COPPELL INDEPENDENT SCHOOL DISTRICT

COTTONWOOD CREEK ELEMENTARY
CAMPUS IMPROVEMENT PLAN

2014- 2015

ANDRA PENNY, 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 design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.

- **Performance Objective 1**: Develop a comprehensive professional learning plan to actualize the CISD Learning Framework .

- **Performance Objective 2:** Reframe and prioritize state standards in a way that leads to profound learning.

- **Performance Objective 3:** Align the written, taught and assessed curriculum.

- **Performance Objective 4:** Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.

- **Performance Objective 5:** Create a system for establishing and maintaining reciprocal community partnerships in order to increase authentic and field based learning experiences.

- **Performance Objective 6:** Implement a system or systems to assess Future-Ready skills.

- **Performance Objective 7:** Integrate Future-Ready learning skills within the district.

- **Performance Objective 8:** Increase connections between real world experiences and authentic classroom instruction.

- **Performance Objective 9:** Transform systems to more effectively prepare students to be successful in post-secondary education and beyond.

- **Performance Objective 10:** Provide professional learning for educators and administrators on the effective use of data and assessment tools to inform the design.

STRATEGIC OBJECTIVE/GOAL 2: We will respect and leverage the diversity that exists in our community to provide a world-class learning environment.

- **Performance Objective 1:** Increase educator proficiency to respond to our diverse community of learners.

- **Performance Objective 2:** 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 foster proactive and reciprocal communication for the learner success.

- **Performance Objective 1:** Create a system for establishing and maintaining reciprocal community partnerships in order to increase authentic and field based learning experiences.

- **Performance Objective 2:** Create a system to communicate foundational and future-ready skills for each learner.

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

STRATEGIC OBJECTIVE/GOAL 4:   Design a comprehensive instructional technology system that redefines the role of technology in the classroom (create and share content, collaborate with other learners throughout the world).

- **Performance Objective 1:**   Seamlessly integrate digital citizenship across the curriculum so all stakeholders collaborate in an atmosphere of respect, integrity, sharing, trust, and service.
- **Performance Objective 2:**   Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21st Century technology skills.

STRATEGIC OBJECTIVE/GOAL 5:   We will create a community-based accountability system for reporting learner growth.

- **Performance Objective 1:**   Develop support and work with the community to establish a comprehensive accountability system for CISD and an environment conducive to optimal learning and growth.

CAMPUS SITE-BASED COMMITTEE
2014 - 2015 COMMITTEE MEMBERS

NAME OF PARTICIPANT	COMMITTEE ROLE
KIRSTIN GIRARD	ASSISTANT PRINCIPAL
DANIELLE MAVRO	KINDERGARTEN
BONNIE BAKER	FIRST GRADE
MICHELLE STUDETS	SECOND GRADE
MELYNDA TORRENS	THIRD GRADE
ELYSE HUBBARD	FOURTH GRADE
BRIAN CHOATE	FIFTH GRADE
KELLY YIN	SPECIAL EDUCATION TEACHER
MAY OLSON	PTO REPRESENTATIVE
DEBBIE YOUNGS	DISTRICT LIAISON
JACQUE BRESNSHAN	COMMUNITY MEMBER
BOB JOHNSON	BUSINESS PARTNER

COPPELL INDEPENDENT SCHOOL DISTRICT

Campus Needs Assessment

List data utilized to identify the needs of your campus

We used multiple sources of data to determine our campus needs:
- BOY, MOY, EOY Literacy Assessments
- STAAR Results
- Federal Safeguard Data
- TAPR Data
- PTO Meetings
- Learner and Parent Surveys
- Walkthrough and PDAS Data
- TELPAS
- Technology Proficiency Assessment
- RtI Data
- Visioning Document Implementation Matrix
- MAP Data
- Pinnacle 2020

List the identified needs of your campus derived from data review
Our identified needs are: • Increase integration of learner-driven technology. • Provide multiple opportunities for learner leadership and character development. • Continue emphasis on learner choice and voice. • Focus on reciprocal relationships with community partners. • Target accelerated math instruction strategies in all grades. • Implement and support UbD lesson design. • Increase communication of district information for parents.

