

# Coppell ISD District Improvement Plan Overview 2021 -2022

**Goal 1: Personal Growth and Experiences: We as CISD will achieve our full potential by learning at high levels and taking ownership of our learning.**

\*\*\*Superintendent Goal - Goal 4: STUDENT EXPERIENCE (Redefining Success/Great Teaching)  
We will create and implement a district-wide plan to enhance the student experience PreK through post-graduation.

**Performance Objective 1: All PK-12th grade learners will be provided high quality Tier I instruction that is aligned to the TEKS.**

- Instructional leaders will provide professional learning and support for classroom educators in implementing Tier I instructional strategies.
- House Bill 3 implementation of reading goals and training with elementary Reading Academies will occur.
- House Bill 3 implementation of math goals supporting intervention and tracking data for elementary math will occur.
- House Bill 3 implementation of career, college and military readiness goals supporting alignment and growth in certifications will occur.
- Continue building on mentor training and structures of support for new educators, administrators and staff to CISD.
- Implement structures and processes for intentional learning walks with various instructional leaders and educators across the district that focus on observing and evaluating strategies supporting academic and social emotional growth.

**Performance Objective 2: Multiple modalities of qualitative and quantitative data will be analyzed and utilized to respond to the needs of all learners.**

- Continued utilization of data analysis protocols will be provided in order to enhance student learning outcomes through our Professional Learning Communities (PLCs) structures and processes.
- Continued training and support for implementation of Panorama - Student Success Platform will occur.
- Specific areas of learning loss will be addressed through the use of ESSER funds to target academic and social emotional needs of learners.

**Performance Objective 3: Various tools will be utilized to measure learner success and levels of engagement in learning.**

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- Provide resources and training to support educators to identify the proficiency levels of English Learners and plan appropriate classroom strategies.

- Provide resources and training to campus educators in supporting all learners through Professional Learning Communities (PLC's), the Response to Intervention process (RTI), Multi-Tiered Systems of Support -(MTSS) and Universal Design for Learning (UDL).

- Provide resources and specific training emphasizing how we can best help to support and provide appropriate interventions for our Special Education, 504, English Learners, Migrant Learners, Tier II and Tier III learners, and GTI learners with their overall academic/social emotional needs.

- Implement specific tutoring plans, per House Bill 4545, that focus on learners who have not met standard on state assessments and are in need of additional learning support.

**Goal 2: Authentic Contributions: We as CISD will demonstrate personal responsibility and integrity by using our unique passions, gifts, and talents as productive members of the global community.**

\*\*\*Superintendent Goal - Goal 4: STUDENT EXPERIENCE (Redefining Success/Great Teaching)  
We will create and implement a district-wide plan to enhance the student experience PreK through post-graduation.

**Performance Objective 1: All Pre-K through 12th grade learners will participate in at least two courses/activities focused on career, college and life readiness.**

- Provide training and resources to educators enhancing curriculum connections to real world application in learning.
- Provide training to educators promoting innovation and creativity in lesson design. (hands-on, digital tools, variety of assessment)

**Performance Objective 2: All Pre-K through 12th grade learners will have multiple opportunities to highlight and showcase evidence of academic, social emotional learning and interest/passions. (i.e. service learning, digital portfolios, presentations, goal setting tools, etc.)**

- Continue utilizing digital portfolios (Bulb platform) to provide opportunities for highlighting the processes and products of learning.
- Educators will assess their learners in a variety of ways and will provide

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opportunities for learners to showcase their understanding through innovative and creative practices.

- Research, investigate and evaluate current choice programs offered by the district and explore future needs in the areas of academics, athletics, fine arts and languages other than English. (CISD Visioning Work)

### **Goal 3: Well-being and Mindfulness: We as CISD will learn, engage, and work in a safe, inclusive and responsive environment.**

\*\*\*Superintendent Goal - Goal 3: SOCIAL EMOTIONAL LEARNING (Relationships/Engagement)  
We will implement training and strategies aligned to social emotional learning for our students and staff in order to create and sustain a safe, inclusive and responsive environment for all.

### **Performance Objective 1: CISD will continue to review current and create new curriculum documents, training and implement specific programs to provide needed support/resources for counseling and social emotional learning.**

- Revise and update current PK-12 curriculum documents and purchase any needed resources to include learning supports for social emotional learning and character education.  
Including the following character traits per TEA:
  - Courage
  - Trustworthiness, including honesty, reliability, punctuality, and loyalty
  - Integrity
  - Respect and courtesy
  - Responsibility, including accountability, diligence, perseverance, and self-control
  - Fairness, including justice and freedom from prejudice
  - Caring, including kindness, empathy, compassion, consideration, patience, generosity, and charity
  - Good citizenship, including patriotism, concern for the common good and the community, and respect for authority and the law
  - School pride
  - Gratitude
- Create an aligned comprehensive counseling program that includes support for elementary and secondary campuses. (TEA Model - Guidance curriculum, Responsive Services, Individual Planning, and System Support)
- Update health curriculum enrichment supports and provide training for mental health. (mental health conditions, substance abuse, skills to

