



Pinkerton Elementary

CAMPUS IMPROVEMENT PLAN

2011- 2012

KRISTI MIKKELSEN
PRINCIPAL

CISD MISSION STATEMENT:

The mission of the Coppel 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:** Prepare student for post-secondary education success.
- **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 Special Education curricular areas.
- **Performance Objective 11:** Sustain a district-wide effective School Health Advisory Council (SHAC).
- **Performance Objective 12:** Implement the requirements and purposes to meet State and Federal targets Special Education.
- **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:** Maintain 100% highly qualified teachers at each campus.

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 and service learning project in order to reach all students.
- **Performance Objective 3:** Sustain a District-wide safe and drug free school program.

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.

CAMPUS SITE-BASED COMMITTEE

20011 - 12 COMMITTEE MEMBERS

NAME OF PARTICIPANT	COMMITTEE ROLE
ANGELA BAKER	TEACHER
SARAH FEARS	TEACHER
GINGER DENTON	TEACHER
JEREMY PHILLIPS	TEACHER
LISA ROWE	TEACHER
CINDY SINE	LIBRARIAN / TEACHER
KATIE ROBINSON	TEACHER
KATHY KIRKLEY	COUNSELOR / TEACHER
JENNY REYNOLDS	PARENT
KIM CONNER	COMMUNITY MEMBER
MECHELLE BRYSON	DISTRICT LIAISON
ANGELA MADEN	ASSISTANT PRINCIPAL
KRISTI MIKKELSEN	PRINCIPAL



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
2009-2010 Results	97%	83%	100%	93%	89%	86%	100%	96%		98%
2010-2011 Results	97%	90%	99%	94%	89%	na	100%	92%		100%
Improvement Status	0	+7%	-1%	+1%	0%	na	0	-4%		+2%
2011-2012 Goals	100%	100%	100%	100%	100%	90%	100%	100%		100%

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	Our scores for our African American population gained 7% this year.
2.	Our Economically Disadvantaged population scores remained the same.
3.	Focus on the sub-population categories through staff development and targeted instruction.

Math TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2009-2010 Results	96%	83%	98%	86%	84%	86%	100%	82%		98%
2010-2011 Results	94%	70%	98%	82%	64%	71%	90%	79%		100%
Improvement Status	-2%	-13%	0	-4%	-20%	-15%	-10%	-3%		+2%
2011-2012 Goals	100%	90%	100%	90%	90%	90%	100%	90%		100%

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	Scores across all sub-populations went down, except GT which increased 2%.
2.	13% of our 3rd, 4th, and 5th graders were new to our school this year. (6 of 62 students in 3 rd grade, 7 of 67 students in 4 th grade, and 10 of 62 in 5 th grade)
3.	Economically Disadvantaged populations continue to grow each year.

Writing TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2009-2010 Results	95%	67%	100%	75%	100%	na	na	83%		100%
2010-2011 Results	97%	100%	94%	100%	100%	100%	100%	91%		100%
Improvement Status	+2%	+33%	-6%	+25%	0	na	na	+8%		0
2011-2012 Goals	100%	100%	100%	100%	100%			90%		100%

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	Huge gains in African American and Hispanic population scores.
2.	All sub-populations except white have increased this year.
3.	The growth in gains is attributed to the departmentalization of writing along with the implementation of the “Empowering Writers” program.

Science TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2009-2010 Results	95%	67%	97%	100%	100%	na	na	78%		100%
2010-2011 Results	92%	70%	97%	83%	67%	100%	50%	72%		100%
Improvement Status	-3%	+3%	0	-17%	-33%	0	na	-6%		0
2011-2012 Goals	100%	90%	100%	90%	90%	100%	90%	90%		100%

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	One of our six Hispanic students did not meet standard which dropped our score 17%.
2.	One-third of our Economically Disadvantaged population did not meet standard which dropped our scores 33%.
3.	Thirteen of eighteen of our At-Risk population met standard.

Social Studies TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2009-2010 Results										
2010-2011 Results										
Improvement Status										
2011-2012 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.	Several families postponed school-year travel until the summer.
2.	Our attendance rate has been 97% for the previous five years.
3.	

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

	Retention (if applicable): Discuss your retention concerns and celebrations. List any actions and resources.
1.	2009-2010 school year Pinkerton retained 4 students
2.	2010-2011 school year Pinkerton retained 7 students (3 Kindergarten, 1 First Grader, 2 Fourth Graders, and 1 Fifth Grader)
3.	The universal screeners have helped identify gaps in learning.

