curriculum and instruction.
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Action Plan 5	Establish a district-wide cyber safety program for students to promote safe and appropriate use of technology.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Update the technology use regulations to address cyber safety and cyber bullying.	Executive Director of Instructional Technology	TASB Model of Regulations	May, 2010-	May Board Meeting-adopted by School Board
Investigate and purchase a cyber safety K-12 curriculum that meets federal requirements for eRate. District purchased online program called <i>iSafe</i>	Executive Director of Instructional Technology	<i>iSafe</i> online curriculum \$3000 annually	June 2010	June 2010
Using the 'train the trainers' model provide training to each of the campus liaisons on the <i>iSafe</i> curriculum and online program.	Instructional Technology Coordinator	Training materials Training stipends \$600	July 2010	July 2010
New technology use regulations included in teacher handbook and student handbooks for distribution. Teachers and students signed Acceptable Use Agreement.	Executive Director of Human Resources Campus Administrators	Acceptable Use Agreement and checklist	August – September 2010	September 2010
Campus liaisons provide training to designated teachers on each campus (Elementary: All teachers, Intermediate: ELA teachers, Middle: Computer Literacy Teachers, High School: ELA teachers)	Campus Technology Liaisons	<i>iSafe</i> online curriculum	September-January, 2010	
Lessons taught to students by designated teachers; teachers sign-off with campus liaison upon completion.	Campus Technology Liaisons	<i>iSafe</i> online curriculum	September, 2010-January, 2011	
Campus liaisons return teacher sign-off sheet to Instructional Technology Coordinator	Instructional Technology Coordinator		February 1, 2011	

Cedar Hill Independent School District
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Strategy 6	Character Education: We will integrate character education throughout curriculum and instruction
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Action Plan 6	Establish a district-wide program for students focusing on drug prevention, gangs, and positive police relationships to promote responsible behavior.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Continue random drug testing program and drug prevention education for students in 6 th – 12 th grades who participate in extra-curricular activities and student drivers	Health and PE Coordinator	Existing budget (17,000/yr)	Ongoing	ongoing
Provide all school counselors with guidance lesson materials as well as new mandate to conduct lesson with all secondary classrooms on drug prevention and responsible behavior	Director of Student Support and Community Services	Staff time	September, 2010	September, 2010
Monitor completion of drug prevention guidance lesson in all secondary classrooms	Health & PE Coordinator	Staff time	November, 2010 – June, 2011	June, 2011
Campus Nurses, selected Assistant Principals and Counselors will obtain DITEP Training (Drug Impairment Training for Education Professionals)	Director of Student Support and Community Services	Region 10	February, 2011	February, 2011
Facilitate the implementation of a social norming campaign at CHHS to help change the perceptions of student behavior	Campus Principal Health & PE Coordinator	Drug Prevention Resources, Inc	January, 2011	January, 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Review and evaluate existing programs utilized in CHISD for drug prevention and violence prevention and seek funding opportunities	Director of Student Support and Community Services Health and PE Coordinator	Staff time	February, 2011	February, 2011
Evaluate district needs and outline district objectives for drug prevention and violence prevention and possibilities for classroom integration	Health and PE Coordinator Director of Student Support and Community Services	Staff time	March, 2011	March, 2011
Submit proposal of classroom implementation to principals of intermediate, middle, and high schools and receive feedback on implementation and scheduling; purchase materials	Health and PE Coordinator	Existing health curriculum budget \$2500	April, 2011	April, 2011
Decide on schedule for implementation and scheduling with principals' feedback; Assigned personnel will receive necessary training for implementation and set up	Campus Principals Health & PE Coordinator	Existing health curriculum budget \$5000	April - June, 2011	June, 2011
Trained individuals will provide training to necessary campus personnel	Director of Student Support and Community Services Health & PE Coordinator	Existing health curriculum budget \$2500	May - August, 2011	August, 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Implement drug prevention and violence prevention education in selected classrooms at intermediate, middle, and high school campuses	Campus Principals Health & PE Coordinator Director of Student Support and Community Services	Instructional Time	August, September, 2011	September, 2011
PEIMS data and student/parent survey data will be used to monitor progress	Director of Student Support and Community Services Health & PE Coordinator PEIMS Coordinator	Staff time	January – June, 2012	June, 2012

