CISD

COPPELL INDEPENDENT SCHOOL DISTRICT

MOCKINGBIRD ELEMENTARY
CAMPUS IMPROVEMENT PLAN

2011- 2012

PAM MITCHELL
PRINCIPAL

CISD 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:** Prepare student for post-secondary education success.

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

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

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

- **Performance Objective 12:** Implement the requirements and purposes to meet State and Federal targets Special Education.

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

- **Performance Objective 14:** Maintain 100% highly qualified teachers at each campus.

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

- **Performance Objective 1:** Promote the development and demonstration of positive character traits including (but not limited to): Courage, Trustworthiness, Integrity, Respect & Courtesy, Responsibility, Fairness, Caring, Good Citizenship, School Pride consistent with the terms of the TEC Section 29.906.
- **Performance Objective 2:** Embed Character Education within the CISD Curriculum and service learning project in order to reach all students.
- **Performance Objective 3:** Sustain a District-wide safe and drug free school program.

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

- **Performance Objective 1:** Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21st Century technology skills.
- **Performance Objective 2:** Ensure the availability of resources necessary for students to create digital portfolios, and utilize communication tools such as wikis, blogs, and social networking.
- **Performance Objective 3:** Develop a "green" IT strategy and promote "green" initiatives to reduce energy costs and appropriately manage electronic waste.
- **Performance Objective 4:** Enhance the communication system to provide district staff, parents, community members, and business partners with secure, effective and efficient communication via a reliable and dynamic infrastructure.

Campus Site-Based Committee
20011 - 12 Committee Members

Name of Participant	Committee Role
Pam Mitchell	Principal
Debbie Youngs	Assistant Principal
Tricia Badillo	Kindergarten
Jeannine Javier	First Grade
Susan Boyles	Second Grade
Pam Parker	Third Grade
Heather Ashby	Fourth Grade
Lauri McKay	Fifth Grade
Pam Carroll	Music
Dianne Johnston	Special Education
Penny Tramel	District Liaison
Maureen Pranske	Parent
Amy Kryzak	Parent
Kevin Nevels	Community Member

COPPELL INDEPENDENT SCHOOL DISTRICT

Reading/ELA TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE-(Secondary Only)	GT
2009-2010 Results	99.3%	100%	100%	97.3%	100%	83.4%	92.4%	95.2%		100%
2010-2011 Results	98.5%	100%	97.5%	97.05%	90.9%	100%	100%	96.96%		100%
Improvement Status	-.8%	Same	-2.5%	Same	-9.1%	+16.6%	+7.6%	+1.76%		Same
2011-2012 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.	Explore options for tutoring bus students who cannot stay after school or come before.
2.	Research instructional strategies to meet the needs of economically disadvantaged students.
3.	

Math TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE- (Secondary Only)	GT
2009-2010 Results	99%	100%	99%	100%	89.5%	100%	100%	98%		100%
2010-2011 Results	98.1%	100%	99.16%	91.17%	88%	100%	100%	100%		100%
Improvement Status	-.9%	Same	+.16	-8.83%	-1.5%	Same	Same	+2%		Same
2011-2012 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.	Explore options for tutoring bus students who cannot stay after school or come before.
2.	Research instructional strategies to meet the needs of economically disadvantaged students.
3.	

Writing TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE-(Secondary Only)	GT
2009-2010 Results	99%	100%	100%	100%	100%	75%	100%	92%		100%
2010-2011 Results	98.84%	100%	100%	92%	87.5%	100%	100%	100%		100%
Improvement Status	-.2%	Same	same	-8%	-12.5%	+25%	Same	+8%		Same
2011-2012 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.	Explore options for tutoring bus students who cannot stay after school or come before.
2.	Research instructional strategies to meet the needs of economically disadvantaged students.
3.	

Science TAKS Scores (%)	All Students	African American	White	Hispanic	Econ Disadv	LEP	Spec Ed	At-Risk	CATE-(Secondary Only)	GT
2009-2010 Results	90%	50%	100%	82%	80%	None	100%	64%		100%
2010-2011 Results	93%	50%	92%	100%	70%	100%	100%	82%		100%
Improvement Status	+3%	Same	-8%	+18%	-10%	Same	Same	+18%		Same
2011-2012 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.	Explore options for tutoring bus students who cannot stay after school or come before.
2.	Research instructional strategies to meet the needs of economically disadvantaged and African American students.
3.	

