



# **DISTRICT IMPROVEMENT PLAN**

## **2013 - 2014**

**DR. JEFF TURNER**  
**SUPERINTENDENT**

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### **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 the 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 21<sup>st</sup> Century skills.
- **Performance Objective 6:** Integrate 21<sup>st</sup> Century learning skills within the district.
- **Performance Objective 7:** Increase connections between real world experiences and authentic classroom instruction.
- **Performance Objective 8:** Transform systems to more effectively prepare students to be successful in post-secondary education and beyond.

**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, and School Pride consistent with the terms of the TEC Section 29.906.

**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 21<sup>st</sup> Century technology skills.
- **Performance Objective 2:** Develop a "green" IT strategy and promote "green" initiatives to reduce energy costs and appropriately manage electronic waste.

## **SUMMARY:**

Coppell ISD is a suburban school district with an approximate enrollment of 10,600 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.

**DISTRICT EDUCATIONAL IMPROVEMENT COUNCIL (DEIC)  
2012 - 2013 COMMITTEE MEMBERS**

**AUSTIN ELEMENTARY**

TERESA RANEY  
ANNE LAWLER  
GAY DOBECKA

**COTTONWOOD CREEK ELEMENTARY**

CHELSEA HAWKINS  
CHANTEL KASTROUNIS  
KELLY YIN

**DENTON CREEK ELEMENTARY**

LIZZIE HARTMAN  
TIM D'AMICO  
ANGIE HUX

**LAKESIDE ELEMENTARY**

KELLY GIDDENS  
DEVAN MOLINE  
AMBER SHOUP

**MOCKINGBIRD ELEMENTARY**

DIANA JOHNSTON  
MARY MCKNIGHT  
ROBBIE MONTEALEGRE

**PINKERTON ELEMENTARY**

JENNIFER HAYS  
JEREMY PHILLIPS  
DEBBIE YOUNGS

**TOWN CENTER ELEMENTARY**

KELLY COLEMAN  
SHANNON EDWARDS  
MEREDITH GARNIER

**VALLEY RANCH ELEMENTARY**

KARI ECHOLS  
JEFF MATTHEWS  
ERIN STANTON

**WILSON ELEMENTARY**

MARILYN MOHR  
CATHRYN SUTTON  
JENNIFER HUBBLE

**CMSE**

RANETA ANSLEY  
KAT JULIAN  
LAURIE SHANKS

**CMSN**

TAMRA DOLLAR  
MIKE DOMINGUEZ  
LEANNE DORHOUT  
ANGELA GEIGER

**CMSW**

STACEY HELMBRECHT  
JEFF LAHEY  
KIM LECOMPTE

**CHS**

BRUCE HERMANS  
JIM DAMRAU  
MELISSA ARNOLD

**NTH@C**

NIKKI VALDEZ  
MICHAEL KENNINGTON  
JANELL BENCE

**EDUCATION ANNEX**

MARY BRIESKE

**ADMINISTRATION**

TABITHA BRANUM  
MARILYN DENISON

**PARENT/BUSINESS/COMMUNITY**

DON CARTER, BUSINESS/COMMUNITY  
CARRIE CLARK/ PARENT  
ANTHONY HILL, CISD BOARD/PARENT  
ARTHUR JAMES, BUSINESS/COMMUNITY  
STAN NEWMAN, BUSINESS/COMMUNITY  
ERIC PRATT, BUSINESS/COMMUNITY

<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 1:</b>	Align the written, taught and assessed curriculum.							
<b>Summative Evaluation:</b>	Learning Design Units, Student Growth Data, and Program Audit Data.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Provide all stakeholders a general overview of the revised CISD Learning Framework.	All	Assistant Superintendent of Curriculum and Instruction, Campus Administrators, and Curriculum Directors	August 2013	July 2014	Research-Based Best Practice Resources By Authors Such As Jensen, Wiggins & McTighe, Marzano, Stiggins, Daggett, etc., and Local Funds	Classroom Walkthrough Data, Rubric Data, Learning Design Units, and 2013 Parent Survey	
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Design an online interactive experience for the CISD Learning Framework.	All	Assistant Superintendent of Curriculum and Instruction, and Curriculum Directors	August 2013	July 2014	District Webmaster, Director of Communication, CISD Learning Framework, and Schoolwires	Digital CISD Learning Framework	
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Continue constructivist conversations regarding assessment and grading beliefs with all stakeholders and provide exemplars of effective grading practices.	All	Assistant Superintendent of Curriculum and Instruction, Campus Administrators, and Curriculum Directors	August 2013	July 2014	CISD Learning Framework, and Research-Based Best Assessment Practices	Eduphoria Records, Campus Transformation Plans, Failure Rate Data, Educators Feedback, and 2014 Parent Survey	

<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 1:</b>	Align the written, taught and assessed curriculum.							
<b>Summative Evaluation:</b>	Learning Design Units, Student Growth Data, and Program Audit Data.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Learning Framework, AEIS Data, and Local Assessment Data	Evaluate and align accelerated instructional practices such as Rtl, ESL, GT and STAAR/EOC to the CISD Learning Framework and communicate it to all stakeholders.	All	Assistant Superintendent of Curriculum and Instruction, Curriculum Directors, and Campus Administrators	August 2013	July 2014	MAP, Title 1 Funds, Title 3 Funds, Compensatory Education Funds, and Local Funds	District Achievement Gap Data, and AEIS Data	
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Transform classroom instruction aligned to the CISD Learning Framework through content initiatives (see Appendix B).	All	Assistant Superintendent of Curriculum and Instruction, Campus Administrators, and Curriculum Directors	August 2013	July 2014	District Professional Learning Plan, Curriculum Directors, CISD Learning Framework, Visioning Document, and Local Funds	Eduphoria Records, Classroom Walkthrough Data, and District Professional Learning Plan	
2009 Strategic Plan	Implement Standards-Based Report Cards in 4 <sup>th</sup> grade.	All	Assistant Superintendent of Curriculum and Instruction, Elementary Campus Administrators, and Director of Elementary Education	August 2013	July 2014	Curriculum Directors, CISD Learning Framework, Visioning Document, Report Cards, Professional Learning Materials, and Local Funds	Eduphoria Records, Standards-Based Report Card Data, and 2014 Parent Surveys	

