

# Cedar Hill ISD

## Strategic Plan

### **BELIEFS**

... An expression of fundamental values; ethical code, overriding convictions, inviolable principles.

### **We believe that...**

Everyone is responsible for the choices they make.

Positive attitude and hard work are necessary to maximize potential.

Building character is as important as attaining knowledge and developing ability.

Honesty and respect are essential in all healthy relationships.

A safe, positive and nurturing environment is necessary for optimal learning and development.

Learning continually will enrich one's life.

Education available to all is essential to the protection of freedom.

There is value to individuality.

Diversity strengthens a community.

Working together creates greater possibilities than individual efforts.

Good management of all resources is necessary for quality of life now and in the future.

Excellence is always a worthy goal.

### **MISSION**

...A declaration of the unique identity to which the organization aspires; its specific purpose; and the means by which it will achieve its purpose.

The mission of Cedar Hill Independent School District, as the leader in world class education, is to develop confident leaders with the character, knowledge and skills to excel in any endeavor they pursue; this will be accomplished through master educators utilizing relevant and innovative curricula, a commitment to engage families and the community as educational partners and advocates, supported by premier facilities and operations.

---

## **OBJECTIVES**

**... An uncompromising  
commitment to achieve  
specific, measurable,  
observable, or demonstrable  
results that exceed its  
present capability.**

All students will live lives consistent with the six pillars of character.

All students will be prepared for their next endeavor.

Every student will graduate on time.

All students will have superior communication skills.

All students will be confident.

All students will understand their impact upon the world community  
and its impacts upon them.

All students will excel academically.

## **PARAMETERS**

**...Boundaries within which  
the organization will  
accomplish its mission;  
self-imposed limitations.**

We will never tolerate incompetence anywhere in our system.

We will always treat everyone with common courtesy, dignity, and  
respect.

## Strategies

**...Bold resolutions that dedicate the organization's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives.**

- I. Curriculum and Instruction: We will develop curriculum and instruction that will meet students at their current level and ensure that they maximize their potential.
- II. Personnel:  
We will recruit, develop and retain world-class staff.
- III. Community Engagement:  
We will develop and implement initiatives that engage the entire community in the educational process.
- IV. World-Class Education System:  
We will implement the CHISD World-Class Education recommendations where appropriate to accomplish the mission and objectives of the District.
- V. Family Engagement:  
We will develop methods to actively engage students' families throughout the educational process.
- VI. Character Education:  
We will integrate character education throughout curriculum and instruction.
- VII. Student Profile:  
We will develop a plan to ensure that each student becomes a well-rounded individual.
- VIII. School Environment:  
We will develop a plan to ensure that all school environments are conducive to optimal learning.

# Cedar Hill ISD

## Strategic Plan

### Action Plans List

**Strategy I: Curriculum and Instruction: We will develop curriculum and instruction that will meet students at their current level and ensure that they maximize their potential.**

- Action Plan 1: Implement use of the Principles of Learning district-wide in order to increase academic rigor and provide relevant learning experiences.
- Action Plan 2: Modify counselor responsibilities using American School Counselor Association National Model as framework to ensure that students are on track to meet their college and career goals.
- Action Plan 3: Offer CHISD Summer Institutes in order to provide teachers with TEKS based professional development and content area training prior to the start of school.
- Action Plan 4: Implement Spanish language curriculum at the elementary school level with progressive advancement thru high school, in order to ensure that we produce graduates that are competitive in a bilingual job market.
- Action Plan 5: Implement career options program to expose students to career possibilities by providing speakers, visits to work sites, mentors, and internships in 11th-12th grade in order to supplement the current program used for career exploration.
- Action Plan 6: Conduct Intermediate, Middle and High School Orientations for both parents and students as an end of year instructional activity, in order to provide families with knowledge of the curriculum, policies, procedures and expectations required as students transition to the next level enabling parents/guardians to better support their students' learning needs and to increase student retention rates at the intermediate and secondary levels.
- Action Plan 7: Implement alternative education programs such as after school academies, modified school days and on-line learning labs in order to supplement the needs of students who are not successful in the traditional educational setting.
- Action Plan 8: Decrease the student to counselor ratio in order to ensure that all students receive guidance and counseling.
- Action Plan 9: Implement district wide Professional Learning Communities that consist of volunteer teacher trainers that will provide specific research-based strategies for historically low TEKS during the 6 weeks prior to the TEKS' lesson cycle in the curriculum and facilitate professional development during the summer.
- Action Plan 10: Implement Individual Development Plans for all teachers in order to ensure professional development and training is based upon student need.
- Action Plan 11: Teachers will incorporate project based assessments that require the use of technology and foster cross curricular connections.