	Attendance: Discuss your attendance concerns and celebrations. List any actions and resources.
1.	Using the AEIS report for Mockingbird Elementary, our attendance has improved with 2007-2008 at 97% to 2008-2009 at 97.6%. In spite of the improvement, our campus will work toward increasing the percentage by having a monthly "Bell-to-Bell" celebration.
2.	"Bell-to-Bell" Celebration will encourage students to be in attendance from 7:50 AM to 3:05 PM.
3.	

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

	Retention (if applicable): Discuss your retention concerns and celebrations. List any actions and resources.
1.	Three students were retained in Kindergarten, and one student was retained in 1st grade at the parents' request for developmental reasons. Two students were retained in 2nd grade for not meeting state standards.
2.	The two students retained in 2nd grade had been homeschooled the previous year and made significant gains academically due to interventions put in place throughout the school year.
3.	The RtI process will begin on all students who are at-risk when identified to increase academic achievement.

	Culture and Climate: Discuss your culture and climate concerns and celebrations. List any actions and resources.
1.	Other than losing a section due to enrollment numbers, all staff members have returned for the 2011-2012 school year!
2.	Mockingbird Elementary celebrated our 20th anniversary and spent the year reflecting on traditions of excellence that will continue to take place on our campus.
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:	Unit plans, lesson plans, student growth and program audit data

Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Campus Observations and Discussions, State Requirements	Revise and implement written curriculum documents to align with research-based best practices including ELPS and PBL.	K-5 content areas, SPED, ESL, GT	District Administration, Campus Administration, Team Leaders, Grade Level Teams	August 2011	June 2012	Research-based best practice resources by authors such as Erickson, Wiggins & McTighe, Marzano, Stiggins, Daggett, etc., Title I Funds, $3000.00, Forethought, District Curriculum Team	Campus Observations and Discussions, State Requirements	Curriculum Documents, Lesson Plans
Campus Observations	Engage students in planning, enacting, evaluating, and improving rigorous and relevant learning activities.	All	Campus Administration, Curriculum Team, Classroom Teachers, Students	August 2011	June 2012	Campus Administration, Classroom Teachers, Curriculum Team, IT, Students, Literacy Coach, Content Specialists, ESL Facilitator, ESL Director	Lesson Plans, Classroom Observations	Classroom Walkthroughs, Lesson Plans, Student Products

Strategic Objective/Goal 1:	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.								
Performance Objective 1	Align the written, taught and assessed curriculum.								
Summative Evaluation:	Unit plans, lesson plans, student growth and program audit data								

Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
Campus Observations, Administrative Discussions	Align accelerated instruction practices with research-based best practices, including 21st century learning skills and tools.	All	Curriculum Team, Campus Administration, and Classroom Teachers	August 2011	June 2012	State and Local Assessments, Title 1 Funds, $6,456.00, and Local Funds	Campus Improvement Plan, Intervention Plans	Campus Observations, Administrative Discussions
Quantitative Data such as AEIS, TAKS Summary Reports, and Local Assessments	Identify at-risk students using assessment data, accelerate instruction as an intervention, and monitor student progress utilizing district approved probes.	All	Campus Administration, Classroom Teachers, Literacy Coach	August 2011	June 2012	District Administration, Campus Administration, Classroom Teachers, Literacy Coach, Counselor, Title I Funds, $3,500.00, State and Local Assessments, AWARE	Accelerated Instruction Plans, AWARE	Intervention 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 1	Align the written, taught and assessed curriculum.							
Summative Evaluation:	Unit plans, lesson plans, student growth and program audit data							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
Quantitative data such as AEIS, TAKS Summary Reports, and Local Assessments

Qualitative data, such as team leader meetings, grade level meetings, and classroom walkthroughs | Provide training in:
• Assessment for learning
• Grading practices
• Aware | Staff | Campus Administration | August 2011 | May 2012 | AWARE , In-district Presenters, Books, Manuals, Region 10 Workshops, etc., TEKS | Eduphoria Records, Classroom Walkthroughs, RtI Tier 1 Documentation, and Campus Needs Assessment | Agenda, Sign-in Sheets |
| Pre-Assessments, Post-Assessments, Visioning Institute Documents | Provide customized learning experiences by pre- and post-assessing student knowledge. | All | Campus Administration, Curriculum Team, Classroom Teachers, Literacy Coach, ESL Facilitator | August 2011 | June 2012 | Campus Administration, Curriculum Team, Classroom Teachers, Literacy Coach, ESL Facilitator, Pre- and Post- Assessments, Thinking Maps, Assessment Literature, Region 10, Workshops, Staff Development, Visioning Institute Document | Lesson Plans, Classroom Observations | Pre- and Post-Assessments |