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<p>manage emotions, establishing and maintaining positive relationships, and responsible decision making; as well as suicide prevention, including recognizing suicide related risk factors and warning signs)</p>
<ul style="list-style-type: none"><li>● Align implementation of social emotional support structures: class meetings, check-ins and restorative practices.</li></ul>
<ul style="list-style-type: none"><li>● Continue providing training and supports for digital learning with a focus on academic integrity, digital safety, digital citizenship, and cyberbullying.</li></ul>
<b>Performance Objective 2: CISD will continue to provide clarity and understanding of the importance of equity, equality and inclusion for all. (CISD Visioning Work)</b>
<ul style="list-style-type: none"><li>● Continue offering trainings such as Unconscious Bias and culturally responsive teaching to CISD staff.</li></ul>
<ul style="list-style-type: none"><li>● Research, create and implement a CISD Equity Policy aligning district core values and ensuring equity for all stakeholders.</li></ul>
<ul style="list-style-type: none"><li>● Review and analyze discipline data in order to look at equitable practices and interventions/supports.</li></ul>
<ul style="list-style-type: none"><li>● Develop and implement a rubric for analyzing curriculum resources the lens of equity, equality and inclusivity for all.</li></ul>
<ul style="list-style-type: none"><li>● Continue building awareness and processes supporting accessibility under the American with Disabilities Act (ADA) and promoting access to resources, training, facility needs and overall responsiveness regarding equity with interventions/supports for individuals with disabilities.</li></ul>
<b>Performance Objective 3: CISD will provide structures and/or strategies to support social emotional needs. (CISD Visioning Work)</b>
<ul style="list-style-type: none"><li>● Investigate, create and implement resources. training and support to meet a wide variety of behavioral needs.</li></ul>
<ul style="list-style-type: none"><li>● Training implemented by staff on trauma-informed care and counseling options for learners affected by trauma or grief.</li></ul>
<ul style="list-style-type: none"><li>● Utilize Panorama tools including: Social emotional learning data, Playbook strategies and Student Success Platform to support social emotional needs.</li></ul>
<ul style="list-style-type: none"><li>● Continue our focus on social emotional learning/well-being for staff and host Parent University for social emotional learning and mental health.</li></ul>

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**Goal 4: Organizational Improvement and Strategic Design: We as CISD will engage in the continuous improvement process for the betterment of the learning community by utilizing data for planning, evaluation and performance needs.**

\*\*\*Superintendent Goal - Goal 1: STRATEGIC DESIGN (Relationships, Engagement, Redefining Success, and Great Teaching)

We will continue to advocate and monitor the Coppell ISD Strategic Design work that serves as the guide for the district.

\*\*\*Superintendent Goal - Goal 2: COMMUNITY BASED ACCOUNTABILITY SYSTEM (Redefining Success)

We will implement a Community Based Accountability System (CBAS) that ensures all students are future-ready and allows our stakeholders to see a more holistic view of learning in CISD

**Performance Objective 1: CISD will provide aligned professional learning and calibrate the implementation of Professional Learning Communities (PLCs) for all campuses.**

- Continue embedding Professional Learning Community (PLC) structures throughout the district including within professional learning opportunities.
- Calibrate, align and provide support for our district departments and campuses concerning needs for professional learning.
- Create a district system focused on growing the capacity of individuals, concerning staffing opportunities, which helps with sustainability and succession plans for positions in the district.

**Performance Objective 2: CISD will continue to investigate and provide tools/strategies in order to create a comprehensive, balanced assessment system as a means to monitor student growth and to inform instructional practices.**

- Continue researching, developing and implementing a CISD Community Based Accountability System.

**Performance Objective 3: CISD will continue to leverage a variety of communication tools to increase clarity and consistency of district information for stakeholders.**

- Using data and journey mapping, we will develop an exceptional user experience for families as they interact with CISD.

**Performance Objective 4: CISD will continue to analyze, research and investigate current and future budgeting needs for facilities, resources, and**

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### **staffing.**

- Continue the work from the CISD Staff and Community Visioning Committees and the CISD Facilities Committee to discuss next steps for district needs.
- Explore and evaluate ways to support long-range budgeting needs for the district.
- Continue providing support for facilities and staff concerning safety needs due to COVID-19 and possible expenditures that may occur.

### **Performance Objective 5: Continue the CISD Strategic Design Advocacy work surrounding the district core values.**

- Continue centering district work around the Core Values - Great Teaching, Redefining Success, Relationships & Engagement - and refine the filter used to measure progress in these areas.

### **Performance Objective 6: Expand use of digital tools to support systems within the district.**

- Utilize Laserfiche to increase efficiency and minimize manual repetitive tasks: Migrate paper documents into an electronic repository that can be easily searched and eliminate potential loss of data due to disasters.
- Implement systems to help support staff and/or learner data privacy.
- Implement the two new Powerschool systems for professional learning (PL Powerschool) and evaluation (Perform) for all staff.