CISD
COPPELL INDEPENDENT SCHOOL DISTRICT

CAMPUS IMPROVEMENT PLAN
LAKESIDE ELEMENTARY

2010- 2011

GEMA HALL
PRINCIPAL

MISSION STATEMENT:

The mission of the Coppell Independent School District, as a committed and proven leader in educational excellence, is to ensure our learners achieve personal success, develop strong moral character, and become dynamic leaders and global citizens with a zeal for service by engaging each individual through innovative learning experiences led by a visionary staff and progressive community.

CISD DISTRICT IMPROVEMENT PLAN

STRATEGIC OBJECTIVE/GOAL 1: We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.

- **Performance Objective 1**: Align the written, taught and assessed curriculum.

- **Performance Objective 2:** Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.

- **Performance Objective 3:** Communicate district assessment plan to parents and teachers and report outcomes individually to parents and collectively to stakeholders.

- **Performance Objective 4:** Expand district educational and business partnerships with the local and global community.

- **Performance Objective 5:** Implement a system or systems to assess 21st Century skills.

- **Performance Objective 6:** Integrate 21st century learning skills within the district.

- **Performance Objective 7:** Increase connections between real world experiences and authentic classroom instruction.

- **Performance Objective 8:** Expand the Career and Technology programs to increase opportunities to all CISD students.

- **Performance Objective 9:** Expand program options and the learning continuum to reinforce strengths, needs, and interests of students served in the gifted and talented program.

- **Performance Objective 10:** Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.

- **Performance Objective 11:** Sustain a district-wide effective School Health Advisory Council (SHAC).

- **Performance Objective 12:** Implement the requirements and purposes of IDEA by meeting State and Federal targets.

- **Performance Objective 13:** Improve student performance and program effectiveness by meeting State and Federal standards
    - Meet or exceed the state target percentage of students graduating with a Recommended High School Program (RHSP) who are receiving special education services
    - Maintain acceptable percentage related to state target of In-School Suspension (ISS) placements for students receiving special education services.

- **Performance Objective 14:** Ensure equitable distribution of highly qualified teachers.

- **Performance Objective 15:** Expand opportunities for student choice (elementary/secondary) in meaningful learning experiences.

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

- **Performance Objective 1:** Promote the development and demonstration of positive character traits including (but not limited to) Courage, Trustworthiness, Integrity, Respect & Courtesy, Responsibility, Fairness, Caring, Good Citizenship, School Pride consistent with the terms of the TEC Section 29.906.

- **Performance Objective 2:** Embed Character Education within the CISD Curriculum in order to reach all students.

- **Performance Objective 3:** Create a culture where positive character qualities are demonstrated daily.

- **Performance Objective 4:** Sustain a District-wide safe and drug free school program.

- **Performance Objective 5:** Meet Chapter 37 TEC guidelines: student suspension needs to be a maximum of 3 days.

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

- **Performance Objective 1:** Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21st Century technology skills

- **Performance Objective 2:** Ensure the availability of resources necessary for students to create digital portfolios, and utilize communication tools such as wikis, blogs, and social networking.

- **Performance Objective 3:** Develop a green IT strategy and promote green initiatives to reduce energy costs and appropriately manage electronic waste.

- **Performance Objective 4:** Enhance the communication system to provide district staff, parents, community members, and business partners with secure, effective and efficient communication via a reliable and dynamic infrastructure.

- **Performance Objective 5:** Provide an adequate and equitable infrastructure, through an appropriate replacement schedule, to meet the instructional and technological needs of all staff and students.

- **Performance Objective 6:** Create a system for providing online learning opportunities for all stakeholders, which incorporates such tools as a video portal solution for parents, online professional development resources for staff members, distance learning and partnerships for dual credit opportunities for students.

- **Performance Objective 7:** Expand the Career and Technology Education (CTE) within CISD to provide additional opportunities to the entire student population.

- **Performance Objective 8:** Establish a method for all stakeholders to obtain appropriate skills needed to be effective consumers and producers of information.