<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 2:</b>	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.							
<b>Summative Evaluation:</b>	Eduphoria Records, Classroom Walkthrough Data, and Campus Needs Assessment Rubrics.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Visioning Document, and CISD Learning Framework	Create a professional development system that provides ongoing support for educators on best practices as defined in the CISD Learning Framework.	All	Assistant Superintendent of Curriculum and Instruction, Curriculum Directors, and Campus Administrators	August 2013	July 2014	CISD Learning Framework, Outside Consultants, In-District Presenters, Books, Manuals, Region 10 Workshops, etc., TEKS, AP/IB Standards, Title 1, 2 and 3, Local Funds, and IDEA Funds	Eduphoria Records, Classroom Walkthrough Data, and Campus Needs Assessment Checklist	
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Provide advanced professional learning opportunities to all educators in the revised CISD Learning Framework.	All	Director of Professional Learning, Curriculum Directors, Assistant Superintendent of Curriculum and Instruction, and Campus Administrators	August 2013	July 2014	CISD Learning Framework, Outside Consultants, In-District Presenters, Books, Manuals, and Local Funds	Eduphoria Records, Classroom Walkthrough Data, and Campus Staff Meeting Agendas	
Campus & Community Feedback, State/Local Assessments, and MAP Data	Build the capacity of educators and learners in formative assessment practices for the improvement of learning.	All	Campus Administrators, and Campus Formative Assessment Training Team	August 2013	July 2014	Formative Assessment Training Materials, Campus Liaison, and Campus Administrators	Eduphoria Records, Classroom Walkthrough data, and Learning Design Units	

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<b>Performance Objective 2:</b>	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.							
<b>Summative Evaluation:</b>	Eduphoria Records, Classroom Walkthrough Data, and Campus Needs Assessment Rubrics.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Visioning Document, and CISD Learning Framework	Build the leadership capacity of current and aspiring leaders.	All	Assistant Superintendent of Curriculum and Instruction, Assistant Superintendent of Administrative Services and Curriculum Directors	Aug 2013	June 2014	CISD Learning Framework, Visioning Document, Book Studies, Principal Academy, Assistant Principal Academy, and Local Funds	Eduphoria Records, Administrator Evaluation Data, and Campus Observations	
AEIS Data, Local Assessment Data, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Refine Rtl system for implementation to meet the unique needs of each campus.	Educators	Director of Elementary Education, Director of Language and Literacy, Director of Math, Intervention Services, and Campus Administrators	August 2013	July 2014	Curriculum Department, Intervention Services, Campus Administrators, Counselors, Rtl Handbook, and Local Funding	Classroom Observations, and Aware Data	
AEIS Data, Local Assessment Data, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Build the capacity of educators in sheltered instruction practices.	All	Assistant Superintendent of Curriculum and Instruction, Curriculum Directors, and Campus Administrators	August 2013	July 2014	CISD Learning Framework, Best Practice Sheltered Instruction Strategies Training Materials, ESL Facilitators, ESL/DLI/BL Program Evaluation, and Title 3 Funds	Eduphoria Records, Classroom Walkthrough Data, and Campus Needs Assessment Checklist	

<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 2:</b>	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.							
<b>Summative Evaluation:</b>	Eduphoria Records, Classroom Walkthrough Data, and Campus Needs Assessment Rubrics.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Campus Needs Assessment, CISD Learning Framework, and Visioning Document	Provide Title I Campuses additional opportunities to supplement training and improve instruction for targeted populations.	Title I Campuses	Title I Campus Administrators, Director of School Improvement, and Campus Liaisons	August 2013	July 2014	Title I Funds, Campus Improvement Plans, and Title 1 Compliance Notebook Resources	Campus Needs Assessment, and Title 1 Compliance Notebook Documentation	



<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 3:</b>	Communicate the district assessment plan to parents and teachers and report outcomes individually to parents and collectively to stakeholders.							
<b>Summative Evaluation:</b>	Copies of documents used to communicate to parents, teachers, students and stakeholders.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Learning Framework, and Visioning Document	Create learner goal setting protocols, self-monitoring tools and instructional feedback forms to solicit student voice.	All	Curriculum Department, and Campus Administrators	August 2013	July 2014	Campus Administration, Content Area Leaders, and Local Funds	Learner Led Conferences, and Learner Outcome Rubric	
CISD Learning Framework, and Visioning Document	Pilot various electronic mediums to facilitate learner goal setting and self-monitoring.	All	Executive Director of Technology, and ITeam	August 2013	July 2014	Web 2.0 tools, and Director of Professional Learning	Staff, Learner, and Parent Feedback on Electronic Tools	
CISD Learning Framework, and Visioning Document	Develop a protocol for reporting to parents current and historical assessment data to reflect the growth of the whole child.	All	Director of Assessment, and Campus Administrators	August 2013	July 2014	Individual Student Data, Assessment of Future-Ready Outcomes, MAP, ACT, EXPLORE, and Student Goal Setting Tools	District Assessment Reporting Protocol, and Protocol Usage Report	