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #1	Develop a comprehensive professional learning plan to actualize the CISD learning Framework.							
Summative Evaluation:	Documentation and walk through data							

Needs Assess.	Action Step(s)	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Walkthrough data; updated district requirements; educator feedback	Educators will be trained in Thinking Maps and Write From The Beginning and Beyond	All	WFTBB Trainer, Educators, Administrators	September 2014	June 2015	WFTBB training materials; Director of Language and Literacy	Classroom observations; educator feedback; sign in sheets; agenda	
Walkthrough data; updated district requirements; educator feedback	A campus cadre will be created to study and present strategies from the book *Make Just One Change* by Rothstein and Santana.	All	Book Cadre	August 2014	June 2015	Book: *Make Just One Change*	Feedback; classroom observations	

	Educators will have an opportunity to visit several campuses in Richardson and Coppell ISD that showcase transformative learning environments.	All	Administrators	October 2014	February 2015	Budget – local funds	Feedback; Classroom transformation
	Educators and parents will participate in a Love and Logic learning/ research experience	All	Educators; Administrators Parents	October 2014	Spring 2015	Love and Logic Training Materials; Modules	Stakeholder feedback; classroom implementation

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.						
Performance Objective #2	Reframe and prioritize state standards in a way that leads to profound learning.						
Summative Evaluation:	Updated Curriculum Aligned to the New Standards and Adoptions; Prioritized Standards						

Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Learner Profile; Classroom Walkthrough Data, Visioning Document; STAAR Data; TELPAS Data	Expand the use of UbD to design learning during design days	All	Campus Administrators; Educators	August 2014	June 2015	UbD Templates customized to individual campus initiatives; Curriculum Department Directors; Coaches	Educator Units and Lesson Designs	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #3	Align the written, taught and assessed curriculum.							
Summative Evaluation:	Learning Design Units, Student Growth Data, 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**
Student Satisfaction Survey, Curriculum Walkthrough Data, CISD Learning Framework, Parent Survey, Visioning Document	Provide all stakeholders a general overview of the revised CISD Learning Framework and district initiatives.	All	Campus Administrators	August 2014	June 2015	Campus webpage; Weekly Watch electronic newsletter; Parent Link	Classroom Walkthrough Data, Learning Design Units, Campus Data Story, 2015 Parent Survey	
Student Satisfaction Survey, Curriculum Walkthrough Data, CISD Learning Framework, Visioning Document	Continue constructivist conversations regarding assessment and grading beliefs with all stakeholders and provide exemplars of effective grading practices.	All	Campus Administrators	August 2014	June 2015	CISD Learning Framework, Research-Based Best Assessment Practices; Grade level teams; Learner led conferences	Eduphoria Records, Campus Transformation Plan, Educator Feedback, 2015 Parent Survey; Learner led conference schedule	

Student Satisfaction Survey, Curriculum Walkthrough Data, CISD Learning Framework, Visioning Document	Transform classroom instruction aligned to the CISD Learning Framework through content initiatives (see Appendix B).	All	Campus Administrator, Educators	August 2014	June 2015	Campus Professional Learning Plan, Curriculum Directors, CISD Learning Framework, Visioning Document, Local Funds	Eduphoria Records, Classroom Walkthrough Data, Campus Professional Learning Plan, MAP Data	
Campus Observations, Visioning Document	Monitor implementation of the Learning Framework.	All	Campus Administrator, Educators	August 2014	June 2015	Curriculum Directors, CISD Learning Framework, Visioning Document,	Eduphoria Records, Monthly Vertical Meetings, Lesson Plans, Walkthroughs, Team Meeting Agendas, Professional Learning Plan, Design Days	
Campus Observations, AEIS Data	Monitor accelerated instruction with research-based best practices in the area of Mathematics.	All	Campus Administrator, Educators, Math Coaches	August 2014	June 2015	Curriculum Directors, Aware Data, MAP Data, Think Through Math Data, Immigrant Funds ($TBD), Comp Ed funds ($8,592) and RtI Data, Key Math	RtI Meetings, Team Meeting Agendas, ARDs, Walkthroughs, Lesson Plans, Monthly Staff Meetings	
Visioning Document, CISD Learning Framework, TAPR Data, STAAR Results, Campus Data Story	Collaborate with Math coaches and Director of Mathematics to strengthen math instruction using best practices and formative assessment.	All	Campus Administrator, Educators, Director of Mathematics, Math Coaches	August 2014	June 2015	Math Content Specialists, Math Vertical Team Members, Key Math	STAAR Data, MAP Data, Vertical Team Meeting Agendas	