## Action Plans List

Action Plan 12: Establish a design team in order to complete the International Baccalaureate (IB) Program Application.

### **Strategy II: Personnel:**

**We will recruit, develop and retain world-class staff.**

Action Plan 1: Develop a comprehensive hiring process.

Action Plan 2: Develop a culture that promotes a sense of belonging and encourages the retention of staff.

Action Plan 3: Implement a performance, development, and goal-setting tool for every employee in CHISD annually.

Action Plan 4: Reward the highest performing employees in CHISD.

Action Plan 5: Develop a process to allow opportunities for stakeholders to provide input and feedback.

Action Plan 6: Provide a competitive, total compensation package to include salary and benefits that will recruit and retain quality employees.

### **Strategy III: Community Engagement:**

**We will develop and implement initiatives that engage the entire community in the educational process.**

Action Plan 1: Expand existing and build new community partnerships for CHISD that include mentoring, service learning, volunteering, family resources, donations, and corporate sponsorships.

Action Plan 2: Ensure that every CHISD campus receives mentors and is adopted by a local business, church or community service group.

Action Plan 3: Improve and expand communication of all district news and events through multiple venues so that all students, parents, and community stakeholders are more effectively informed.

Action Plan 4: Implement a system for regularly rewarding the participation of community businesses, agencies, volunteers, and mentors.

Action Plan 5: Utilize students at secondary campuses to help communicate campus /district events and solicit student feedback

Action Plan 6: Implement a CHISD Information Line for community members to use to find out about any campus or district events and/or news.

Action Plan 7: Implement a student ambassador program that develops student leaders in elementary and intermediate schools and can effectively represent the district in the community.

Action Plan 8: Implement a Student Ambassador Club at each secondary campus that develops student leaders who effectively represent the district in the community.

### **Strategy IV: World-Class Education System:**

**We will implement the CHISD World-Class Education recommendations where appropriate to accomplish the mission and objectives of the District.**

## Action Plans List

- Action Plan 1: Curriculum: Develop a process which will result in a content-strong curriculum K-12, focusing on the foundations of math, science, literacy, and higher order thinking skills.
- Action Plan 2: Curriculum: Establish a process for the development, planning and phasing-in of a district-wide grade-appropriate college readiness curriculum utilizing state-of-the-art software programs and technology.
- Action Plan 3: Curriculum: Provide virtual classroom technology and social-networking to increase student opportunities for cultural exploration and experiences to connect students to other parts of the world.
- Action Plan 4: Curriculum: Expand “schools-within-schools” programs that appeal to students’ aptitudes and areas of interest.
- Action Plan 5: Educational Options and Extra-Curricular: Develop a study abroad program.
- Action Plan 6: Educational Options and Extra-Curricular: Continue to improve the Fine Arts Program.
- Action Plan 7: Educational Options and Extra-Curricular: Enhance career development program through all grade levels.
- Action Plan 8: Educational Options and Extra Curricular: Create an alternative education program for students who need a non-traditional school setting.
- Action Plan 9: Facilities – General: Evaluate current Education facilities in order to determine and implement needed upgrades.
- Action Plan 10: Facilities – Sports: Multi-Sports Complex - Develop baseball and softball on campus sports complex, including locker rooms, field house, and multi-purpose indoor training facility.
- Action Plan 11: Facilities – Sports: Natatorium – Negotiate funding with the City of Cedar Hill for construction and use of a new competition pool at the Cedar Hill Recreation Center.
- Action Plan 12: Technology: Supply each incoming freshman with personal devices for educational use during high school.
- Action Plan 13: Science and Math: Develop a method to attract innovative, passionate educators to teach science and math providing them with cutting edge technology and supporting them in performing methods of education designed to stimulate and support critical thinking in students.

### **Strategy V: Family Engagement:**

**We will develop methods to actively engage students’ families throughout the educational process.**

- Action Plan 1: Create and maintain a welcoming atmosphere at each campus.
- Action Plan 2: Design a family friendly school experience.
- Action Plan 3: Provide effective communication between district, campus and families.

## **Action Plans List**

- Action Plan 4: Establish a Parent-Teacher Success plan that would increase family engagement opportunities.
- Action Plan 5: Create a Parent University that would provide parent/family training.