	Culture and Climate: Discuss your culture and climate concerns and celebrations. List any actions and resources.
1.	Implementation of Positive Behavior Intervention Support has improved overall climate through school-wide expectations.
2.	Focusing on good choices through Super Stetson tickets has improved behavior during the school day.
3.	Student behavior continues to be a major concern on one of our bus routes.

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:	Unit plans, lesson plans, student growth and program audit data							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Campus observations and administrative discussions.	Align accelerated instruction practices with research-based best practices, including 21 st century learning skills and tools.	All	Curriculum Team, Campus Admin and Teachers	August 2011	June 2012	AWARE data, Performance Series data, Title 1 funds (\$2,000), comp ed funds (\$1,000) and local funds.	Campus Improvement Plans, intervention plans and accelerated instruction plans	
Needs Assessment	Continue to strengthen and improve our data-driven dialogues and grading practices to close the achievement gap.	All	Curriculum Team, Campus Admin and Teachers	August 2011	June 2012	AWARE data, Performance Series data	Intervention plans and accelerated instruction plans	

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Performance Objective 2:	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.							
Summative Evaluation:	Eduphoria records, on-line/paper evaluations, walkthroughs, and evaluations of campus needs assessments							
Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Documented
Quantitative data such as AEIS, TAKS Summary Reports, local assessments.	Staff will participate in a book study on <u>Boys in Poverty</u> by Ruby Payne to improve instruction for targeted populations	Boys and Economically Disadvantaged students	Campus Staff	August 2011	June 2012	Title I Funds (\$1,500)	Campus Needs Assessment and documentation of additional staff development opportunities	
District Assessments, Classroom assessments, SBRC	Provide targeted intensive intervention for students not meeting grade level standards	K-5 Rtl students	Classroom teacher, Literacy Coach, ESL Facilitator, Rtl Tutor, Campus Admin.	August 2011	June 2012	Comp Ed Funds (\$1,000)	Progress Monitoring	
Campus AEIS report and campus assessment data.	Create and implement an Rtl transition plan aligned to District initiative	Campus admin team and staff.	Curriculum Department and Campus Administrators	June 2011	July 2012	Curriculum department, intervention services, Title 1 funds (\$2,000), compensatory education funds (\$1,000) and local funds	Local and state assessments and campus visits.	

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Performance Objective 2:	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.							
Summative Evaluation:	Eduphoria records, on-line/paper evaluations, walkthroughs, and evaluations of campus needs assessments							
Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Documented
Teacher input, TAKS scores, writing assessments	Provide updated training on the Write From the Beginning and Beyond Program	All	Campus Admin, Trainer of WFTB	June 2011	July 2012	WFTBAB Notebook, Trainer, Thinking Maps , Title I Funds (\$1,500)	Sign in sheet, Lesson plans, walkthroughs	
TAKS and campus feedback	Provide opportunities for staff to attend trainings and conferences tailored to at-risk students and ELL learners	All staff	Campus Admin, ESL Facilitator,	June 2011	July 2012	Title I Funds (\$1000)	Training Certificates	
DIP	Continue use of Gizmos to increase student engagement in math and science.	3 rd -5 th Students	Science curriculum director, Admin, Teachers of 3-5	June 2011	July 2012	Title I Funds (\$2,500)	Lesson plans, walkthrough data	

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Performance Objective 2:	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.							
Summative Evaluation:	Eduphoria records, on-line/paper evaluations, walkthroughs, and evaluations of campus needs assessments							
Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Documented
Campus Feedback	Provide training and implementation on “Lego Serious Play” and “Lego Robotics” to increase rigor and engagement.	Staff and all students	Campus Admin, GT Teacher, Science Content Specialist	June 2011	July 2012	Title I Funds (\$1,200), Educational Foundation Grants	Training sign in sheets, lesson plans, walkthroughs	
DIP	Assist Pre-k students in the transition from EC programs to Kinder, utilizing beginning of year screening/ assessments to generate individualized plans	Kinder students	Campus admin, Kinder teachers, Literacy Specialist	September 2011	December 2011	DRA2; Word Analysis, spelling inventories	Assessment spreadsheet	