<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 4:</b>	Expand district educational and business partnerships with the local and global community.							
<b>Summative Evaluation:</b>	Documentation of increased participation in campus partnerships in Campus Improvement Plans and business partnership survey feedback.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Community Feedback, CISD Learning Framework, and Visioning Document	Increase authentic parent and community involvement in the life of the school.	All	Campus Administrators, and Educators	Aug. 2013	July 2014	Local Funds, Social Media, and Parent Surveys	Campus Calendars, and 2014 Parent Survey Data	
Community Feedback, CISD Learning Framework, and Visioning Document	Create and expand reciprocal relationships with existing business and community partnerships.	All	Assistant Superintendent of Curriculum and Instruction, and Assistant Superintendent of Administrative Services	Aug. 2013	July 2014	North Texas Consortium, BEST, Parents, and Community Members	Business Partnership Exemplars	

<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 5:</b>	Implement a system or systems to assess <b>Future-Ready</b> skills.							
<b>Summative Evaluation:</b>	Documentation of assessment results.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Create, refine and utilize campus-based future-ready outcomes and rubrics.	All	Assistant Superintendent of Curriculum and Instruction, Curriculum Directors, and Campus Administrators	August 2013	June 2014	Partners for 21 <sup>st</sup> Century Learning, Buck Institute for Education, Tony Wagner Website, Curriculum Directors, and Campus Administrators	Future-Ready Outcomes, and Future-Ready Outcome Rubrics	
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Inform stakeholders on the use of campus-based future-ready outcomes to develop the whole child.	All	Campus Administrators	August 2013	June 2014	Partners for 21 <sup>st</sup> Century Learning, Buck Institute for Education, Curriculum Directors, and Campus Administrators	Meeting Agendas, Dates, Minutes, and 2014 Parent Survey	
Visioning Document, and CISD Learning Framework	Implement the new CISD Learning Design rubric to assess educators' learning design units aligned to the CISD Learning Framework.	All	Assistant Superintendent of Curriculum and Instruction, and Campus Administrators	Aug 2013	June 2014	CISD Learning Framework, Learning Design Rubric, Curriculum Directors, and Campus Administrators	Learning Design Rubric Data, and Classroom Walkthrough Data	

<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 5:</b>	Implement a system or systems to assess <b>Future-Ready</b> skills.							
<b>Summative Evaluation:</b>	Documentation of assessment results.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Visioning Document, CISD Learning Framework, and Current Research	Pilot new CISD classroom walkthrough process aligned with the CISD Learning Framework.	All	Curriculum Department, and Campus Administrators	August 2013	July 2014	Identified 21 <sup>st</sup> Century Fluency Skills, List of Campus Based Learning Outcomes, Curriculum Directors, and Campus Administrators	Updated CISD classroom walkthrough process	
Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Implement a new CISD principal evaluation process.	All	Assistant Superintendent of Curriculum and Instruction	August 2013	July 2014	District Administrators, Visioning Document, CISD Learning Framework, Train on New Principal Evaluation Process, and Principal Evaluation Form	New CISD Principal Evaluation Process	
Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Create a new CISD counselor evaluation process.	All	Executive Director of Leading and Learning	August 2013	July 2014	Counselors, Campus Administration, Visioning Document, CISD Learning Framework, and Curriculum Directors	New CISD Counselor Evaluation Process	
Visioning Document, and CISD Learning Framework	Create a new CISD educator evaluation process.	All	Curriculum Directors, and Campus Administrators	August 2013	July 2014	New CISD Walk-Through Form, CISD Learning Framework, Campus Administration, and Visioning Document	New CISD Educator Evaluation Process	

<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 6:</b>	Integrate <b>Future-Ready</b> learning skills within the district.							
<b>Summative Evaluation:</b>	Documentation of staff development offerings, updated teacher walkthrough, snapshot, grading rubrics and Student Satisfaction Survey.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Expand virtual learning opportunities aligned to CISD Learning Framework	All	<b>Executive Director of Leading and Learning</b> , Campus Administrators, and Curriculum Directors	August 2013	July 2014	Blackboard, ITeam, North Texas Consortium, Texas High Performance School Consortium, and Blended and Virtual Learning Design Template	Classroom Walkthrough Data, Virtual Courses, Blended Courses, and Blended Unit Designs.	
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Build the capacity of staff to effectively execute virtual learning experiences.	All	<b>Executive Director of Leading and Learning</b> , Curriculum Directors, Campus Administrators, and ITeam	August 2013	July 2014	Curriculum Department, North Texas Consortium, Texas High Performance Consortium, Campus Administrators, Department Leads, and ITeam	Learning Design Units, Eduphoria Records, and Campus Staff Meeting Agendas	
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Inform stakeholders of the benefits of virtual learning experiences.	All	<b>Executive Director of Leading and Learning</b> , Curriculum Directors, and Campus Administrators	August 2013	July 2014	ITeam, Executive Director of Leading and Learning, Digital Content and Virtual Learning Training	Meeting Agendas, Dates, and Minutes	
CISD Learning Framework, Visioning Document, and Informal Blended/Virtual Teacher Survey	Create a virtual course management system that stores course materials and learning experiences for educators and learners.	All	<b>Executive Director of Leading and Learning</b> , and Curriculum Directors	August 2013	July 2014	Technology Department, ITeam, Blackboard, Digital Content, and Local Funds	Content Management System	

<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 6:</b>	Integrate <b>Future-Ready</b> learning skills within the district.							
<b>Summative Evaluation:</b>	Documentation of staff development offerings, updated teacher walkthrough, snapshot, grading rubrics and Student Satisfaction Survey.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Learning Framework, Visioning Document, and Informal Blended/Virtual Teacher Survey	Expand digital curation of resources such as iTunes U.	All	<b>Executive Director of Leading and Learning</b> , and Curriculum Directors	August 2013	July 2014	Technology Department, ITeam, Digital Content, and Local Funds	Content Management System	