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Strategy 6	Character Education: We will integrate character education throughout curriculum and instruction
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Action Plan 7	Establish a district-wide, anti-bullying initiative to promote responsible behavior.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Appoint a district wide task force to select outline procedures for anti-bullying procedures in CHISD	Director of Student Support and Community Services	Staff time	June, 2010	June, 2010
Train campus administrators on procedures for bully prevention/ intervention, reporting, and investigating	Director of Student Support and Community Services	Staff time	August, 2010	August, 2010
Train all staff on the district wide anti-bullying program , including a method for providing on the spot intervention when bullying is observed	Director of Student Support and Community Services	Staff time	October, 2010	October, 2010
Provide campus wide Bully Prevention Basics information for parents, students, and campus staff to help raise awareness. Include procedures for reporting and investigating	Director of Student Support and Community Services Campus Principals	Staff time	December, 2010	December, 2010

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Ensure that campus counselors address bullying through classroom guidance lessons in every classroom to teach students about recognizing bullying in themselves and others, reporting, and avoiding becoming victims	Director of Student Support and Community Services	Staff time	August, 2010 – June, 2011	June, 2011
Ensure that topics of cyber safety and bully prevention via technology are presented to students	Executive Director of Instructional Technology	Staff time	August, 2010 – June, 2011	June, 2011
Appoint a district wide task force to select an anti-bullying program that best meets the needs of the district and can be integrated into curriculum	Director of Student Support and Community Services Health PE Coordinator	Staff time	August, 2011	August, 2011

Cedar Hill Independent School District
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Strategic Plan
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Strategy 7:	Student Profile: We will develop a plan to ensure that each student becomes a well-rounded individual.
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Action Plan :1	Expand opportunities for in-school, after-school and summer enrichment activities (including character development) for all students in all grade levels year round.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Identify, evaluate and address gaps identified in existing in-school, after-school, and summer enrichment curriculum, Fine Arts programs, and activities.	Director of Fine Arts Director of Student Support and Community Services	Staff time Survey	December 2010	Ongoing
Evaluate to ensure that a full complement of balanced programs is offered in CHISD.	Director of Fine Arts	Staff Time	Ongoing	Ongoing
Investigate bringing teachers and students from neighboring public schools to work on a variety of projects (e.g. drama, art, multimedia, music, theatre) after school and on Saturdays.	Director of Fine Arts	Transportation for "off" times Of-set costs with program fees (Pay to Play)	Ongoing	Ongoing
Identify program and activity opportunities for our mentally or physically challenged students.	Director of Special Education	Staff time	Ongoing	Ongoing

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
<p>Prioritize and implement a build-in-strategy timeline and provide training to all teachers that will support the selected programs prior to the first year of implementation.</p>	<p>Director of Fine Arts Director of Student Support and Community Services</p>	<p>Staff time Cost estimates for building / classroom expansion. – Chief Financial Officer.</p>	<p>Ongoing</p>	<p>Ongoing</p>
<p>Integrate selected programs into current (K-4, 5-6, 7-8, 9, 10-12) schools on all campuses.</p>	<p>Director of Fine Arts Chief Financial Officer. Director of Student Support and Community Services</p>	<p>Cost estimates for building / classroom expansion. – Chief Financial Officer. Staff time Cost estimates for supplies and equipment needed for each program. Approx – \$3,000 – \$9,000 per program. Cost per teacher – \$55,000 per instructor Stipends for yearly after contract hours – @1,000 – \$4,000 per activity.</p>	<p>Ongoing</p>	<p>Ongoing</p>
<p>Maintain ongoing training and evaluation annually to ensure return on investment.</p>	<p>Director of Fine Arts Director of Student Support and Community Services</p>	<p>Staff time</p>	<p>Ongoing</p>	<p>Ongoing</p>

Cedar Hill Independent School District
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Strategy 7:	Student Profile: We will develop a plan to ensure that each student becomes a well-rounded individual.
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Action Plan 2:	Expand partnerships with business and community members for enrichment activities for all students in all grade levels year round.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Identify enrichment programs and partnerships within the business community that are currently being utilized in CHISD or other districts	Director of Student Support and Community Services Director of CTE	Staff time	December, 2010	February, 2011
Research successful partnerships between businesses and educational institutions outside of CHISD	Director of CTE	Staff time	Ongoing	Ongoing
Identify needs at campuses through district survey	Coordinator of Instructional Coordinator	Survey	January, 2011	January, 2011
Obtain information regarding available community resources for student enrichment activities through survey of community and potential community partners	Director of Student Support and Community Services Director of CTE	Staff time	January, 2011	January, 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Seek additional community involvement in enrichment activities through personal phone calls and meetings	Director of CTE Director of Student Support and Community Services	Staff time	January – February, 2011	February, 2011
Match enrichment activities to campus and department needs	Director of CTE	Staff time	February – March, 2011	March, 2011