SUMMARY:

Coppell ISD is a suburban school district with an enrollment of 10,000 students located just north of the Dallas-Fort Worth Airport serving the students of the communities of Coppell and Valley Ranch. Coppell ISD has nine (9) elementary schools, three (3) middle schools, one (1) alternative campus and two (2) high schools. For information about the comprehensive needs assessment executive summary as well as additional district achievements and the student demographics, please visit the district website at http://www.coppellisd.com or on the TEA website at http://www.tea.state.tx.us/perfreport/aeis/. The district improvement planning process is intended to serve as a collaborative planning tool by utilizing community and staff input to develop goals for the upcoming school year. The members of this team chose the strategic objectives listed above which are completely aligned with the district's five-year strategic plan.

CAMPUS SITE-BASED COMMITTEE
2009 - 10 COMMITTEE MEMBERS

STACI CORDELL & GEMA HALL	ADMINISTRATOR
LINDSEY WAGGONER	TEACHER
MELISSA ANDERSON	TEACHER
DANIELLE TODD	TEACHER
KELLY FISCHETTI	TEACHER
JENNIFER MCLAUGHLIN	TEACHER
SHAWNTE LAMAR	TEACHER
DIANE CUMMINS	TEACHER
KARON BYBEE	TEACHER
JOY SMARTT	DISTRICT PERSONNEL
MAGGIE TAPLER	BUSINESS PARTNER
KELLY GOUGH	PARENT

COPPELL INDEPENDENT SCHOOL DISTRICT

Reading/ELA TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2008-2009 Results	99%	--	99%	99%	--	100%	96%	100%	--	100%
2009-2010 Results	98%	100%	99%	80%	88%	--	--	--	--	100%
Improvement Status	-1%	--	--	-19%	--	--	--	--	--	--
2010-2011 Goals	100%	100%	100%	100%	100%	100%	100%	100%	--	100%

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	Focus on RtI interventions for struggling students, partner with ESL teacher when appropriate to provide additional support.
2.	Although the LEP, SPED and At Risk student populations are very small, we will continue to monitor the progress of students in these categories and provide necessary support, to ensure the success of all students.
3.	

Math TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2008-2009 Results	99%	--	99%	95%	--	92%	100%	100%	--	100%
2009-2010 Results	98%	100%	98%	80%	88%	--	--	--	--	100%
Improvement Status	-1%	--	-1%	-15%	--	--	--	--	--	--
2010-2011 Goals	100%	100%	100%	100%	100%	100%	100%	100%	--	100%

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	Investigate and research cause of lower passing rate for Hispanic students and find ways to actively engage them in the learning process.
2.	Ensure that we are providing meaningful and effective interventions for our struggling students
3.	Although the LEP, SPED and At Risk student populations are very small, we will continue to monitor the progress of students in these categories and provide necessary support, to ensure the success of all students.

Writing TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2008-2009 Results	99%	--	99%	99%	--	--	89%	100%	--	100%
2009-2010 Results	99%	100%	98%	100%	100%	--	--	--	--	100%
Improvement Status	--	--	-1%	1%	--	--	--	--	--	--
2010-2011 Goals	100%	100%	100%	100%	100%	100%	100%	100%	--	100%

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	We will continue to incorporate Thinking Maps in the writing process.
2.	Although the LEP, SPED and At Risk student populations are very small, we will continue to monitor the progress of students in these categories and provide necessary support, to ensure the success of all students.
3.	

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

	Analysis of Data: based on the review of program implementation, disaggregated data, and input from stakeholders.
1.	We will continue to incorporate conceptual and hands-on learning experiences within the science curriculum.
2.	Although the LEP, SPED and At Risk student populations are very small, we will continue to monitor the progress of students in these categories and provide necessary support, to ensure the success of all students.
3.	

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

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

	Attendance: Discuss your attendance concerns and celebrations. List any actions and resources.
1.	Overall, our attendance rate is good. We will continue to send letters and make phone calls to parents when their child is r egularly tardy or absent.
2.	
3.	

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

	Retention (if applicable): Discuss your retention concerns and celebrations. List any actions and resources.
1.	We had a total of 5 student retentions for 2010-2011, which is less than 1% of the student population. This is evidence that early intervention is working, and we need to continue to utilize highly effective instruction to ensure student achievement.
2.	
3.	