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:	Eduphoria records, on-line/paper evaluations, walkthroughs, and evaluations of campus needs assessments								
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
Campus AEIS report and campus assessment data	Implement campus RtI transition plan aligned to District initiative.	At-risk Population	Curriculum Department, Campus Administrators, Literacy Coach	August 2011	June 2012	Campus Administration, District Curriculum Team, Literacy Coach	Local and State Assessments, Classroom Visits	RtI Meeting Minutes
Quantitative data such as AEIS, TAKS Summary Reports, and Local Assessments. Qualitative data, such as team leader meetings, grade level meetings, and classroom walkthroughs.	Provide training to improve instruction for targeted populations.	Staff	Curriculum Team, Campus Administration, Teacher Leaders	August 2011	June 2012	Title I Funds, $,1,500.00, Curriculum Team, Campus Administration, Manuals, Region 10 Training, Professional Literature	Campus Needs Assessment, Documentation of Additional Staff Training Opportunities	Agenda
District Assessments, Classroom Assessments	Provide tutoring for students not meeting standards on benchmark data.	Grades 3-5	Campus Administration, Instructional Staff	August 2011	June 2012	Campus Administrators, Counselor/SCE-$2,471.00	TAKS, Progress Monitoring Data	Eduphoria Lesson Plans, Tutorial 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 2:	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.								
Summative Evaluation:	Eduphoria records, on-line/paper evaluations, walkthroughs, and evaluations of campus needs assessments								

Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
Fourth Grade Writing Samples	Provide students with a writing workshop to enhance TAKS writing scores.	Grade 4, 3rd Grade Team	Campus Administration, Fourth Grade Team, Eric Cork	August 2011	June 2012	Campus Administration, Title I Funds, $3,800.00, Fourth Grade Team, Eric Cork, Writing Guides	Writing Guides	Fourth Grade Writing Samples
Fourth Grade Writing Samples	Provide Region 10 writing training for staff.	All	Campus Administration, Region 10, Classroom Teachers, Curriculum Team	August 2011	May 2012	Campus Administration, Region 10, Classroom Teachers, Curriculum Team, Title I Funds, $500.00	Fourth Grade Writing Samples, Writing Guide	STAAR, Writing Samples
TAKS	Provide tutoring for students scoring 2200 and below.	Grades 4-5	Campus Administrators, Instructional Staff	August 2011	June 2012	Campus administrators, Counselor/SCE - $2,000.00	TAKS, Progress Monitoring Data	Eduphoria Lesson Plans, Tutorial Schedule
TELPAS, TAKS, TAKS LAT, Local Assessments	Provide instructional materials to accelerate English acquisition for ELLs.	ELLs	Campus Administration, ESL Facilitator, ESL Director, Classroom Teachers	August 2011	June 2012	Campus Administration, Title III, $3206.00, ESL Director, ESL Facilitator, Classroom Teachers	TAKS, TAKS LAT, TELPAS, Local Assessments	TAKS, TAKS LAT, TELPAS, Local Assess-ments

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:	Eduphoria records, on-line/paper evaluations, walkthroughs, and evaluations of campus needs assessments								
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
State and local assessments	Provide individualized interventions via technology.	At-risk Population	Campus Administration, Classroom Teachers, Curriculum Team	August 2011	June 2012	Campus Administration, Classroom Teachers, Curriculum Team, Software, Title I Funds, $3,500.00	Software Assessments	State and local assessments
Parent Feedback	Conduct a kindergarten preview for parents and children.	PreK, Kinder	Campus Administration, Kindergarten Teachers, Campus Secretary	May 2012	May 2012	Campus Administration, Kindergarten Teachers, Campus Secretary, Mockingbird PTO, CISD Communications Department	Agenda	Sign-in Sheet, Parent Feedback