Cedar Hill Independent School District
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Strategy 7	Student Profile: We will develop a plan to ensure that each student becomes a well-rounded individual.
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Action Plan 8	Establish opportunities on all campuses to ensure students have access to one-on-one relationships with caring adults.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Survey the needs and interests of students on each campus	Director of Student Support and Community Services Health & PE Coordinator	Survey	December, 2010	December, 2010
Invitation will be sent to all district employees to serve as a mentor to a child at their assigned campus (campus leadership hours may be earned)	Director of Student Support and Community Services	Staff time	December, 2010	December, 2010
Database of available mentors will be created	Director of Student Support and Community Services	Staff time	January, 2011	January, 2011
Identify students at campuses who need or desire a one-on-one relationship with a caring adult. Referred students will complete a Developmental Assets Checklist for baseline data (prior to a mentor)	Campus Counselors	Staff time	September, 2010 - June, 2011	June, 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Identified mentors will participate in district training of mentors	Director of Student Support and Community Services	Staff time	February, 2011	February, 2011
Available mentors will be assigned to campuses	Director of Student Support and Community Services Campus Counselors	Staff time	February - May, 2011	May, 2011
Mentors' hours will be recorded by campus personnel and submitted to SSCS monthly	PEIMS Coordinator Director of Student Support and Community Services	Staff time	January - June, 2011	June, 2011
Campus Counselors will complete follow up developmental assets checklist	Director of Student Support and Community Services	Staff time	May, 2011	May, 2011
Results of student Developmental Assets profiles will compared for monitoring of progress	Director of Student Support and Community Services	Staff time	May - July, 2011	July, 2011

Cedar Hill Independent School District
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Strategy 7	Student Profile: We will develop a plan to ensure that each student becomes a well-rounded individual.
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Action Plan 9	Establish programs that provide opportunities for student-to-student, across grade level interactions that focus on mentoring, leadership, and character development.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Identify current successful programs throughout the district	Health and PE Coordinator	Staff time	December, 2010	December, 2010
Investigate other successful programs in neighboring school districts and Texas area	Health and PE Coordinator	Staff time	January, 2011	January, 2011
Research student groups that are available for mentoring, character development, leadership at elementary campuses	Health and PE Coordinator	Staff time	January, 2011	January, 2011
Utilize established mentor groups (i.e., Big Brothers Big Sisters, intramural athletics, Lunch with Longhorns, High School Heroes) to train CHISD student groups and connect groups with elementary campuses	Health & PE Coordinator	Community Partners	January - February, 2011	February, 2011
Oversee student programs; continue to seek opportunities; and establish district wide maintenance for student to student programs and opportunities	Health and PE Coordinator	Staff time	February - May, 2011	May, 2011
Monitor the programs and solicit feedback via student and faculty surveys	Health and PE Coordinator	Staff time	February - May, 2011	May, 2011

Cedar Hill Independent School District
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Strategy 8	School Environment: We will develop a plan to ensure that all school environments are conducive to optimal learning.
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Action Plan 6	Develop an on-line system for Cedar Hill community to submit innovative ideas to make school environment conducive to optimal learning.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Research affordable options for an online form or service that can support online feedback from the community. Feedback method selected will allow the community to submit ideas, goals, and feedback to the district in an open and efficient matter.	Executive Director of Instructional Technology	Online form or service \$1000 for online service	January 2011	January 2011
Develop the online form.	Executive Director of Instructional Technology	Online form or service	February 2011	February 2011
Establish procedures to be followed for monitoring feedback received, acknowledging the receipt of all feedback, forwarding the feedback to appropriate staff or department, and creating a usage report to evaluate its effectiveness.	Executive Director of Instructional Technology	Written procedures	January-February 2011	February 2011

Cedar Hill Independent School District
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Strategy 8	School Environment: We will develop a plan to ensure that all school environments are conducive to optimal learning.
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Action Plan 7	Establish a staff development focus on enhancing capacity for customer service.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Meet with a group of parents representing each campus to identify areas of improvement as it relates to customer service and formulate customer service value statements.	Shana Nix, Executive Director of Human Resources		January 2011	January 2011
Create training for all staff to be conducted during in-service training that will outline the district's customer service value statements.	Shana Nix, Executive Director of Human Resources	Trainers and Training Materials-\$3,000	February-April 2011	April 2011
Create a means where all staff, parents, students and community members can anonymously provide feedback on their customer service experiences in the district.	Shana Nix, Executive Director of Human Resources	Technology Capabilities-\$1,500	February-April 2011	April 2011
Recognize staff with stellar customer service at board meetings.	Shana Nix, Executive Director of Human Resources	Certificates-\$75	Beginning September 2011	September 2011
Include customer service standards on all staff evaluations.	Shana Nix, Executive Director of Human Resources		February-May 2011	May 2011