	Culture and Climate: Discuss your culture and climate concerns and celebrations. List any actions and resources.
1.	We celebrate our students in a variety of ways including, spirit rallies, daily announcements and a celebrations board. We will continue to celebrate our students across the curriculum and grade levels.
2.	
3.	

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:	Lesson plans, district and state assessment data								
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Campus & community feedback, state & local assessment and Performance Series/CPAA data, and classroom walkthroughs.	Monitor the delivery of instruction to ensure alignment with CISD curriculum.	All	Curriculum Team and Campus Admin	August 2010	June 2011	Extended planning time, assessment preview process, TEKS, Forethought documents, Rigor/ Relevance Framework	Forethought lesson plans, classroom walkthroughs, campus visits	
Campus & community feedback and state/local assessment & Performance Series/CPAA data.	Utilize pre-assessment and growth model data to inform instruction.	All	Curriculum Team, Campus Admin, Teachers	August 2010	June 2011	Achievement Series data and Performance Series Data, D.A.T.E. Grant and local funds	Data analysis, Forethought lesson plans and campus visits	
New textbook adoption, staff input, state assessment data	Integrate new textbook adoption with new ELAR TEKS	All	Curriculum Team, Campus Admin, Teachers	August 2010	June 2011	Performance Series Data, new materials adoption training	Lesson Plans, Teacher Discussions, Meeting Agendas	

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 2:	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas								
Summative Evaluation:	Individualized student plans, staff survey								
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Quantitative data such as AEIS, TAKS Summary Reports, and Local Assessment. Qualitative data such as surveys, department meetings, team leader meetings, and classroom walkthroughs.	Provide advanced training in RtI process and SA2 system.	All PST Students	Campus Admin, RtI Specialist Educational Consultant and/or Tutors during and after school	August 2010 Jan 2011	June 2011 April 2011	Outside consultants, in-district presenters, books, manuals, local funds, RtI Specialist, SA2 computer software State Comp Ed $2,207.08	RtI intervention plans, campus needs assessment	
Quantitative data such as AEIS, TAKS Summary Reports, and local assessments. Qualitative data such as surveys, team leader meetings, classroom walkthroughs.	Monitor the implementation of Research-Based Best Practices & Response to Intervention (RtI) Process.	Instructional Staff	Campus Admin, RtI Specialists, Content Area Specialists	August 2010	June 2011	Curriculum Department, RtI Specialists, Intervention Services, Campus Admin, Counselors,	Classroom walkthroughs, lesson plans, PST meeting minutes, RtI documentation, and local/state assessment data.	

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 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
Community/campus feedback and state requirements.	Inform community of state/local assessments with emphasis on the new growth model and EOCs (informational meetings/brown bag lunches)	All	Campus Admin, Counselor	Sept 2010	May 2011	Meeting times, facility set ups, curriculum night	Notifications of meeting dates, meeting agendas, written parent communication (website, email blasts, etc)	
Campus feedback	Incorporate student-led parent conferences in the fall and spring to instill personal student accountability of individual performance progression on state and local assessments.	All	Campus Administrators, Teachers	August 2010	June 2011	Campus Admin, teacher training	Student goal setting, conference summaries, teacher communication and lesson plans	
Campus/Community Feedback	Provide parents with individual student assessment reports that they understand.	All	Campus Admin, Teachers	August 2010	June 2011	Campus Administrators	Campus newsletters student-led parent conferences and individual student reports	
Campus feedback	Include students in the development of personal portfolios by monitoring and graphing their own individual academic progress	All	Teachers	August 2010	June 2011	Campus Admin, PST committee, RtI Specialist, progress monitoring resources, classroom visits,	State and Local Assessment Data, Progression charts and graphs	

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	Regularly share partnering experiences and resources on district interactive website.	All	Transition Coordinator, Communication Director, and CTE Coordinator, Campus Admin, Counselor Teachers	Aug 2010	Nov 2010	Transition Coordinator, Communication Director, and CTE Coordinator, Web Master-Electronic Media Services, local funds, campus admin, teachers	Interactive website posts	
Community Feedback	Participate in district developed event to recognize CISD business partners.	All	Transition Coordinator, Communication Director, and CTE Coordinator, Campus Admin, Counselor, Teachers	Feb 2011	April 2011	Campus Administrators, teachers, parents, community members and local funds	Organizational notes, event advertisements, newsletters and program invitations.	