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
Campus Feedback	Provide targeted instruction and guidance to help students take responsibility for their individual performance and progress on state/local assessments.	Grades 4-5	Instructional Staff, Campus Administration	August 2011	June 2012	Classroom Visits, Instructional Staff, Campus Administration, Counselor, Visioning Institute Document	Grade 4-5 Student Goals, Teacher Communication, Lesson Plans	Goal Setting Forms

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:	Copies of documents used to communicate to parents, teachers, students and stakeholders								
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Campus Feedback	Provide Buddy Families to parents new to Mockingbird Elementary to help familiarize them with our campus, district, and community.	New MKB Families	Campus Administration, Buddy Family Volunteers	August 2011	June 2012	Campus Administration, Counselor, Buddy Family Volunteers, ESL Director, ESL Facilitator	Buddy Family Volunteer Meeting(s)	Buddy Family Surveys, Initial Buddy Contact Log

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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 staff development offerings, updated teacher walkthrough, snapshot, grading rubrics 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
Campus Feedback	Develop and utilize rubrics that address 21st Century learning skills and character traits.	All	Curriculum Team, Classroom Teachers, Campus Administration	August 2011	June 2012	Campus Administrators, I-Team, Librarian, Staff, Counselor	21st Century Rubric	Rubrics

Strategic Objective/Goal 1:	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
Performance Objective 7:	Increase connections between real world experiences and authentic classroom instruction.							
Summative Evaluation:	Documentation of lessons containing real world experiences, service learning and authentic classroom instruction							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
CISD Strategic Plan 2009	Access parent talent pool at the beginning of the year or as needed to determine assets.	All	Campus Administrators, Staff	August 2011	June 2012	Teachers, PTO	PTO, Lists of Parent Assets	Parent Asset List
CISD Strategic Plan 2009	Incorporate opportunities for students to connect to the global community using technology tools such as distance learning, podcasting, and online courses.	All	District Administration, Curriculum Team, Staff, Campus Administration	August 2011	June 2012	I Team, Staff, District Administration, Curriculum Team, Campus Administration	Lesson Plans, Technology Tools	Lesson Plans
CISD Strategic Plan 2009, Visioning Institute Documents	Provide varied learning experiences focusing on student choices through PBL.	All	Campus Administrators, Staff	August 2011	June 2012	Curriculum Directors, 21st Century Learning White Paper and Visioning Institute Documents	CIP, Lesson Plans, Student/ Teacher Reflections	Lesson Plans, Student Products
CISD Strategic Plan 2009	Establish campus schedules allowing for time within the instructional day for students to explore and reflect on various and engaging learning experiences.	All	Campus Administrators	August 2011	June 2012	Curriculum Team, Model Schedules	Campus Schedules 2011-2012, Student Reflections	Grade Level Schedules
CISD Strategic Plan 2009	Continue to train teachers in a variety of learning methods that give more options for student choice in academic experiences.	All	Campus Administration	Aug 2011	June 2012	Director of Staff Development, Curriculum Directors, Campus Administration, Title I Funds, $1000.00	Eduphoria Records, Classroom Walkthroughs, Campus Needs Assessment	Agenda

Strategic Objective/Goal 1:	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
Performance Objective 11:	Sustain a district-wide effective School Health Advisory Council (SHAC).							
Summative Evaluation:	Documentation of lesson plans							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documen ted
Student and Staff Feedback	Implement SHAC recommended indicators for improving Coordinated School Health Programs on all campuses.	All	Campus Administrators	August 2011	June 2012	All SHAC Committee indicators, members, and SHAC campus reps	Lesson plans	Lesson plans, feedback

Strategic Objective/Goal 2:	We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.							
Performance Objective 1:	Promote the development and demonstration of positive character traits including (but not limited to): Courage, Trustworthiness, Integrity, Respect & Courtesy, Responsibility, Fairness, Caring, Good Citizenship, School Pride consistent with the terms of the TEC Section 29.906.							
Summative Evaluation:	Data gathered from random visits to CISD campuses, community feedback including survey data from presenters, guest speakers, etc., on demonstration of character traits by CISD students							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
CISD Strategic Plan 2009	Provide professional learning opportunities on state identified character traits for all stakeholders.	All	Campus Administration, Counselor	August 2011	June 2012	Counselor, RTime, Campus Administration, Staff, State Identified Traits	Compilation of Survey Results	Agenda
Character Survey	Meet criteria for State School of Character.	All	Campus Administration, Counselor, Staff	August 2011	December 2011	Campus Administration, Counselor, Staff	SSOC Application	SSOC Completed Application
Attendance Records	Promote the attendance of all students by conducting a monthly Bell-to-Bell Celebration for those who are in attendance from 7:50 AM to 3:05 PM each day of the month.	All	Campus Administration, Classroom Teachers	August 2011	June 2012	Campus Administration, Classroom Teachers, Office Staff, Pentamation	Attendance Records	Bell-to-Bell Celebrations