Cedar Hill Independent School District
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Strategy 8	School Environment: We will develop a plan to ensure that all school environments are conducive to optimal learning.
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Action Plan 9	Establish a stakeholders committee to review the standardized dress code.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Establish committee comprised of campus representatives and elect chairman.	Chairman	none	January 2011	January 27, 2011
Meet with committee to establish survey questions for teacher, parent, and student surveys.	Committee Chairman	Paper Surveys (estimated cost \$100.00)	February 2011	February 24, 2011
Establish sub-committee to review other district dress code policies.	Chairman and Sub-Committee Chair	List of surrounding school districts and contact names and numbers	February 2011	February 24, 2011
Sub-committee presents review data to committee.	Sub-Committee Chair	Copies of written review results	March 2011	March 31, 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Chair presents teacher, parent, and student survey results to committee.	Committee Chair	Copies of survey data results	March 2011	March 31, 2011
Based on survey results and consideration of surrounding district dress code policies, determine what changes, if any, need to be made and develop recommendation to the school board.	Committee Chair and Members	None	March 2011	March 31, 2011
committee develops a recommendation to the school board	Committee Chairman	None	April 29, 2011	April 29, 2011

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Strategy 8	School Environment: We will develop a plan to ensure that all school environments are conducive to optimal learning.
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Action Plan 10	Expand dual credit opportunities for all students through existing partnerships and future agreements with accredited colleges
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Complete an evaluation of current dual credit offerings to determine student participation and success in the program.	Instructional Coordinator Campus Councilor	0	December 2010 – May 2011	June 2011
Investigate the dual credit offering provided by other districts	Instructional Coordinator	0	January – February 2011	February 2011
Develop a plan to increase student and parental awareness of the opportunities available for dual credit courses.	Instructional Coordinator Campus Councilor	0	January – April 2011	April 2011
Contact existing partnerships and possible partnership with accredited colleges to determine the possibilities for additional dual credit offerings	Instructional Coordinator Campus Councilor	0	January – March 2011	March 2011
Create a needs assessment containing staffing, resources and training requirements for adding specific courses.	Instructional Coordinator Campus Principal	0	January – May 2011	May 2011

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Strategy 8	School Environment: We will develop a plan to ensure that all school environments are conducive to optimal learning.
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Action Plan 11	Strengthen and expand career and technical education programs that develop student learning resulting in certification for transition into the community and global workforce.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Evaluate current course offerings and their ability to prepare for certification and/or post-secondary success	Casey Stone, CTE Director Bob Robinette, CTE Counselor CTE Advisory Board	TEA Program Effectiveness report TEA Performance Based Monitoring report TechPrep data for Cedar Hill	Summer of 2010 to October 2010	October 2010

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Research and outline certification options that connect to career clusters	Casey Stone, CTE Director Bob Robinette, CTE Counselor	List of TEA approved certifications for Program Effectiveness List of workplace certifications that increase employability	TEA List, Fall 2010 Workplace list Fall 2011	September 2011
Develop Professional Development opportunities that institutionalize certification attainment	Casey Stone, CTE Director	Funds allocated for Professional Development and Certification seat fees \$10,000-\$15,000	First Professional Development Training , January 2011 Second Professional Development Training, August 2011 Monitoring throughout 2011 School year	June 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Research further partnerships with local colleges	Casey Stone, CTE Director Bob Robinette, CTE Counselor		Early discussions Fall 2010 Articulation planning meetings Spring 2011	August 2011
Develop articulation agreements with local colleges that lead to career preparedness	Casey Stone, CTE Director Bob Robinette, CTE Counselor		Articulation agreements, August 2011	August 2011
Determine additional courses to offer	Casey Stone, CTE Director Bob Robinette, CTE Counselor		New course approval, October 2011	October 2011

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Strategy 8	School Environment: We will develop a plan to ensure that all school environments are conducive to optimal learning.
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Action Plan 12	Expand on-line course options to increase student choice and enhance learning.
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Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Evaluate current E2020 program at DAEP and the NGC and get feedback on how it is working and if we should expand or continue using the program.	Anika Perkins, Director of Curriculum and Instruction		January 2011	February 2011
Evaluate current credit recovery programs and how an acceleration component could be added.	Anika Perkins, Director of Curriculum and Instruction		January 2011	February 2011
Research state supported online courses and the state's requirements/guidelines for online courses.	Diane Case, Executive Director of Instructional Technology		January 2011	February 2011
Survey students and parents regarding the number of students/parents that would be interested in taking online courses.	Diane Case, Executive Director of Instructional Technology	Materials-\$500	February 2011	March 2011

Strategy/Action	Person Responsible	Resources Needed	Timeline	Completion Date
Research other districts that also offer online courses to see and assess other online models.	Diane Case, Executive Director of Instructional Technology		January 2011	February 2011