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 6:	Integrate 21st century learning skills within the district								
Summative Evaluation:	Documentation of campus PLC, staff development plan, updated teacher walkthrough, snapshot, and Student Satisfaction Survey								
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	Plan and conduct at least one virtual field trip per grade level.	All	I-Team, Teachers	August 2010	June 2011	I-Team, distance learning equipment, PTO designated field trip funds	Classroom walkthroughs, student engagement surveys, and lesson plans, learning lab 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 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
Campus Feedback	Participate in professional learning series and PLCs targeted to: • Real world application • Service Learning • Differentiation inside/outside the classroom • Project-based, problem-based teaching/learning • Inquiry based instruction • Instructional technology • Concept based instruction • Tier I instruction • Authentic assessment • Student Led Conferencing • 21st Century Instruction	All	Director of Staff Development, Campus Admin	August 2010	June 2011	Curriculum directors, campus administrators, teachers, local funds	Staff development offerings in Eduphoria, PLC meeting notes, agendas, book study summaries	
CISD Strategic Plan 2009	Access parent talent pool at the beginning of the year or as needed to determine assets.	All	Campus Administrators, Counselor, Campus Curriculum Committee	August 2010	June 2011	Teachers, PTO, parents and guardians	PTO, lists of parent assets	

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
Community Feedback	Create a campus portfolio displaying student participation in service learning.	All	Campus Service Learning Rep	August 2010	June 2011	Campus service learning rep, campus administrators, and teachers	Campus portfolio	
CISD Strategic Plan 2009	Revamp current campus GT program to include varied learning experiences focusing on student choices.	All	GT Specialist, Campus Admin	August 2010	June 2011	GT Specialist, Campus Admin, Curriculum Department	CIP, lesson plans, and student/ teacher reflections	
CISD Strategic Plan	Establish Friday club program for students to explore and reflect on various and engaging learning experiences.	All	Campus Administrators, Teachers	June 2010	August 2010	Curriculum department, model schedules, local funds	Campus schedules 2010-2011, student reflections, activity 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:	Expand the Career and Technology programs to increase opportunities to all CISD students							
Summative Evaluation:	PBMAS, student enrollment, student certification, CTE program evaluations							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Staff input	Implement a virtual career day using IPods or distance learning equipment.	All	Teachers, Counselor	August 2010	June 2011	I-Team, IPods, Distance Learning Equipment, Community/Parents	Lesson Plans, classroom walkthroughs	

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 9:	Expand program options and the learning continuum to reinforce strengths, needs, and interests of students served in the gifted and talented program							
Summative Evaluation:	The CISD GT Program Guide reflects an array of learning opportunities for gifted and talented students both within the school day as well as out of school options.							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
2010 Program Evaluation	Design and implement a new campus GT program approach to increase rigor.	GT	GT Specialist	August 2010	June 2011	GT Specialist, Director of Advanced Academics, Teachers, local funds	Copy of revised plan/schedule	
GT State Plan Standards	Initiate distance learning opportunities for students in their areas of interest.	GT	GT Specialist	August 2010	June 2011	GT Specialist, I-Team, Teachers, Director of Advanced Academics, local funds	List of out of school learning opportunities for students	
GT State Plan Standards	Provide students with opportunities to work on independent research projects on topics of interest	All students	Campus teachers, GT Specialist	August 2010	June 2011	GT Specialist, internet, books	Completed Projects	Project Products, 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 15:	Expand opportunities for student choice (elementary/secondary) in meaningful learning experiences								
Summative Evaluation:	Student and Teacher Reflections on the educational impact associated with student choice in learning experiences.								
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	Train teachers in a variety of learning methods that give more options for student choice in academic experiences	All	Campus Admin	Aug 2010	June 2011	Director of Staff Development, PD360, Curriculum Directors and Campus Admin	Eduphoria records, classroom walkthroughs, and campus needs assessment	
CISD Strategic Plan 2009	Provide information to parents and students on higher education opportunities to help them make informed curriculum choices	All	Elem and MS Campus Admin, Counselor, teachers	Aug 2010	June 2010	Counselor, Campus Admin, Teachers, visiting Middle School Counselors and Admin	Parent and student surveys.	