Visioning Document, CISD Learning Framework, TAPR Data, STAAR Results, Campus Data Story	TLCs will be restructured to provide time for educators to "dig into data" and impact lesson design.	All	Campus educators and administrators	September 2014	June 2015	Eduphoria, MAP, STAAR Data, Data Specialists	Agendas, future STAAR and MAP data	
Visioning Document, CISD Learning Framework, TAPR Data, STAAR Results, Campus Data Story	Campus educators will apply to present our school-wide Genius Hour experiences at state and national conferences	All	Administrators and educators	September 2014	July 2015	School budget funds	Conference programs	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #4	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.							
Summative Evaluation:	Eduphoria Records, Classroom Walkthrough Data, and Campus Needs Assessment Rubric							
Needs Assess.	**Action Step(s)**	**Sp. Pop**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Walkthrough Data, CISD Learning Framework, Visioning Document	Provide initial and ongoing training opportunities for educators to implement WFTBB.	All	Campus Administrators, Educators, Teacher Trainer	August 2014	June 2015	CISD Learning Framework, Professional Learning Opportunities, District Content Director, Write From the Beginning Trainer, WFTBB Binders	Goal Setting Forms, Lesson Plans, Eduphoria Records, Design Days' documentation, Staff Meeting Agendas, Staff Calendar	
Campus Feedback, State/Local Assessments	Build capacity of educators and learners in formative assessment practices for the improvement of learning.	All	Campus Administrators, Campus Formative Assessment Training Team	August 2014	June 2015	Formative Assessment Training Materials, Campus Liaison, Campus Administrators	Staff meeting agendas, Classroom Walkthrough Data, Learning Design Units	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #5	Create a system for establishing and maintaining reciprocal community partnerships in order to increase authentic and field based learning experiences.							
Summative Evaluation:	Documentation of increased participation in campus partnerships in Campus Improvement Plans and business partnership survey feedback.							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Community Feedback, CISD Learning Framework, Visioning Document	Increase authentic parent and community involvement in the life of the school.	All	Campus Administrator, Educators	August 2014	June 2015	Local Funds, Social Media, Parent Surveys	Campus Calendars, 2015 Parent Survey Data,	
Community Feedback, CISD Learning Framework, Campus Pedagogy Framework, Visioning Document	Support college and career awareness through college shirt days and college campus visits (5th Grade).	All	Campus Administrator, Educators	August 2014	June 2015	Campus Administrators, Educators, Parents, Collegiate Partners	Calendar of Events, Social Media Posts, Newspaper Submissions	
Community Feedback, CISD Learning Framework, Campus Pedagogy Framework, Visioning Document	Implement "Leaders at Lunch" program.	All	Campus Administrator, Educators	August 2014	June 2015	Campus Administrators, Educators, Parents, Business Partners	Calendar of Events, Social Media Posts, Newspaper Submissions	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #6	Implement a system or systems to assess Future-Ready skills.							
Summative Evaluation:	Documentation of assessment results.							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, Visioning Document	Create and utilize future-ready leadership learning outcomes (Leadership Rubric).	All	Campus Administrators, Educators	August 2014	June 2015	Campus Administrators, Campus Liaison, Campus Design Team	Future–Ready Learning Outcomes (Leadership Rubric)	
Visioning Document, and CISD Learning Framework	Use the new CISD Learning Design rubric to assess educators' learning design units aligned to the CISD Learning Framework.	All	Campus Administrators	August 2014	June 2015	CISD Learning Framework, Learning Design Rubric, Campus Administrators, Core Content Directors, iTeam	Learning Design Rubric Data, Classroom Walkthrough Data	