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<b>Performance Objective 7:</b>	Increase connections between real world experiences and authentic classroom instruction.							
<b>Summative Evaluation:</b>	Documentation of lessons containing real world experiences, service learning and authentic classroom instruction.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Visioning Document, and CISD Learning Framework	Increase opportunities for learners to engage in “real-world” and authentic learning experiences connecting to learner interests such as service learning and community internships.	All	Director of Science and Service Learning, and Campus Administrators	August 2013	June 2014	Campus Service Learning Representatives, Campus Administrators, and Educators	Service Data Reports	
Visioning Document, and CISD Learning Framework	Create a school culture of global awareness and international-mindedness that promotes the exploration of new ideas and perspectives as well as fostering global citizenship.	All	Campus Administrators	Aug 2013	June 2014	Campus Transformation Plans, Campus Liaison, Business Partners, Community Partners, CISD Learning Framework, and Visioning Document	Campus Transformation Plan, Learning Design Units, and Visioning Matrix	

<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 8:</b>	Transform systems to more effectively prepare students to be successful in post-secondary education and beyond.							
<b>Summative Evaluation:</b>	PBMAS, student enrollment, student certification, CTE program evaluations, and New Vision Implementation Matrix.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Learning Framework, and Visioning Document	Expand partnership efforts with the Texas High Performance School Consortium and the North Texas Regional Consortium to support the work of transformation.	All	Assistant Superintendent of Curriculum and Instruction	August 2013	June 2014	Curriculum Department, CISD Learning Framework, and Visioning Document	Cross-District Professional Learning Opportunities, Meeting Agendas, and State Reports	
Campus Comprehensive Needs Assessment, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Refine campus transformation plans.	All	Campus Liaison, Campus Administrators, and Educators	August 2013	June 2014	Curriculum Department, CISD Learning Framework, and Visioning Document	Updated Campus Transformation Plans	
Campus Comprehensive Needs Assessment, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Utilize the Visioning Matrix to re-assess campus transformation efforts to measure progress.	All	Campus Liaison, Campus Administrators, and Educators	August 2013	June 2014	Curriculum Department, and Visioning Document	Updated Campus Transformation Plans	
Campus Comprehensive Needs Assessment, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Design a new community-based accountability system.	All	Assistant Superintendent of Curriculum and Instruction	August 2013	June 2014	Curriculum Department, CISD Learning Framework, and Visioning Document	New Community-Based Accountability System	



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<b>Summative Evaluation:</b>	PBMAS, student enrollment, student certification, CTE program evaluations, and New Vision Implementation Matrix.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
AEIS Report, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Reduce the achievement gap through responsive teaching and pedagogy.	All	Curriculum Department, Campus Administrators, and Educators	August 2013	June 2014	CISD Learning Framework, ESL/DLI/BL Program Evaluation, and Research-Based Best Practice Resources By Authors Such As Gilman Whiting, Bonnie Davis and Eleanor Rodrigues	AEIS Report, Classroom Walkthrough Data, Learning Design Plans, and Special Education Referrals	
CISD Learning Framework, Interlink Workforce Trends, and Department of Labor Statistics	Create a CTE Advisory Board representative of all stakeholders to expand program options in high wage, high demand career fields.	All	Executive Director of Leading and Learning, and Director of College and Career Readiness	August 2013	June 2014	Learner Survey Data, U. S. Department of Labor Statistics, Interlink Workforce Trends Analysis, and CHS Course Catalogue	2014-15 CHS Course Catalogue	
CISD Gifted and Talented Evaluation Data, Classroom Walkthroughs, CISD Learning Framework, and Visioning Document	Create a GT implementation committee to respond to the needs defined in the GT program evaluation.	All	Executive Director of Leading and Learning, and Director of Advanced Academics	August 2013	June 2014	CISD Learning Framework, Texas State Plan for the Education of Gifted and Talented Students, GT Evaluation Report, ESL/DLI/BL Program Evaluation, and AEIS Reports	Committee Agendas, Committee Minutes, and Committee Report	

<b>Strategic Objective/Goal 1:</b>	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.							
<b>Performance Objective 8:</b>	Transform systems to more effectively prepare students to be successful in post-secondary education and beyond.							
<b>Summative Evaluation:</b>	PBMAS, student enrollment, student certification, CTE program evaluations, and New Vision Implementation Matrix.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Gifted and Talented Evaluation Data, Classroom Walkthrough Data, CISD Learning Framework, and Visioning Document	Evaluate and revise current practices in the GT program to improve K-12 vertically aligned services for gifted learners.	All	Executive Director of Leading and Learning, and Director of Advanced Academics	August 2013	June 2014	CISD Learning Framework, Texas State Plan for the Education of Gifted and Talented Students, GT Evaluation Report, ESL/DLI/BL Program Evaluation, and AEIS Reports	CISD Gifted and Talented Handbook and Administrative Guidelines	
ESL/DLI/BL Program Evaluation	Create an ESL/DLI/BL implementation committee to respond to the needs defined in the ESL/DLI/BL program evaluation.	All	Director of Elementary Education	August 2013	June 2014	CISD Learning Framework, ESL/DLI/BL Program Evaluation, and AEIS Reports	Committee Agendas, Committee Minutes, and Committee Report	

