Celina Independent School District

District Improvement Plan

2018-2019

Mission Statement

The mission of Celina ISD, the destination district, is to provide a safe, caring, and collaborative learning environment for all students.

Motto

Paving the way for the future

Vision

Shaping the future by providing an educational model of innovation & excellence

Value Statement

Inspiring students and empowering minds

Excellence in all we do

Our traditions while embracing the future

Faith, family, & relationships

Respect, loyalty, & integrity

Table of Contents

Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Priorities

Revised/Approved: June 11, 2015

Priority 1: Community

Strategic Objective 1: Expand opportunities for involvement of all families.

Evaluation Data Source(s) 1:
% of community satisfied with opportunities based on survey
# of programs offered to ensure and increase per year at each campus
# of communicated volunteer opportunities
# of participants at family events

Strategic Measures 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Implement and/or strengthen a Parent Volunteer organization at each campus. (Strategic plan)	Superintendent					
2) Create parent volunteer form on district webpage to expedite volunteer opportunities.	Community Liaison	Increased parent volunteerism at all campuses.				
3) Establish a training program to provide clear guidelines for parent volunteers.	Director of Human Resources					
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Priority 1: Community

Strategic Objective 2: Implement career exploration programs in partnership with the community.

Evaluation Data Source(s) 2: % of students involved in mentorships, internships, apprenticeships and shadowing

Strategic Measures 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Parent and community liaison will engage community organizations to support campus career exploration and leadership programs.	Community liaisons.	Increased participation of community businesses in support of career exploration for student growth.				
2) Expand partnership with area Community College and other licensure and certification programs to provide opportunities for students in licensure and certification upon graduation.	CTE Director					
3) Develop one on one student-business mentorship program to provide real world experiences for students.	CTE Director					
4) Explore and secure grants in partnership with community organizations, local colleges, and businesses.	Parent Community Liaison					
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Priority 1: Community

Strategic Objective 3: Build relationships between the district and community organizations.

    Evaluation Data Source(s) 3:
    # of district personnel on city educational committees
    # of community organization volunteers at campuses

    Strategic Measures 3:

Strategy Description	**Monitor**	**Strategy's Expected Result/Impact**	Reviews			
			Formative			**Summative**
			Sept	**Nov**	**Mar**	**June**
1) Hire additional part time staff person to support/expand the current Parent/Community Liaison position. (Strategic Plan)	Parent Community Liaison					
2) Expand new and existing relationships with community organizations through a defined partnership/sponsorship program. (Strategic Plan)	Parent Community Liaison					
3) Create new opportunities for students in staff sponsored after school clubs.	Assistant Superintendent of Administrative Services					
4) Increase school participation with city sponsored events.	Parent/Community Liaison					
5) Improve intra-district communication and scheduling of school groups to support increased participation in community events.	Parent/Community Liaison					
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Priority 2: Excellence

Strategic Objective 1: Develop high quality educators dedicated to continuous improvement.

Evaluation Data Source(s) 1:
% increase of professional development opportunities
% of educator retention
% of teachers participating in PLCs
% of improvement in student growth index

Strategic Measures 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Develop multiple modalities to ensure all educators are heard and their opinions are measured annually. (Strategic Plan)	Assistant Superintendent of Administration Services					
2) Require teacher collaboration through teaming opportunities. (Strategic Plan)	Assistant Superintendent of Instruction and Technology					
3) Provide ongoing relevant and innovative professional development for educators in their specific content area or role based on feedback and supervisor observation. (Strategic Plan)	Assistant Superintendent of Instruction and Technology					
4) Provide transparent, accurate, accessible communication from campus and central administration regarding the district through communication modalities determined by the Superintendent. (Strategic Plan)	Superintendent					
5) Support implementation of PLCs across all campuses through administrative professional development in PLCs.	Assistant Superintendent of Instruction and Technology and Director of Elementary Curriculum and Instruction	Increased student performance through teacher collaboration and planning.				