Campus Feedback	Provide customized professional learning opportunities to the staff based on individual interests and needs.	All	Campus Administrator, Educators	August 2014	June 2015	Curriculum Team, iTeam, Director of Professional Learning, Campus Design Team, books for cadre book studies, Local budget funds	Eduphoria Documentation, Walkthroughs, Fed Ex Days, Book study cadres	
CISD Strategic Plan, Visioning Document	Provide time for exploration and reflection on various and engaging learning practices found in *Teach Like a Pirate.*	All	Campus Administrator, Educators	August 2014	June 2015	Campus book study of *Teach Like A Pirate* (Burgess) *Make Just One Change* and self – selected leadership books	Fed Ex Days on Staff Calendar, Genius Hour for Learners, Goal Setting Documents, staff meeting agendas	
Walkthrough Data, CISD Learning Framework, Visioning Document	Restructure campus master schedule to provide additional opportunities for educators to design lessons using the campus UbD template (Design Days and TLC's)	All	Campus Administrator, Educators	August 2014	June 2015	CISD Learning Framework, District Content Directors, Campus UbD template	Campus Master Schedule, Staff Calendar, Documentation of Design Days, Unit Designs	

Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, Visioning Document	Create and utilize a Learner Leadership Rubric to assess learner leadership.	All	Campus Administrators, Educators	August 2014	June 2015	Campus Administrators, Campus Liaison, Campus Design Team, Parent Feedback	Leadership Rubric	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.						
Performance Objective #7	Integrate Future-Ready 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
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, Visioning Document	Expand virtual learning opportunities aligned to CISD Learning Framework.	All	Campus Administrators, ITeam, Educators	August 2014	June 2015	ITeam, Educators	Classroom Walkthrough Data, Flipped Lessons, Educator evaluation and goal setting	
Needs Assessment, CISD Learning Framework, Visioning Document, Community Feedback	Facilitate multiple learner-led community service leadership projects.	All	Campus Administration, Educators, Learners	August 2014	June 2015	Community Partners, Business Partners	Genius Hour, Leadership Project Reflections, Photographs, Posts on Social Media, Newspaper, Leadership Expo	
Visioning Document, Campus Pedagogy Framework, CISD Learning Framework	Organize a team of learners to customize the learner-led broadcast studio.	All	iTeam, Campus Administration, Karen Gullat	August 2014	June 2015	Genius Hour Learners, Educators, Broadcast Room	Learner created broadcast recordings	