<b>Strategic Objective/Goal 2:</b>	We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.							
<b>Performance Objective 1:</b>	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.							
<b>Summative Evaluation:</b>	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.							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Learning Framework	Define expectations for character education in CISD Learning Framework.	All	Assistant Superintendent of Curriculum and Instruction	Aug 2013	June 2014	Curriculum Department, Great Expectations, PBIS, R-Time, and Counselors	Updated CISD Learning Framework	
CISD Learning Framework	Evaluate campus character education system(s) to CISD Learning Framework	All	Campus Liaison, and Campus Administrators	Aug 2013	June 2014	Curriculum Department, CISD Learning Framework, and Updated Campus Transformation Plans	Campus Discipline Data, Campus Attendance Data, and Campus Surveys	
CISD Learning Framework	Provide professional learning opportunities to support campus character education initiatives.	All	Director of Professional Learning, Campus Liaison, and Campus Administrators	Aug 2013	June 2014	Curriculum Department, CISD Learning Framework, Character Education Training Materials, and Updated Campus Transformation Plans	Eduphoria Records, and Meeting Agendas	
CISD Learning Framework	Create an Rtl Behavior System.	All	Director of Elementary Education, and Executive Director of Intervention Services	Aug 2013	June 2014	Director of Elementary Education, Executive Director of Intervention Services, and Rtl research	Discipline Referrals, and Behavior Specialist Records	

<b>Strategic Objective/Goal 3 :</b>	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.							
<b>Performance Objective 1:</b>	Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21st Century technology skills.							
<b>Summative Evaluation:</b>	Documented cumulative evidence of staff growth and progress over time in achieving 21st Century technology skills.							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Learning Framework, and Visioning Document	Research and evaluate different models of technology integration aligned with the CISD Learning Framework.	All	Executive Director of Leading and Learning, and iTeam	June 2013	July 2013	Various Online Resources, Third-Party Vendors, and iTeam	Technology Integration Report	
CISD Learning Framework, and Visioning Document	Design and Recommend a CISD Technology Proficiency model.	All	Executive Director of Leading and Learning, and iTeam	June 2013	Aug 2013	Various Online Resources, Third-Party Vendors, and iTeam	Recommendation Plan	
CISD Learning Framework, and Visioning Document	Select a group of CISD staff members to provide ongoing feedback during a year-long pilot.	All	Executive Director of Leading and Learning	Aug 2013	June 2014	Feedback Protocols, iTeam and Campus Administrators	Meeting Agendas, Minutes, and Sign-in Sheets	
CISD Learning Framework, and Visioning Document	Communicate the new CISD Technology Proficiency model to all stakeholders.	All	Executive Director of Leading and Learning, Curriculum Directors, and iTeam	Aug 2013	June 2014	New Technology Proficiency Model, Communication Plan, and Campus Administrators	Meeting Agendas, Minutes, and Sign-in Sheets	
CISD Learning Framework, and Visioning Document	Educate central and campus administration on identifying, evaluating, and modeling best practices for technology integration as a learning resource.	All	Executive Director of Leading and Learning, and iTeam	Aug 2013	June 2014	Various Online resources, Third-Party Vendors, Director of Professional Learning, and iTeam	Meeting Agendas, Minutes, and Sign-in Sheets	
CISD Learning Framework, and Visioning Document	Educate all staff members by providing professional learning focused on the new CISD Technology Proficiency model.	All	Curriculum Directors, Campus Administrators, iTeam, and Educators	Aug 2013	June 2014	Various Online Resources, Third-Party Vendors, Director of Professional Learning, Campus Administrators, and iTeam	Eduphoria Records, and Training Agendas	

<b>Strategic Objective/Goal 3 :</b>	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.							
<b>Performance Objective 1:</b>	Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21st Century technology skills.							
<b>Summative Evaluation:</b>	Documented cumulative evidence of staff growth and progress over time in achieving 21st Century technology skills.							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Learning Framework, and Visioning Document	Provide differentiated support for all staff members.	All	Curriculum Directors, Campus Administrators, iTeam, and Educators	Aug 2013	June 2014	Support Protocols, iTeam, and Campus Administrators	Differentiated Support Model	
CISD Learning Framework, and Visioning Document	Gather stakeholder feedback on the new CISD Technology Proficiency model.	All	Curriculum Directors, Campus Administrators, and iTeam	Aug 2013	June 2014	Stakeholder Survey, iTeam, and Campus Administrators	Stakeholder Survey Data	
CISD Learning Framework, and Visioning Document	Evaluate the effectiveness of the model based on results from the pilot and make changes as necessary.	All	Executive Director of Leading and Learning, iTeam, Curriculum Directors, and Campus Administrators	Aug 2013	June 2014	Program Evaluation, iTeam, and Campus Administrators	Program Evaluation Report	
CISD Learning Framework, and Visioning Document	Spotlight learner achievement through a district-wide technology showcase.	All	Executive Director of Leading and Learning, iTeam, Curriculum Directors, and Campus Administrators	Aug 2013	June 2014	Spotlight Protocol, iTeam, and Campus Administrators	Exemplars of District Showcase	