6) Create annual opportunities for teachers to observe other teachers inside and outside CISD to improve instruction.	Assistant Superintendent of Instruction and Technology					
7) Create a defined mentoring program for new teachers.	Assistant Superintendent of Instruction and Technology					
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Priority 2: Excellence

Strategic Objective 2: Promote extra-curricular activities and events to maximize student education, development and wellness.

Evaluation Data Source(s) 2:
% increase of participation in extracurricular activities
# increased of extra-curricular activities offered

Strategic Measures 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Create extended hour learning opportunities for all students grades K-5. (Strategic Plan)	Assistant Superintendent of Instruction & Technology					
2) Create a list of high interest clubs for students at all levels and community support/leadership for implementation.	Assistant Supt. of Administrative Services, Assist. Supt. of Instruction and Technology, Director of Elementary Curriculum and Instruction and Community Liaison	Increased student engagement in academic and non-academic subjects.				
3) Administer an interest inventory at all levels for students, parents, teachers and staff to design more varied extracurricular activities.	Assistant Superintendent of Administrative Services					
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Priority 2: Excellence

Strategic Objective 3: Provide CTE opportunities and support for all students to ensure student success.

Evaluation Data Source(s) 3:
% of graduation rate
% increase of enrollment in CTE courses
% of students receiving certifications

Strategic Measures 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Analyze career exploration surveys and student interest surveys to expand CTE course offerings for 19-20 school year.	Curriculum directors and campus principals	New secondary course offerings and clearly defined CTE pathways.				
2) Develop courses that align with student interest & industry needs.	Assistant Superintendent of Instruction & Technology					
3) Develop and implement a plan to add Career & Technology Education opportunities at the high school level	Assistant Superintendent of Instruction & Technology					
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Priority 2: Excellence

Strategic Objective 4: Ensure systems and supports are designed to equip students with the soft skills necessary for college and career success.

    Evaluation Data Source(s) 4:
    # of systems and supports implemented
    % of students indicating preparedness

    Strategic Measures 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			**Summative**
			Sept	Nov	Mar	June
1) Integrate effective study skills strategies and time management skills at all levels.	Assistant Superintendent of Curriculum and Technology.	Improved student performance.				
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Priority 3: Innovation

Strategic Objective 1: Expand technological opportunities.

Evaluation Data Source(s) 1:
% increase in courses offered
% increase in enrollment/participation
# increase in device to student ratio
# increase in teachers participating in quality training

Strategic Measures 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Create a technology integration model that aligns Professional Development and technology deployment. (Strategic Plan)	Assistant Superintendent of Instruction & Technology					
2) Identify the capabilities of existing technology to maximize usage district wide. (Strategic Plan)	Assistant Superintendent of Instruction & Technology					
3) Identify student interest in Career & Technology Education courses/career options through annual engagement survey. (Strategic Plan)	Assistant Superintendent of Instruction & Technology					
4) Assess the future technological needs district wide for the purpose of creating a comprehensive technology plan. (Strategic Plan)	Assistant Superintendent of Instruction & Technology					
5) Create an accessible guest WiFi.	Assistant Superintendent of Instruction & Technology					
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Priority 3: Innovation

Strategic Objective 2: Create collaborative learning spaces.

Evaluation Data Source(s) 2:
% increase in implementation of flexible classrooms
# increase in teaming areas

Strategic Measures 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Create teams to make informal observations of innovative technology integration within learning spaces in and outside the district. (Strategic Plan)	Assistant Superintendent of Instruction & Technology					
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Priority 3: Innovation

Strategic Objective 3: Develop each student to be a creative and critical thinker.

Evaluation Data Source(s) 3:
% increase of project/problem-based lessons
% increase in test scores for AP, SAT, & advanced levels on STAAR
% increase in teachers trained in PBL

Strategic Measures 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Implement initial and ongoing training of staff in K-12 project based lessons. (Strategic Plan)	Assistant Superintendent of Instruction & Technology					
2) Develop teacher cadres to embed project based lessons into the curriculum, utilizing the support of a third party facilitator. (Strategic Plan)	Assistant Superintendent of Instruction & Technology					
3) Establish and define expectations for implementing project based lessons at each grade level.	Assistant Superintendent of Instruction & Technology					
4) Monitor and measure the success of the implementation of project based lessons based on observations, lesson plan reviews, and surveys.	Assistant Superintendent of Instruction & Technology					
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Priority 4: Leadership

Strategic Objective 1: Diversify opportunities for students to develop leadership skills.