Visioning Document, Campus Pedagogy Framework	Coordinate clubs and after school opportunities driven by learners' passions.	All	Campus Administration, Educators, Community partners	August 2014	June 2015	Learner Interest Inventory, Twitter Chats, Community Partners, Educators	Schedule, Social Media Posts, Newspaper, Student Reflections, Student Survey	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #8	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
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, Educators	August 2014	June 2015	Campus Transformation Plan, Campus Liaison, Business partners, Community partners, CISD Learning Framework, Visioning Document, Ashoka Changemaker Network	Campus Transformation Plan, Learning Design Units, Visioning Matrix, Club 21 Grant Showcases, Side by Side Learning Opportunities between Learners and Stakeholders, Tech"KNOW" Night With Stakeholders	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #9	Transform systems to more effectively prepare students to be successful in post-secondary education and beyond.							
Summative Evaluation:	PBMAS, student enrollment, student certification, CTE program evaluations, and New Vision Implementation Matrix.							
Needs Assess.	**Action Step(s)**	**Sp. Pop**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Campus comprehensive needs assessment, Classroom Walkthrough Data, CISD Learning Framework, Visioning Document	Refine campus transformation plan.	All	Campus Administrators, Educators	August 2014	June 2015	Campus Liaison, Curriculum Department, CISD Learning Framework, Visioning Document	Updated Campus Transformation Plan	
Campus comprehensive needs assessment, Classroom Walkthrough Data, CISD Learning Framework, Visioning Document	Utilize the Visioning Matrix to assess campus transformation efforts.	All	Campus Administrators, Educators	August 2014	June 2015	Campus Liaison, Curriculum Department, Visioning Document	Updated Campus Transformation Plans	
AEIS Report, Classroom Walkthrough Data, CISD Learning Framework, Visioning Document	Reduce the achievement gap through responsive teaching and pedagogy.	All	Campus Administrators, Educators	August 2014	June 2015	CISD Learning Framework, ESL Program Evaluation, Research-Based Best Practices, Curriculum Department	AEIS Report, classroom Walkthrough Data, Learning Design Plans, Special Education Referrals, RtI documentation	

Strategic Objective/Goal 1:	We will design comprehensive learning services that empower all learners with skills and knowledge to ensure their individualized growth and success.							
Performance Objective #10	Provide professional learning for educators and administrators on the effective use of data and assessment tools to inform the design.							
Summative Evaluation:	Administrator survey results; learner feedback							
Needs Assess.	Action Step(s)	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
STAAR Data; TELPAS Data; MAP Data; Walkthrough Data	Educators will receive professional learning on the implementation of ePortfolios for learners.	All	Administrators, iTeam, Educators	September 2014	June 2015	Workshop/Presentation on the various types of ePortfolios as well as the different digital platforms	Feedback; Stakeholder ePortfolio	
STAAR Data; TELPAS Data; MAP Data; Walkthrough Data	Each staff meeting will include a formative assessment technique (digital and non-digital) as a model for educators to use in their classrooms.	All	Administrators, Formative Assessment Team	August 2014	June 2015	Technology tools such as socrative or kahoot; non-digital tools	Feedback; classroom observations; UbD lesson designs; staff meeting agendas	

STAAR Data; TELPAS Data; MAP Data; Walkthrough Data	Educators will meet as a grade level team with campus administration to look at data and instructional practices.	All	Educators; Administrators	September 2014	June 2015	STAAR , MAP, and other classroom assessment data; data specialist	Feedback; walk throughs; calendar	
STAAR Data; TELPAS Data; MAP Data; Walkthrough Data	Educators will participate in a book study on a self- selected leadership book and present content at a Professional Learning Fair.	All	Educators' Administrators	September 2014	Feb. 2015	Self-selected professional book; local budget funds	PL fair (February); educator feedback	
	Educators will participate in grade level professional learning and collaboration on the new math TEKS and district resources/ lesson design by grade levels.	All	Administrators – both campus and district; educators; math coaches; director of math	October 2014	June 2015	District math curriculum supervisors, math TEKS,	Classroom observations; educator feedback; staff calendar; Eduphoria	

Strategic Objective/Goal 2:	We will respect and leverage the diversity that exists in our community to provide a world-class learning environment.								
Performance Objective #1	Increase educator proficiency to respond to our diverse community of learners.								
Summative Evaluation:	Eduphoria; record of training								
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/ Fiscal**	**Formative Evaluation**	**Documented**
STAAR Data; TELPAS Data; MAP Data; DRA Data	Create a customized plan for all learners who did not advance one level on TELPAS	ESL Learners	ESL Facilitators and Educators; Executive Director of Curriculum and Instruction; Campus Administration	August 2014	Sept. 2014	ESL Facilitators; TELPAS Data	Customized Plans	
STAAR Data; TELPAS Data; MAP Data; DRA Data; Walkthrough Data	Conduct formal and informal walkthroughs in classroom with ESL learners with a focus on sheltered instruction strategy implementation to give feedback to educators on the integrity of strategy implementation.	ESL; DLI	Campus Administration; Curriculum Directors; Executive Director of Curriculum and Instruction; Director of Enrichment Programs; Director of Intervention Services; ESL Facilitators	Sept. 2014	May 2015	Walkthrough Form	Walkthrough Data; STAAR Data; TELPAS Data; MAP Data	