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Performance Objective 2:	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.							
Summative Evaluation:	Eduphoria records, on-line/paper evaluations, walkthroughs, and evaluations of campus needs assessments							
Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Needs Assess.	Action Step(s)	Documented
Needs Assessment	Host a Family Math Night to strengthen home/school partnership and improve math instruction	All	Math Content Specialist, math teachers, Campus admin	January 2012	May 2012	Family Math curriculum; Title Funds (\$500)	Sign in sheets; schedule; flyers	

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Performance Objective 3:	Communicate district assessment plan to parents and teachers and report outcomes individually to parents and collectively to stakeholders.							
Summative Evaluation:	Copies of documents used to communicate to parents, teachers, students and stakeholders							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Campus Feedback Visioning Document	Allow student participation in goal-setting conferences to increase awareness and responsibility for their individual performance and progress on state/local assessments.	All	Campus Administrators	August 2011	June 2012	Classroom visits, announcements, teachers, campus administration, counselors,	Student goal setting, teacher communication and lesson plans	
Campus/Community Feedback	Provide feedback on individual student assessment to parents through Curriculum Night, emails, conferences, and report cards.	All parents	K-5 Instructional staff, Campus Admin.	August 2011	June 2012	Campus Administrators, K-5 Instructional staff	Individual student reports, agendas, sign in sheets	

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 4:	Expand district educational and business partnerships with the local and global community.							
Summative Evaluation:	Documentation of increased participation in campus partnerships in Campus Improvement Plans and business partnership survey feedback							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Community Feedback	Continue the Half Hour Hero Mentor Program through Riverside Church of Christ	At-Risk Students	Counselor, classroom teacher	Aug. 2011	June 2012	Campus Administrators, teachers, parents, community members	Sign in log	
Campus Feedback	Utilize local police & firefighters to foster positive relationships and increase community awareness among students	All	Counselor, classroom teacher	Aug. 2011	June 2012	Campus Administrators, teachers, community members	Sign in log	
Campus and community feedback	Plan and implement a "Meet and Greet" at the Santa Rosa Apartment complex to enhance our school/home partnership	Santa Rosa Students	Campus Admin, Staff	Aug. 2011	Oct. 2012	Donated food items, campus activity funds, Title 1 funds (\$200)	Feedback from all stakeholders	

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 7:	Increase connections between real world experiences and authentic classroom instruction.							
Summative Evaluation:	Documentation of lessons containing real world experiences, service learning and authentic classroom instruction							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
CISD Strategic Plan 2009	Access parent talent pool at the beginning of the year or as needed to determine assets.	All	Campus Administrators	August 2011	June 2012	Teachers, PTOs, parents and guardians	Campus improvement plans. PTO, lists of parent assets	
CISD Strategic Plan 2009	Incorporate opportunities for students to connect to the global community using technology tools such as distance learning, podcasting, and online courses.	All	Director of Advanced Academics, Director of School Improvement and Executive Director of Technology	August 2011	June 2012	I Team, teachers, IDEA and local funds	Lesson plans and Campus Improvement Plans	
Campus Feedback	Continue school-wide enrichment and varied learning experiences focusing on student interest and profile through monthly Cowboy Camps	All	Campus Administrators	August 2011	June 2012	Cowboy Camp Syllabus, Student choice sheet, teachers,	Cowboy Camp Schedule and Roster, student/teacher reflections	

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 7:	Increase connections between real world experiences and authentic classroom instruction.							
Summative Evaluation:	Documentation of lessons containing real world experiences, service learning and authentic classroom instruction							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
CISD Strategic Plan 2009	Provide varied learning experiences focusing on student choice using a variety of teaching methods such as PBL, blended learning, and differentiated instruction.	All	Assistant Superintendent of Curriculum and Instruction	Aug 2011	June 2012	Director of Staff Development, Curriculum Directors and Campus Admin	Course offerings and teacher lesson plans	
CISD Strategic Plan 2009	Train teachers in a variety of learning methods that give more options for student choice and engagement in academic experiences.	All	Teachers, Campus Admin, GT Specialist	Aug 2011	June 2012	Director of Staff Development, Curriculum Directors and Campus Admin, Title Funds	Eduphoria records, classroom walkthroughs, and campus needs assessment	
TAKS, Campus Feedback	Provide High-Touch High-Tech science lessons to all students K-5.	All	Campus Admin, HTH Staff	Sept. 2011	June 2012	Title Funds (\$2,800)	Lesson Plans, Observation	
Campus Feedback Visioning Document	Create concept-based, integrated units in science and social studies using the "Understanding by Design" template.	All Staff	Campus Admin, teachers, district trainer, Elementary Curriculum Director	Aug. 2011	June 2012	Title Funds (\$3,000)	Lesson Plans, Observations, sign in sheet	