### **Strategy VI: Character Education:**

**We will integrate character education throughout curriculum and instruction.**

- Action Plan 1: Establish a district-wide Service Learning program for students in grades K-12 to improve student involvement in the Cedar Hill community. Example of possible free programs is Learn and Serve America or National Service-Learning Partnership.
- Action Plan 2: Implement TEKS aligned integrations of Character Education the curriculum for all CHISD students to cultivate responsible citizens through direct classroom instruction.
- Action Plan 3: Improve campus-wide student recognition at each school to acknowledge students exemplifying good character as defined by the Six Pillars of Character.
- Action Plan 4: Establish a CHISD Alumni Association to serve as a tool of cohesion for current CHISD seniors and CHISD alumni to build school pride and to establish CHISD traditions.
- Action Plan 5: Establish a district-wide cyber safety program for students to promote safe and appreciate use of technology.
- Action Plan 6: Establish a district-wide program for students focusing on drug prevention, gangs, and positive police relationships to promote responsible behavior.
- Action Plan 7: Establish a district-wide anti-bullying initiative to promote responsible behavior.
- Action Plan 8: Improve the district-wide mentoring program to focus on the social development of students by partnering students with adults that will provide positive direction, leadership and guidance.
- Action Plan 9: Establish a district-wide initiative to improve self-esteem in students to enhance their ability to be successful productive citizens.
- Action Plan 10: Implement an annual event for secondary students focusing on positive words, attitudes and actions.

### **Strategy VII: Student Profile:**

**We will develop a plan to ensure that each student becomes a well-rounded individual.**

- Action Plan 1: Expand opportunities for in-school, after-school, and summer enrichment activities (including character development) for all students in all grade levels year round.
- Action Plan 2: Expand partnerships with business and community members for enrichment activities for all students in all grade levels year round.

### **Action Plans List**

- Action Plan 3: Create a counseling program that will develop the academic, social, emotional, and career needs of all students.
- Action Plan 4: Expand and improve hands-on learning partnerships with the community to enrich and ensure the academic success, career awareness, and civic responsibility of students across all campuses grades K-12.
- Action Plan 5: Ensure that all staff members understand and embrace their responsibilities to model behaviors that demonstrate mental, physical, and emotional well-being in order to lead our students in the quest for well-roundedness.
- Action Plan 6: Expand student support in the areas of health and wellness by providing curriculum, activities, and programs that focus on student wellness and healthy choices.
- Action Plan 7: Develop and implement extended school programs designed to provide family support services utilizing district facilities as resource centers.
- Action Plan 8: Establish opportunities on all campuses to ensure students have access to one-on-one relationships with caring adults.
- Action Plan 9: Establish programs that provide opportunities for student-to-student, across grade level interactions that focus on mentoring, leadership, and character development.
- Action Plan 10: Develop and implement intramural athletic programs for all students in all grade levels.

### **Strategy VIII: School Environment:**

**We will develop a plan to ensure that all school environments are conducive to optimal learning.**

- Action Plan 1: Standardize and upgrade all security/life safety systems.
- Action Plan 2: Deploy a communication network dedicated solely to handle security - burglar alarms, fire alarms, video surveillance, access control and mass notification.
- Action Plan 3: Deploy a proprietary single key system for all doors in the District with all classrooms to having the ability to lock from inside.
- Action Plan 4: Implement 24/7 law enforcement coverage of schools.
- Action Plan 5: Enhance and expand quality communication through the use of district initiated electronic correspondence to support CHISD schools, administration and the community at all levels.
- Action Plan 6: Develop an on-line system for Cedar Hill community to submit innovative ideas to make the school environment conducive to optimal learning.
- Action Plan 7: Establish a staff development focus on enhancing capacity for customer service.
- Action Plan 8: Enhance student and community opportunities to improve school aesthetics and curriculum.



## **Action Plans List**

- Action Plan 9: Establish a stakeholders committee to review the standardized dress code.
- Action Plan 10: Expand dual credit opportunities for all students through existing and future agreements with accredited colleges.
- Action Plan 11: Strengthen and expand career and technical education programs that develop student learning resulting in certification for transition into the community and global workforce.
- Action Plan 12: Expand on-line course options to increase student choice and enhance learning.
- Action Plan 13: Establish an on-going process to evaluate space in existing district buildings to repurpose or restructure for efficiency.
- Action Plan 14: Evaluate additional facilities and opportunities to expand current alternative programs and campuses for non traditional students.