Strategic Objective/Goal 2:	We will respect and leverage the diversity that exists in our community to provide a world-class learning environment.							
Performance Objective #2	Promote the development and demonstration of positive character traits including (but not limited to): Courage, Trustworthiness, Integrity, Respect and Courtesy, Responsibility, Fairness, Caring, Good Citizenship, and 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 Learning Framework	Evaluate campus character education system(s) to align with CISD Learning Framework.	All	Campus Administrators , Counselor	August 2014	June 2015	Campus Liaison, Curriculum Department, CISD Learning Framework, Updated Campus Transformation Plans	Campus Discipline Data, Campus Attendance Data, Campus Surveys, Leadership Rubric	
CISD Learning Framework	Provide professional learning opportunities to support campus character education initiatives.	All	Campus Administrators , Counselor	August 2014	June 2015	Director of Professional Learning, Campus Liaison, Curriculum Department, CISD Learning Framework, Character Education Training Materials, Updated Campus Transformation Plans, Angela Maiers	Eduphoria Records, Meeting Agendas	

Strategic Objective/Goal 2:	We will respect and leverage the diversity that exists in our community to provide a world-class learning environment.							
Performance Objective #2	Promote the development and demonstration of positive character traits including (but not limited to): Courage, Trustworthiness, Integrity, Respect and Courtesy, Responsibility, Fairness, Caring, Good Citizenship, and 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 Framework	Counselor will schedule monthly luncheons with learners who are new to CCE.	All New Students	Counselor	Sept. 2014	May 2015	Student records	Campus calendar, learner feedback; photos; social media	

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Strategic Objective/Goal 3:	We will foster proactive and reciprocal communication for learner success.						
Performance Objective #1	Create a system for establishing and maintaining reciprocal community partnerships in order to increase authentic and field based learning experiences.						
Summative Evaluation:	Documentation of increased participation in campus partnerships in Campus Improvement Plans and business partnership survey feedback.						

Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Community Feedback, CISD Learning Framework, Campus Pedagogy Framework, Visioning Document	Support college and career awareness through college shirt days and college campus visits	All	Campus Administrator, Educators	August 2014	June 2015	Campus Administrators, Educators, Parents, Collegiate Partners	Campus Calendar, Social Media Posts, Newspaper Submissions; Learner surveys	
Community Feedback, CISD Learning Framework, Campus Pedagogy Framework, Visioning Document	Survey stakeholders to connect their passions with our learners' passions	All	Campus Administrator, Educators, iTeam	August 2014	June 2015	Campus Administrators, Educators, Parents, Business Partners; community stakeholders	Survey Results, Career Days, Google+,Skype Visits, Campus Visits; Genius Hour	
	Community leaders will be highlighted at monthly round-ups with learner led interviews and Q and A	All	Campus administrators, learners	Sept. 2014	May 2015	Community partners; Interview questions	School Calendar; Round-up Agendas	

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Strategic Objective/Goal 3:	We will foster proactive and reciprocal communication for learner success.								
Performance Objective #2	Create a system to communicate foundational and future-ready skills for each learner.								
Summative Evaluation:	Documentation of assessment results								
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Walkthrough Data, CISD Learning Framework, Visioning Document	Restructure campus master schedule to provide additional opportunities for educators to design lessons using the campus UbD template (Design Days)	All	Campus Administrator, Educators	August 2014	June 2015	CISD Learning Framework, District Content Directors, Campus UbD template; iTeam; Math Coaches	Campus Master Schedule, Staff Calendar, Documentation of Design Days, Unit Designs	
Student Satisfaction Survey, Classroom Walkthrough Data, CISD Learning Framework, Visioning Document	Create and utilize a campus Leadership Rubric.	All	Campus Administrators	August 2014	June 2015	Campus Administrators, Campus Liaison, Campus Design Team; Learner and Parent surveys	Leadership Rubric	