<b>Strategic Objective/Goal 3 :</b>	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.							
<b>Performance Objective 2:</b>	Develop a “green” IT strategy and promote “green” initiatives to reduce energy costs and appropriately manage electronic waste.							
<b>Summative Evaluation:</b>	District energy report, implementation of District-wide recycling program, and developed “green” initiatives and programs at all campuses.							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Campus Feedback, District Surveys, and Vendor Surveys	Refine the District-wide Sustainability Challenge.	All	Director of Science and Service Learning	August 2013	June 2014	Campus recycling representatives, and All Campus Personnel	Energy Use Data, Recycling Data and Paper Use Data	
Campus Feedback, District Surveys, and Vendor Surveys	Research the cost and effectiveness of installing motion sensors that turn off technology related equipment automatically when room is not occupied.	All	Executive Director of Technology	August 2013	June 2014	Various Online Resources, Third-party Vendors, District Energy Consumption Data, and Reports	Focus Group Meetings, Compiled Research Data and Reports	
Campus Feedback, District Surveys, and Vendor Surveys	Assess the level of paper consumption throughout the district: <ul style="list-style-type: none"> <li>• Create review to evaluate the process and levels of paper consumption</li> <li>• Analyze, develop and recommend improvements based on evaluation.</li> </ul>	All	Executive Director of Technology	August 2013	June 2014	Campus Administrators and iTeam	Compiled Research Data, and Reports	
Campus Feedback, District Surveys, and Vendor Surveys	Develop, integrate and promote ways to conserve resources to all stakeholders.	All		August 2013	June 2014	Various Online Resources, Third-Party Vendors, iTeam, Educators, and Learners	Compiled Research Data, and Reports	

**CISD DISTRICT IMPROVEMENT PLAN 2013-2014**  
**APPENDIX A: STATE AND FEDERAL MANDATES**

**Bullying Prevention**

Strategies	Resources	Staff Responsible	Evaluation
1. All campuses will implement and support CISD anti-Bullying policies, guidelines and procedures designed to reduce bullying (Board Policy FFI, FFF & FFH)	Campus Budgets	Campus Principals and Campus Counselors	Discipline Reports
2. All Elementary Campuses will implement and support RTime.	Region 10	Campus Principals and Campus Counselors	RTime Session Dates, RTime Session Agendas, and Lessons
3. All Middle Schools will implement and support Negotiate.	Region 10	Campus Principals and Campus Counselors	Negotiate Session Dates, Negotiate Session Agendas, and Lessons
4. All school staff members will be trained in the CISD Bullying Reporting Protocol.	Campus Budgets	Campus Principals and Campus Counselors	Discipline Reports
5. All 5 <sup>th</sup> Grade students will view Cyber Bullying video from Yellow Dyno through Counseling Guidance Program.	Campus Budgets	Campus Counselor	Discipline Reports
6. Parent information sessions will be held to increase awareness and prevention measures for bullying and cyber bullying.	Local Funds	Assistant Superintendent of Administration	Discipline Reports, and Agendas

## Child Abuse & Sexual Abuse Prevention

Strategies	Resources	Staff Responsible	Evaluation
1. All campus counselors will be trained as trainers of trainers in the Dallas Children's Advocacy Center's training on Recognizing and Reporting Child Abuse.	Region 10	Executive Director of Leading and Learning and Campus Counselors	Training Sign-in Sheets, Training Agendas, and Training Survey Reports
2. All campus staff members will be trained in the Dallas Children's Advocacy Center's protocol on Recognizing and Reporting Child Abuse.	Region 10	Executive Director of Leading and Learning and Campus Counselors	Training Sign-in Sheets, Training Agendas and Training Survey Reports
3. All school staff members will follow the CISD Child Abuse Reporting Protocol.	Region 10	Executive Director of Leading and Learning and Campus Counselors	Counselor Documentation

## Coordinated Health - SHAC Council

Strategies	Resources	Staff Responsible	Evaluation
1. The SHAC Council will meet a minimum of 4 times per year.	Student Services Budget	Co-Chairs	Minutes, Agendas, Sign-in Sheets
2. The council will provide the CISD Board an annual report of their activities for the year.	Student Services Budget	Co-Chairs	Board Agenda – Presentation by SHAC Chairs
3. The majority of the council membership will be parents and the co-chair will be a parent.	Student Services Budget	Co-Chairs	Membership List
4. The district expectation is that a representative from each campus will participate in the committee	Student Services Budget	Co-Chairs	Membership List



## Dating Violence Awareness

Strategies	Resources	Staff Responsible	Evaluation
1. Secondary Schools will provide on-going staff training on relationship abuse awareness, detection and prevention.	PEIMS data, SROs, Counselors, Parents and Campus Administrators	Executive Director of Leading and Learning, Campus Counselors, and Campus Administrators	Discipline Referrals, Anecdotal Campus Report
2. High Schools will implement programs, such as the Be Project, to eliminate teen dating violence and promote healthy relationships.	PEIMS data, SROs, Counselors, Parents and Campus Administrators	Executive Director of Leading and Learning, Campus Counselors, and Campus Administrators	Discipline Referrals, Anecdotal Campus Report
3. Selected secondary courses will embed a unit of study designed to increase awareness of teen dating violence and the warning signs of abusive relationships.	PEIMS data, SROs, Counselors, Parents and Campus Administrators	Executive Director of Leading and Learning, Campus Counselors, and Campus Administrators	Discipline Referrals, Anecdotal Campus Report
4. Elementary Counselors will conduct guidance lessons on conflict resolution to promote healthy relationships.	PEIMS data, SROs, Counselors, Parents and Campus Administrators	Executive Director of Leading and Learning, Campus Counselors, and Campus Administrators	Discipline Referrals, Anecdotal Campus Report

## Discipline Management – Safe Environments

Strategies	Resources	Staff Responsible	Evaluation
1. Review discipline data and disaggregate the data to identify training needs and issues related to the learning environment.	Discipline Data	Assistant Superintendent of Administration	Discipline Report
2. Provide professional learning opportunities to support campus character education initiatives (such as Great Expectations and Positive Behavioral Support Initiative).	Campus Discipline Reports, Positive Behavior Support Plan Template, Campus Administrators, Specialist/LSSP, Region 10 , and Federal Funds	Campus Administration and Executive Director of Intervention Services	Eduphoria records
3. Implement and provide advanced training on alternative options to In-School Suspension.	Campus Administrators, Region 10, Intervention Specialist/LSSP, and Federal Funds	Campus Administration and Executive Director of Intervention Services	Eduphoria Records
4. Maintain acceptable percentage related to state target of In-School Suspension (ISS) placements and DAEP within all subpopulations.	Campus Discipline Reports, Positive Behavior Support Plan Template, Campus Administrators, Specialist/LSSP, Region 10 , and Federal Funds	Assistant Superintendent of Administration	Discipline Report
5. Students that are highly at risk of dropping out of school will be recommended for enrollment in Victory Place.	Compensatory Education Funds	High School Counselors and High School Principals	Attendance Reports, and Progress Monitoring Data of Victory Place and Rtl Students.