Strategic Objective/Goal 2:	We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.								
Performance Objective 2:	Embed Character Education within the CISD Curriculum and service learning projects in order to reach all students.								
Summative Evaluation:	Documentation of campus character education program within each Campus Improvement Plan and Curriculum Management System								
Needs Assessment	**Action steps**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
CISD Strategic Plan 2009	Align and assess character education program.	All	Campus Administration, Counselor, Classroom Teachers	August 2011	June 2012	List of Character Education Best Practices and Resources, Instructional Specialists, Counselor, RTime Manuals, Campus Administration, Classroom Teachers	CISD Curriculum Documents, Lesson Plans, Classroom Visits	Lesson Plans, Classroom Observations
CISD Strategic Plan 2009	Recognize character traits in content areas.	All	Campus Administration, Classroom Teachers, Counselor	August 2011	June 2012	List of Character Education Best Practices and Resources, Instructional Specialists, Counselor, RTime Manuals, Campus Administration, Classroom Teachers	CISD Curriculum Documents, Lesson Plans, Classroom Visits	Lesson Plans, Classroom Observations

Strategic Objective/Goal 2:	We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.							
Performance Objective 2:	Embed Character Education within the CISD Curriculum and service learning projects in order to reach all students.							
Summative Evaluation:	Documentation of campus character education program within each Campus Improvement Plan and Curriculum Management System							
Needs Assessment	Action steps	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Campus/Service Learning Coordinator Feedback	Integrate Service Learning and other Character Ed. projects into each content area curriculum.	All	Curriculum Directors, District and Campus Service Learning Coordinator, Campus Administration, Staff, Counselor	August 2011	June 2012	Campus Service Learning Rep, Counselor, Campus Administration, Staff, RTime Manuals, District Service Learning Coordinator, Curriculum Team	Classroom Visits, Curriculum Documents	Lesson Plans, Student Products

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

Performance Objective 3:	Sustain a district-wide safe and drug free program.								
Summative Evaluation:	Discipline referrals, secondary student satisfaction survey and safe schools survey								
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Docume nted
Discipline Referrals, Anecdotal Campus Reports, CISD Strategic Plan 2009	Organize a committee that will create a culture where character qualities are demonstrated daily. • Representation from all stakeholders • Tasked with web-site, logo, recognition program, anti-bullying and positive culture	All	Campus Administration, Counselor, Staff	August 2011	June 2012	Counselor, Campus Administrators, Director of School Improvement, Anti-Bullying Programs, CISD Web-Site	Discipline Referrals, Anecdotal Reports	Agenda, Website

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

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.

Meetings with department and/or campus personnel	All CISD staff members will develop annual technology goals using a proficiency objectives document.	All	Campus Administrators	August 2011	June 2012	Staff members, proficiency objectives document, annual review materials and Integration Specialists	Evaluations by supervisor and/or Principal, annual goals documentation	Goals
Meetings with department and/or campus personnel	Train all staff on how to use the proficiency objectives document.	All	Executive Director of Technology, Campus Integration Specialist	August 2011	June 2012	Integration Specialists, Trainers, facilitators, Eduphoria Workshop, and Proficiency objectives document	Eduphoria Transcripts, District and Campus visits	Meeting Agendas
Meetings with department and/or campus personnel	Annually assess and evaluate staff proficiencies using developed assessment.	All	Executive Director of Technology, Principals, Campus Integration Specialist	August 2011	June 2012	Integration Specialists, and Proficiency objectives document	District and Campus level walkthroughs/ campus visits, Evaluations by trained staff	Survey results

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 team leaders, paper consumption results	Implement the following "green" initiatives on campus: • Digital calendars • Digital principal's newsletter • Use of technology and manipulatives instead of paper/pencil assignments	All	Campus principals, campus IT Specialist, Principal's Secretary, Staff	August 2011	June 2012	Technology integration specialists, Principals, Campus Secretary	Paper and toner consumption	Purchase orders