Strategic Objective/Goal 3:	We will foster proactive and reciprocal communication for learner success.							
Performance Objective #3	Communicate the 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
Visioning Document	Use MAP and other assessment data to provide targeted instruction and guidance to help learners take responsibility for their individual performance and progress (learner goals).	All	Campus Administrator, Educators	August 2014	June 2015	Educators, Learners, Grade Level Teams, Data Team, Counselor	Learner Goal Setting Forms, Parent Communication Log, Lesson Plans, Learner-Led Conferences	
Visioning Document, Campus/Community Feedback	Provide opportunities to increase communication with our stake holders via electronic pathways.	All	Campus Administrator, Educators	August 2014	June 2015	Campus Administrators, iTeam, PTO, Professional Development Plan, Design Team; Parent Link; Peach jar	Campus, Educator, and Learner Websites, PTO/CCE Electronic School Newsletter, Twitter, Facebook, Parent Link, Peach jar	

Strategic Objective/Goal 4:	Design a comprehensive instructional technology system that redefines the role of technology in the classroom (create and share content, collaborate with other learners throughout the world).							
Performance Objective #1	Seamlessly integrate digital citizenship across the curriculum so all stakeholders collaborate in an atmosphere of respect, integrity, sharing, trust, and service.							
Summative Evaluation:	Documented cumulative evidence of stakeholder growth and progress over time in achieving an atmosphere of respect, integrity, sharing, trust, and service.							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
CISD Parent Survey	Provide differentiated digital citizenship education for all stakeholders	All	iTeam, Administrators, and Educators	August 2014	June 2015	Responsible use videos/training material created by CISD; iTeam members; Ditigal Literacy Training	Stakeholder Feedback, classroom observations	

Strategic Objective/Goal 4:	Design a comprehensive instructional technology system that redefines the role of technology in the classroom (create and share content, collaborate with other learners throughout the world).						
Performance Objective #2	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 Future-Ready technology skills.						

Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
CISD Learning Framework, Visioning Document	Provide differentiated technology support for all staff members and stakeholders.	All	Curriculum Directors, Campus Administrators, iTeam, Educators	August 2014	July 2015	Support Protocols, iTeam, Campus Administrators; Professional Learning Surveys	Differentiated Technology Support Model, Community Participation in Side by Side Learning Opportunities	

Strategic Objective/Goal 5:	We will create a community-based accountability system for reporting learner growth.							
Performance Objective #1	Develop support and work with the community to establish a comprehensive accountability system for CISD and an environment conducive to optimal learning and growth.							
Summative Evaluation:	Partnerships and Internships Accessible to CISD learners; Long Range Facility Plan							
Needs Assess.	**Action Step(s)**	**Sp. Pop.**	**Person(s) Responsible**	**Timeline Start**	**Timeline End**	**Resources Human/Material/Fiscal**	**Formative Evaluation**	**Documented**
Parent Survey; Pinnacle 2020 Strategic Planning; Educator and Administrator Input	Redesign or repurpose current learning spaces to provide flexibility and maximize learning opportunities for all learners.	All	Assistant Superinten-dents for Curriculum and Instruction, Administration, and Business and Support Services; Campus Administration	Sept. 2014	June 2015	Local Funds; Bond Funds	Redesign Plans for Learning Spaces	
STAAR Data; TELPAS Data; MAP Data; Walkthrough Data; Lesson Plans	Provide professional learning for educators on the effective use of data and assessment tools to inform the design of learning.	All	Director of Assessment; Director of Professional Learning; Data Specialist	July 2014	June 2015	Training Modules	Eduphoria Records	