## Drug Prevention

Strategies	Resources	Staff Responsible	Evaluation
1. Provide on-going staff training on drug and relationship abuse awareness, detection and prevention.	PEIMS data, SROs, Counselors, Parents and Campus Administrators	Counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports
2. Provide information regarding C.A.R.E to students with drug abuse issues and their parents.	YMCA, Counselors and Campus Administrators	Counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports

## Gifted and Talented Program

Strategies	Resources	Staff Responsible	Evaluation
1. Establish a gifted and talented parent/community advisory committee to support and assist in GT services planning and improvements that emphasize key components of the Texas State Plan.	GT Faculty	Director of Advanced Academics	Committee Meeting Dates, Agendas, and Minutes
2. Develop and implement an annual review process to measure the effectiveness of GT services.	GT Faculty and Content Directors	Director of Advanced Academics and Content Directors	Annual Report
3. Develop and annually update a written comprehensive professional learning plan designed to address the needs of GT learners (including initial 30 hours of GT training and annual 6 hour update).	GT Faculty and local funds	Director of Advanced Academics	Written Professional Learning Plan
4. Develop a communication plan designed to systematize internal and external communication with all stakeholders	GT Faculty and local funds	Director of Advanced Academics and Content Directors	Communication Plan

## Highly Qualified Teachers and Paraprofessionals

Strategies	Resources	Staff Responsible	Evaluation
1. Provide testing information and guide teachers through the certification process as needed.	State Testing Website, Testing Schedule and Test Prep Guides	Executive Director of HR and Certification Manager	Teacher Test Scores
2. Mentor beginning educators to improve effective teaching and performance while promoting personal and professional well-being.	Title II funds, local funds	Executive Director of HR, Director of Professional Learning and Director of School Improvement	Teacher Retention Rate, Teacher Exit Interviews, and Beginning Teacher and Mentor Journals
3. Utilize instructional exemplars to reflect on identified aspects of effective instruction including 21 <sup>st</sup> Century skills.	Title II funds, local funds	Executive Director of HR, Director of Professional Learning, and Communications Department	Teacher Retention Rate, Teacher Exit Interviews, and Beginning Teacher and Mentor Journals
4. Utilize instructional exemplars to calibrate classroom walkthrough documentation.	Title II funds, local funds	Executive Director of HR and Director of Staff Development,	Teacher Retention Rate, Teacher Exit Interviews, and Beginning Teacher and Mentor Journals

## Post-Secondary Preparedness: Admissions & Financial Aid Information

Strategies	Resources	Staff Responsible	Evaluation
1. Campuses will provide college and post high school information to all students.	High School Budgets	High School Counselors	Graduation Plans, and Post-Secondary Acceptance Data
2. Students will complete the financial aid process.	High School Budgets	High School Counselors	Student PELL Application Completion Data
3. All 6 – 12 grade students will be assigned a Naviance Account for the purpose of researching college and career options and interests.	High School Budgets	High School Counselors, and CTE Educators	User Account Report

<b>Strategies</b>	<b>Resources</b>	<b>Staff Responsible</b>	<b>Evaluation</b>
4. Counseling and career guidance will be available to help students with certification and technical opportunities.	High School Budgets	Counselors	Career Pathway Graduation Plans
5. Parent meetings will be scheduled to provide post-secondary awareness and financial assistance.	High School Budgets	High School Principal	Participant Data, and Participant Surveys
6. College and Career Night will be scheduled to offer opportunities for students and parents to visit with college recruiters and businesses.	High School Budgets	High School Counselors	Participant Data, and Participant Surveys
7. College Recruiters will be given a venue to meet with students throughout the school year.	High School Budgets	High School Counselors	Schedule of Recruiter Visits
8. AP and Pre-AP courses will be open-enrollment.	Campus Budgets	Counselors	Number of Students Completing AP Course Number of Students Passing AP Exams
9. Dual and Concurrent credit will be available to all eligible students.	High School Budgets	Counselors	Number of Students Enrolled in Dual Credit Courses Number of Students Passing Dual Credit Courses
10. Increase student and teacher awareness of college and career readiness/post-secondary education in order to best serve all students.	Campus Budgets	Campus Administrators	Student Surveys and Four Year Plans
12. Create a culture of college and redefine post-secondary education in order to best serve all students.	Campus Budgets	Campus Administrators	Student Surveys and Graduation Tracker Data
13. Align college readiness assessments and design intervention framework to ensure college readiness for all.	Advanced Academic Budget and Campus Budgets	Curriculum Directors, Campus Administrators and Educators.	Student Surveys and Graduation Tracker Data

## Suicide Prevention

<b>Strategies</b>	<b>Resources</b>	<b>Staff Responsible</b>	<b>Evaluation</b>
1. All staff members will be trained in the CISD Suicide Prevention Protocol.	Campus Budgets	Campus Principal and Counselors	Training Sign-in Sheets, Training Agendas and Training Survey Reports