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 7:	Increase connections between real world experiences and authentic classroom instruction.							
Summative Evaluation:	Documentation of lessons containing real world experiences, service learning and authentic classroom instruction							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Visioning Document	Provide opportunities for students to learn through multiple pathways, including multiple intelligences surveys and interest inventories to increase individualization and engagement	All	Campus Admin., teachers	Aug 2011	June 2012	Local and Immigrant Funds (\$1,000)	Completed surveys, inventories, lesson plans, walk-throughs	
Needs Assessment	Continue to explore IB-PYP learner profile to increase students' global citizenship	All	Campus admin, GT Specialist, Team Leaders	Aug 2011	June 2012	Title Funds (\$1,000)	Unit plans, walk-throughs, lesson plans	

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 8:	Transform systems to more effectively prepare students to be successful in post-secondary education and beyond.							
Summative Evaluation:	PBMAS, student enrollment, student certification, CTE program evaluations, and New Vision Implementation Matrix.							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
CISD 2010-2011 graduation data and comprehensive needs assessment	Create a culture of college by implementing weekly college t-shirt days and feature teachers' colleges attended on morning announcements	All	Curriculum department, campus admins. and teachers.	August 2011	June 2012	Counselors, Curriculum Department, and Campus Admins.	Morning announcement records	
Campus Feedback	Plan and implement a 5 th grade fieldtrip to a local university to increase college/career awareness	5 th Graders	Counselor, 5 th Grade teachers, Campus Admin	August 2011	June 2012	Counselors and Campus Admins.	Student reflection logs	
Campus Feedback	Invite parents/community members to share information about their careers with students	K-5	Counselor, Campus Admin	August 2011	June 2012	Counselors and Campus Admins.	Lesson plan, schedule	

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 11:	Sustain a district-wide effective School Health Advisory Council (SHAC).							
Summative Evaluation:	CIP checklists							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Student Satisfaction Survey	Implement SHAC recommended indicators for improving Coordinated School Health Programs on all campuses.	All	Asst. Supt. Or designee and Campus Administrators	August 2011	June 2012	SHAC Committee indicators, members, and SHAC campus reps	CIPs	

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 14:	Maintain 100% highly Qualified Teachers at Each Campus							
Summative Evaluation:	Teacher retention rates and Annual Highly Qualified Report							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Teacher Turnover Rates and exit interviews	Provide buddy mentors for new staff	All	Campus Admin, Director of Human Resources	Aug 2011	July 2012	Local funds	Meeting agendas, Mentor/buddy list	

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.							
Summative Evaluation:	Data gathered from random visits to CISD campuses, community feedback including survey data from presenters, guest speakers, etc, on demonstration of character traits by CISD students							
Needs Assessment	Action steps	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Campus Feedback	Plan and hold monthly citizen breakfast/recognition	All	Counselor, Campus Admin, Teacher	Aug 2011	June 2012	Local funds	Citizens of the Month List	
CISD Strategic Plan 2009	Provide professional learning opportunities on state identified character traits for all stakeholders.	All	Director of Staff Development	Aug 2011	June 2012	Counselors, R time, and local funds	Compilation of survey results	
PEIMS	Implement CHAMPS year 2 of PBIS.	All	Region X trainers, Campus Admin, PBIS Team	August 2011	June 2012	Training materials for CHAMPS, Trainer for Region X, PBIS Team	Eduphoria records, lesson plans	
Campus Feedback, TAKS scores, Office Referrals	Provide after school study hall for academic and behavioral concerns	All	Counselor, Campus Admin	August 2011	June 2012	Counselors, Teachers, and Campus Admin.	Sign in sheet	

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 2:	Embed Character Education within the CISD Curriculum and service learning projects in order to reach all students.							
Summative Evaluation:	Documentation of campus character education program within each Campus Improvement Plan and Curriculum Management System							
Needs Assessment	Action steps	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
CISD Strategic Plan 2009	Develop reflection methods within appropriate content areas which guide students to recognize Character Traits.	All	Curriculum Directors, Classroom teachers	August 2011	June 2012	List of Character Education best practices and resources, instructional specialists, content curriculum writers and local funds	CISD curriculum documents, lesson plans, classroom visits	
Campus/service learning coordinator feedback	Integrate Service Learning and other Character Ed. projects into each content area curriculum.	All	Curriculum Directors, Service Learning Coordinator	August 2011	June 2012	CISD curriculum writers, Service Learning Reps and Service Learning Grant	Classroom visits, curriculum documents	