Evaluation Data Source(s) 1: % increase of students involved in leadership opportunities/activities on each campus

Strategic Measures 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Utilize data gleaned from other Student Interest Survey to motivate student leadership opportunities & engagement. (Strategic Plan)	Assistant Superintendent of Administrative Services					
2) Analyzing Regional Data: Analyze regional student interests, activities and involvement to determine what has been successful in order to develop future student leadership plan. (Strategic Plan)	Assistant Superintendent of Administrative Services					
3) Utilize & Implement District Team: a district team to design & implement a K-12 peer mentoring program (student to student).	Assistant Superintendent of Administrative Services					
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Priority 4: Leadership

Strategic Objective 2: Develop a plan to build educator capacity for leadership.

Evaluation Data Source(s) 2:
% of district employees participating in the plan
% increase of involvement in districts leadership academy

Strategic Measures 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Define & Implement a Growth Framework for the following: Instructional Coaches, Aspiring Administrators, Administrator Growth Model. (Strategic Plan)	Assistant Superintendent of Administrative Services					
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Priority 4: Leadership

Strategic Objective 3: Design a detailed plan to address organizational structures and adequately prepare for projected growth.

Evaluation Data Source(s) 3: % of detailed plan implemented

Strategic Measures 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Engage in an annual review of the personnel, processes and methodology associated with managing Human Resources and supporting projected growth. (Strategic Plan)	Director of Human Resources					
2) Develop a marketing plan to attract high quality employees to Celina ISD.	Parent Community Liaison; Director of Human Resources					
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Priority 5: Stewardship

Strategic Objective 1: Provide equitable distribution of financial resources throughout the district.

Evaluation Data Source(s) 1:
of top financial ratings and recognitions
% of financial resources spent on instruction and student activities

Strategic Measures 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Design and publicly display annually non-academic department revenues donation and expenditures. (Strategic Plan)	Business Manager					
2) Establish a community based committee to meet quarterly to be an advocate of school financial resources that will ensure transparency with the community. (Strategic Plan)	Superintendent					
3) Create an aggressive salary schedule and incentive program that will attract and retain highly qualified teachers to remain competitive in Collin County.	Superintendent; Director of Human Resources					
4) Plan to increase fund balance each year a minimum amount to cover the cost of increased teachers salaries schedule.	Superintendent					
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Priority 5: Stewardship

Strategic Objective 2: Meet fast growing needs of our student population by anticipating and preparing for enrollment gains.

    Evaluation Data Source(s) 2:
% of class size ratio
% use of existing facilities
% increase in supplemental funding from non-traditional sources

    Strategic Measures 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Update the current facilities plan for the district to meet the growing demands placed on the district with the increase of student population. (Strategic Plan)	Assistant Superintendent of Maintenance and Operations					
2) Ensure that growth projections are included in the current facilities plan for future growth. (Strategic Plan)	Assistant Superintendent of Maintenance and Operations					
3) Establish relationships with new developers that will allocate land for future campuses. (Strategic Plan)	Assistant Superintendent of Maintenance and Operations					
4) Conduct a demographic study with the city and county every two years to measure the potential growth for CISD.	Assistant Superintendent of Maintenance and Operations					
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Priority 5: Stewardship

Strategic Objective 3: Preserve existing culture while providing supports that meet the physical, emotional, and behavioral needs of all students.

Evaluation Data Source(s) 3:
% of students and parents indicating satisfaction
# of supports provided based on counselor reports

Strategic Measures 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	June
1) Conduct yearly surveys of all-stakeholders to measure the needs of all students.	Parent Community Liaison					
2) Create bi-monthly Counselor reports that will address the physical, emotional, and behavioral needs of students and adhere to FERPA guidelines.	Assistant Superintendent of Administrative Services					
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