## CISD DISTRICT IMPROVEMENT PLAN 2013-2014

### APPENDIX B: CORE CONTENT INITIATIVES

#### English Language Arts & Reading

Strategies	Resources	Staff Responsible	Evaluation
1. Build learner capacity for expository writing.	Write From the Beginning Training, and STAAR/EOC Data,	Director of Language and Literacy	AEIS Data, Writing Conference Data, and Writing Scoring Session Data
2. Align a balanced literacy program K-12.	Research-Based Best Practices	Director of Language and Literacy	Program Evaluation Report
3. Write K-8 Literacy Curriculum.	Learning Framework, Visioning Document, and TEKS	Director of Language and Literacy	Articulated Curriculum
4. Input K-12 Curriculum in Eduphoria.	CISD Learning Framework, Visioning Document, Eduphoria, and TEKS	Director of Language and Literacy	Eduphoria Reports

#### Math

Strategies	Resources	Staff Responsible	Evaluation
1. Transition to New State Math TEKS.	State TEKS, and Campus Instructional Math Leads	Director of Mathematics	Articulated Courses Aligned to TEKS.
2. Improve instructional practices through effective evidence-based instruction.	Visioning Document, CISD Learning Framework, 8 Mathematical Practices, Instructional Leadership Team, and Research-Based Best Practices	Director of Mathematics	Classroom Walkthrough Data, and Learning Design Units
3. Continue Curriculum writing in elementary and high schools, while beginning the curriculum writing process in middle schools.	Visioning Document, CISD Learning Framework, 8 Mathematical Practices, Instructional Leadership Team, and Research-Based Best Practices	Director of Mathematics	Vertically Articulated Curriculum
4. Redesign teacher cadres to create district exemplars.	Visioning Document, CISD Learning Framework, 8 Mathematical Practices, Instructional Leadership Team, and	Director of Mathematics	Reflective Journals, Learner Products, and Learner Surveys

## Science

Strategies	Resources	Staff Responsible	Evaluation
1. Continue to support inquiry-based instruction K-12.	Foss Kits, STC Kits, and Inquiry-Based Instruction Training	Director of Science	Eduphoria Records, Science Classroom Walkthrough data, and Learning Design Units
<b>2. Improve scientific best practices in K-12:</b> <ul style="list-style-type: none"> <li>• Planning and Carrying Out Investigations;</li> <li>• Analyzing and Interpreting Data;</li> <li>• Asking Questions and Defining Problems; and</li> <li>• Obtaining, Evaluating and Communicating Information.</li> </ul>	Professional Learning Communities, Professional Learning, 2012-2013 Cadre Recommendations, and Classroom Walkthrough rubric	Director of Science	Eduphoria Records, Science Classroom Walkthrough data, Learner Products, and Learning Design Units
3. Expand use of digital content resources K-12.	Instructional Materials Resource Committee, and iTunesU	Director of Science	Completed Instructional Materials Allotment Request Forms
4. Embed information about STEM careers in K-12 classrooms.	Sally Ride Training (K-1 and 6-8), and Follow-up Support for Grades 2-5	Director of Science	Eduphoria Records, Science Classroom Walkthrough data, and Learning Design Units
5. Expand opportunities for global collaboration.	World Moon Project, Google Earth, E-PALS, and Skype	Director of Science	Local Assessments, Classroom Walkthrough data, and Learning Design Units

## Social Studies

Strategies	Resources	Staff Responsible	Evaluation
1. Create a constructivist conversation regarding Social Studies and the role of inquiry-based instruction.	Inquiry-Based Training	Director of School Improvement	Eduphoria Records, Classroom Walkthrough data, and Learning Design Units
2. Expand the use of virtual learning design K-12.	Virtual Learning Training	Director of School Improvement	Classroom Walkthrough data, and Learning Design Units
3. Expand the use of digital content resources K-12.	Instructional Materials Resource Committee, and iTunesU	Director of School Improvement	Classroom Walkthrough data, and Learning Design Units



4. Create a constructivist dialogue regarding high yield best practices.	John Hattie's Research	Director of School Improvement	Eduphoria Records, Classroom Walkthrough data, and Learning Design Units
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## CISD DISTRICT IMPROVEMENT PLAN 2013-2014 ACRONYM INDEX

AEIS	Academic Excellence Indicator System	IT	Informational Technology
AP	Advanced Placement	iTeam	Integration Specialist Team
BEST	Business Education Success Team	LSSP	Licensed Specialist in School Psychology
BTIM	Beginning Teacher Induction and Mentors	OSS	Out of School Suspension
BYOD	Bring Your Own Device	PBMAS	Performance Based Monitoring Assessment
C.A.R.E.	Chemical Awareness Resources & Education	System	
CISD	Coppell Independent School District	PBS	Positive Behavior Supports
Comp Ed	Compensatory Education	PEIMS	Public Education Information Management System
CTE	Career and Technical Education	PST	Promoting Success Team
EC	Early Childhood	Rtl	Response to Intervention
EOC	End of Course	SCE	State Comprehensive Education
D.A.T.E.	District Award of Teacher Excellence	SHAC	School Health Advisory Council
DIBS	Dream, Imagine, Believe and Succeed (Elementary Student Advisory Committee)	SPED	Special Education
GT	Gifted and Talented	SRO	Security Resource Officer
HR	Human Resources	TAKS	Texas Assessment of Knowledge and Skills
IB	International Baccalaureate	TEA	Texas Education Agency
ICLE	International Center for Leadership in Education	TEC	Texas Education Code
IDEA	Individuals with Disabilities Education Act	TEKS	Texas Essential Knowledge and Skills
ISS	In School Suspension	X2VOL	Data Warehouse for Service Learning