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 3:	Sustain a district-wide safe and drug free program.							
Summative Evaluation:	Discipline referrals, secondary student satisfaction survey and safe schools survey							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Discipline Referrals, Anecdotal campus reports	Provide on-going staff training on drug and relationship abuse awareness, detection and prevention.	All	Director of School Improvement, Director of Elementary Curriculum, Counselors, campus Administrators	August 2011	June 2012	PEIMS data, SROs, Counselors, parents and Campus Administrators	Discipline Referrals, Anecdotal campus reports	
Discipline Referrals, anecdotal campus reports and the CISD Strategic Plan 2009	Organize a committee at each school that will create a culture where character qualities are demonstrated daily. <ul style="list-style-type: none"> Representation from all stakeholders Tasked with web-site, logo, recognition program, anti-bullying and positive culture. 	All	Curriculum department and campus staff	August 2011	June 2012	Campus counselors, campus administrators, Director of School Improvement, anti-bullying programs and CISD web-site	Discipline referrals and anecdotal reports	
Campus Feedback	Provide classroom guidance lessons and staff training sessions on anti-bullying	All	Campus administrators and campus counselors	August 2011	June 2012	Teachers, Counselors, Administrators	Agendas	

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.							
Summative Evaluation:	Documented cumulative evidence of staff growth and progress over time in achieving 21st Century technology skills							
Needs Assessment	Action steps	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Meetings with department and/or campus personnel	All CISD staff members will develop annual technology goals using a proficiency objectives document.	All	Campus Administrators	August 2011	June 2012	Staff members, proficiency objectives document, annual review materials and Integration Specialists	Evaluations by supervisor and/or Principal, annual goals documentation	
Meetings with department and/or campus personnel	Train all staff on how to use the proficiency objectives document.	All	Executive Director of Technology	August 2011	June 2012	Integration Specialists, Trainers, facilitators, Eduphoria Workshop, local funds and Proficiency objectives document	Eduphoria Transcripts, District and Campus visits	
Meetings with department and/or campus personnel	Annually assess and evaluate staff proficiencies using developed assessment.	All	Executive Director of Technology, Principals	August 2011	June 2012	Integration Specialists, and Proficiency objectives document	District and Campus level walkthroughs/ campus visits, Evaluations by trained staff	
TAKS	Provide technology based curriculum and intervention programs such as Raz Kids, Education City and I-Station	K-5 Teachers	Campus Admin, Teacher	August 2011	June 2012	Title Funds (\$9,000)	Web based programs	
Campus Feed back	Spotlight the use of teacher's integration of technology into the curriculum at monthly staff meetings	All Staff	I-Team, staff, Campus Admin	August 2011	June 2012	Campus I-Team	Staff meeting agendas	
Campus Feedback Visioning Document	Provide additional training on technology integration into existing curriculum practices	All Staff	I-Team, staff, Campus Admin	August 2011	June 2012	Campus I-Team	Team Meetings	

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:	Research evidence and data collected regarding 21 st Century best practices, developed training documentation, Eduphoria training offerings, and all policies and procedures reflect current standards and recommendations.							
Needs Assessment	Action steps	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Visioning Document	Provide students with 21 st century tools that enable them to become stronger risk-takers and creators of knowledge.	All	Campus Instructional Technologist, Teachers, and Campus Admin.	August 2011	June 2012	Technology Integration Specialists, various online resources, campus staff, and students	Student products, lesson plans, walk-throughs, staff training	

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 3:	Develop a “green” IT strategy and promote “green” initiatives to reduce energy costs and appropriately manage electronic waste.							
Summative Evaluation:	District energy report, implementation of District-wide recycling program, and developed “green” initiatives and programs at all campuses							
Needs Assessment	Action steps	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Meetings with department and/or campus personnel; Survey surrounding districts; Vendor feedback	Develop, integrate and promote ways to conserve resources to all stakeholders.	All	Executive Director of Technology	August 2011	June 2012	Technology Integration Specialists, various online resources, third-party vendors, department/campus staff, students	Compiled research data and reports, developed implementation of campus “green” awareness programs, reduction in the amount of paper that is used across the District	