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 R-Time.	Region 10	Campus Principals and Campus Counselors	R-Time Session Dates, R-Time 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 5th 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	Director of Advanced Academics 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	Director of Advanced Academics 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	Director of Advanced Academics 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; Director of Enrichment Programs	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; Director of Enrichment Programs	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; Director of Enrichment Programs	Membership List
4. The district expectation is that a representative from each campus will participate in the committee	Student Services Budget	Co-Chairs; Director of Enrichment Programs	Membership List
5. Communicate SHAC updates to stakeholders including staff and parents.	SHAC Meeting Minutes Provided to Administration for Updates Communicated	Co-Chairs; Director of Enrichment Programs	Communication Plan for the District and Campuses; Newsletters, Websites.

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	Director of Advanced Academics, 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	Director of Advanced Academics, 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	Director of Advance Academics, 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	Director of Advanced Academics, 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 Report, and Progress Monitoring Data of Victory Place and RtI 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 21st 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 and Middle School Budgets	High School Counselors, and CTE Educators	User Account Report
4. Counseling and career guidance will be available to help	High School Budgets	Counselors	Career Pathway Graduation Plans

Strategies	Resources	Staff Responsible	Evaluation
students with certification and technical opportunities.			
Strategies	**Resources**	**Staff Responsible**	**Evaluation**
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

Strategies	Resources	Staff Responsible	Evaluation
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

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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.	Learning Framework, Visioning Document, Eduphoria, and Curriculum	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 Research-Based Best Practices	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	Classroom Walkthrough data, and Learning Design Units
2. Focus on improving scientific best practices in K-12: • Planning and Carrying Out Investigations; • Analyzing and Interpreting Data; • Asking Questions and Defining Problems; and • Obtaining, Evaluating and Communicating Information.	Professional Learning Communities, Professional Learning, 2012-2013 Cadre Recommendations, and classroom walkthrough rubric	Director of Science	Eduphoria Records, 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	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	Coordinator of Social Studies	Eduphoria Records, Classroom Walkthrough data, and Learning Design Units
2. Expand the use of virtual learning design K-12.	Virtual Learning Training	Coordinator of Social Studies	Classroom Walkthrough data, and Learning Design Units
3. Expand the use of digital content resources K-12.	Instructional Materials Resource Committee, and iTunesU	Coordinator of Social Studies	Classroom Walkthrough data, and Learning Design Units
4. Create a constructivist dialogue regarding high yield best practices.	John Hattie's Research	Coordinator of Social Studies	Eduphoria Records, Classroom Walkthrough data, and Learning Design Units

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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
BTIM	Beginning Teacher Induction and Mentors			Psychology
BYOD	Bring Your Own Device		OSS	Out of School Suspension
C.A.R.E.	Chemical Awareness Resources & Education		PBMAS	Performance Based Monitoring
CISD	Coppell Independent School District			Assessment System
Comp Ed	Compensatory Education		PBS	Positive Behavior Supports
CTE	Career and Technical Education		PEIMS	Public Education Information
EC	Early Childhood			Management System
EOC	End of Course		PST	Promoting Success Team
D.A.T.E.	District Award of Teacher Excellence		RtI	Response to Intervention
DIBS	Dream, Imagine, Believe and Succeed		SCE	State Comprehensive Education
	(Elementary Student Advisory Committee)		SHAC	School Health Advisory Council
GT	Gifted and Talented		SPED	Special Education
HR	Human Resources		SRO	Security Resource Officer
IB	International Baccalaureate		TAKS	Texas Assessment of Knowledge
ICLE	International Center for Leadership in Education			& Skills
IDEA	Individuals with Disabilities Act		TEA	Texas Education Agency
ISS	In School Suspension		TEC	Texas Education Code
			TEKS	Texas Essential Knowledge & Skills
			x2VOL	Data Warehouse for Service Learning