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 discipline reports, 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
CISD Strategic Plan 2009	Provide professional learning opportunities on state identified character traits.	All	Campus Admin, Director of Staff Development	Aug 2010	June 2011	Counselor, resource list in Destiny, local funds, Title II and PD360	Compilation of survey results	
CISD Strategic Plan 2009	Develop a school-wide reward program (Character Cash, Longhorn Tickets, Character of the Month) to reinforce the character traits.	All	Counselor, Campus Admin, Teachers	Aug 2010	June 2011	Counselor, Campus Admin, Teachers	Discipline Reports, classroom visits	

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, including through 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, Service Learning Reps	August 2010	June 2011	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 existing content area curriculum where appropriate.	All	Curriculum Directors, Service Learning Coordinator, Teachers	August 2010	June 2011	CISD curriculum writers, Service Learning Reps and Service Learning Grant	Classroom visits, curriculum documents	

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Strategic Objective/Goal 2:	We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.						
Performance Objective 3:	Create a culture where positive character qualities are demonstrated daily						
Summative Evaluation:	Documentation on campus website						

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 plan for campus character education committee to review and promote current character education program.	All	Campus Administrator	August 2010	June 2011	Site-Based Committee, Character Committee, Counselor	Minutes, sign-in sheets, and action plan	
Community and Campus Feedback	Provide students with opportunities that foster character development outside of the campus and within the community.	All	Campus Administrator	August 2010	June 2011	Site-Based Committee, Character Committee, Counselor	Publicized list of student opportunities	
Community and Campus Feedback	Develop section of campus website for parent communication regarding social skills and character traits (Longhorn Law of Courtesy, Mealtime Menu of Manners)	All	I-Team, Counselor	August 2010	June 2011	Counselor, I-Team, Character Committee	Website display, parent survey	

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 5:	Sustain a district-wide safe and drug free school programs							
Summative Evaluation:	Post-instruction assessment							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Student Satisfaction Survey and Discipline Reports	Provide small group anti-bullying/social skills counseling.	All	Counselor	August 2010	June 2011	Teachers, Assistant Principals, and anti-bullying program and research	Counseling log and discipline reports	
Student Satisfaction Survey	Provide parent education on bullying prevention.	All	Counselor	August 2010	June 2011	Local Funds, District guidelines and anti-bullying program and research	Parent communication tools and evaluation feedback forms	
Discipline Reports and Student Satisfaction Survey	Design a campus mentoring program	All	Counselor	August 2010	June 2011	Site-Based Committee, Counselor, Teachers, Ready Set Teach, Parent Volunteers	Student Feedback, Time Log Sheets, Activity Plans	
State/District Required	Provide training program to campus staff on prevention of child abuse.	All	Counselor	August 2010	June 2010	District guidelines, child abuse prevention presentation and research.	Sign In sheets	

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
Staff Input	Develop and implement campus technology proficiency objectives.	All	Campus Administrators, I-Team	August 2010	June 2011	Teachers, proficiency objectives document, I-Team	Evaluations by supervisor and/or principal, annual goals documentation	
Staff Input	Utilize SA2 program to track and monitor students in the RtI process.	All	RtI Specialist	August 2010	June 2011	Teachers, SA2 Software, I-Team, RtI Specialist		

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	July 2010	June 2011	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	

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 4:	Enhance the Coppell ISD communication system to provide district staff, parents, community members, and business partners with secure, effective, and efficient communication via a reliable and dynamic infrastructure.							
Summative Evaluation:	Research documentation, District/Campus websites, Staff/Parent portal resources and content.							
Needs Assessment	Action steps	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Meetings with Integration Specialists and campus personnel; Survey surrounding districts.	Research various implementation methods to promote the development of emerging delivery systems technologies such as podcasting.	All	Executive Director of Technology	July 2010	June 2011	Technology Integration Specialists, campus personnel	Meeting notes from I-Team meetings; feedback from campus personnel; collected information from surrounding school districts	