



DISTRICT IMPROVEMENT PLAN

2011- 2012

DR. JEFF TURNER
SUPERINTENDENT

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 students 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.
- **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:** Ensure equitable distribution of highly qualified teachers.

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

- **Performance Objective 1:** Promote the development and demonstration of positive character traits including (but not limited to): Courage, Trustworthiness, Integrity, Respect & Courtesy, Responsibility, Fairness, Caring, Good Citizenship, and School Pride consistent with the terms of the TEC Section 29.906.
- **Performance Objective 2:** Embed Character Education within the CISD Curriculum and service learning projects 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.

•

SUMMARY:

Coppell ISD is a suburban school district with an approximate enrollment of 10,000 students located just north of the Dallas-Fort Worth Airport serving the students of the communities of Coppell and Valley Ranch. Coppell ISD has nine (9) elementary schools, three (3) middle schools, one (1) alternative campus and two (2) high schools. For information about the comprehensive needs assessment executive summary as well as additional district achievements and the student demographics, please visit the district website at <http://www.coppellisd.com> or on the TEA website at <http://www.tea.state.tx.us/perfreport/aeis/>. The district improvement planning process is intended to serve as a collaborative planning tool by utilizing community and staff input to develop goals for the upcoming school year. The members of this team chose the strategic objectives listed above which are completely aligned with the district's five-year strategic plan.

**DISTRICT EDUCATIONAL IMPROVEMENT COUNCIL (DEIC)
2010-11 COMMITTEE MEMBERS**

AUSTIN ELEMENTARY

CHRISTINE MCNEME
HEATHER CECHIN
LAURIE O'NEILL

COTTONWOOD CREEK ELEMENTARY

NANCY KEITH
REBECCA AUGUSTINE
CHANTEL KASTROUNIS

DENTON CREEK ELEMENTARY

LISA EVANS
BARBARA LARSEN
LIZZIE HARTMAN

LAKESIDE ELEMENTARY

JERENE RAY
KELLY GIDDENS
JENNIFER MCLAUGHLIN

MOCKINGBIRD ELEMENTARY

MARY MCKNIGHT
DEBBIE YOUNGS
DEBBIE SAMARAS

PINKERTON ELEMENTARY

JAYCE SENTER
JENNIFER HAYS
JEREMY PHILLIPS

TOWN CENTER ELEMENTARY

KELLY COLEMAN
LORRI BREHM
MARLY NATHERSON

VALLEY RANCH ELEMENTARY

KARI ECHOLS
ELIZABETH HOULT
APRIL OWEN

WILSON ELEMENTARY

ERIC HANSON
BRENDA CRAVEN
SUSAN WANGLER

CMSE

RANETA ANSLEY
KATE GABRIEL
BILL BUSH

CMSN

TAMRA DOLLAR
RYAN LAM
ANGELA GEIGER

CMSW

JEFF LAHEY
JULIE BAILEY
CRISTINA MALONE

CHS

BRUCE HERMANS
JEB PURYEAR
SUNNY RICHARDSON

NTH@C

SHERRY WADDEY
KOLBY KERR
NORRIE BRASSFIELD

EDUCATION ANNEX

RHONDA SHAW

BROCK

ANGELA MADEN

PARENT/BUSINESS/COMMUNITY

DON CARTER, BUSINESS/COMMUNITY
CHRISTI GREEN, BUSINESS/COMMUNITY,
AMY DUNGAN, PARENT
TRACY FISHER - PARENT
ANTHONY HILL, CISD BOARD/PARENT
ERIC PRATT, BUSINESS/COMMUNITY
RICK STOKES, BUSINESS/COMMUNITY

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 & discussions, State requirements.	Revise and implement written curriculum documents to align with research-based best practices including ELPS, PBL, and CCRS.	PreK-12 Social Studies, PreK-12 Math, PreK-12 ELAR, 9-12 LOTE, PreK-12 Fine Arts, 7-12 CTE, & PreK-12 Health/P.E.	Social Studies, Math, ELAR, LOTE, ESL/BE, CTE, & Health/P.E. Directors, Curriculum Writing Teams	June 2011	July 2012	Research-based best practice resources by authors such as Erickson, Wiggins & McTighe, Marzano, Stiggins, Daggett, etc., local funds, Title II, Forethought	Curriculum Unit Plans, classroom walkthroughs	
Campus & community feedback and state/local assessment , Performance Series data and budget constraints.	Revise the District Assessment Plan in order to more effectively monitor student growth, program effectiveness and to drive instruction.	All	Curriculum Team, Campus Admin and Teachers	August 2011	June 2012	Achievement Series data and Performance Series Data, and local funds	Data analysis, lesson plans, campus improvement plans, and campus visits	
Campus observations and administrative discussions.	Align accelerated instruction practices with research-based best practices, including 21 st century learning skills and tools.	All	Curriculum Team, Campus Admin and Teachers	August 2011	June 2012	Achievement Series data , Performance Series data, Title 1 funds, comp ed funds and local funds.	Campus Improvement Plans, intervention plans and accelerated instruction 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 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
Quantitative data such as AEIS, TAKS Summary Reports, and Local Assessments. Qualitative data such as surveys, department meetings, instructional leader meetings, team leader meetings, and classroom walkthroughs.	Provide initial/advanced training in: <ul style="list-style-type: none"> Assessment for learning Grading practices Assessment management system's role in data collection Assessment management system's role in Rtl 	Curriculum team and campus admin. team	Director of Staff Development, Curriculum Directors, Director of School Improvement, Director of Elementary Curriculum and Assistant Superintendent of Curriculum, Instruction, and Assessment	June 2011	July 2012	Assessment management system, Outside consultants, in-district presenters, books, manuals, Region 10 workshops, etc., TEKS, AP/IB standards, Title I, II, III, local & IDEA Stimulus funds, and D.A.T.E. grant	Eduphoria records, classroom walkthroughs, Rtl Tier 1 documentation, and campus needs assessment	
Quantitative data such as AEIS, TAKS Summary Reports, local assessments. Qualitative data such as surveys, department meetings, instructional leader meetings, team leader meetings, classroom walkthroughs.	Provide Title I Campuses additional opportunities to supplement training and improve instruction for targeted populations.	All CISD Instructional Staff of Title I Campuses, Director of School Improvement and Curriculum Directors	Title I Campus Administrators	August 2011	June 2012	Title I Funds	Campus Needs Assessment and documentation of additional staff development opportunities	

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 Performance Plan Indicators (SPP).	Provide advanced training on Early Childhood Outcomes (SPP 7).	SpEd Staff for Ages 3 – 5	Director of Elementary SpEd, Early Childhood Diagnostician, and Speech Pathologists, SpEd Teachers	August 2011	June 2012	Region 10, Intervention Services, Early Childhood, Outcome Center, Local and Federal Funds, Early Childhood, and Lead Speech Pathologist, SpEd Staff	Child Observation Summary Forms and SPP Indicator Report.	
CISD Strategic Plan 2009.	Explore and identify blended and online learning best practices.	All	Curriculum directors.	August 2011	June 2012	Curriculum Department, Campus Administrators	Lesson plans and curriculum units	
Quantitative data such as AEIS, TAKS Summary Reports, and local assessments. Qualitative data such as minutes from PST meetings.	Revise the district support system for Rtl and create an Rtl transition plan.	Instructional Staff	Director of School Improvement, Director of Language and Literacy and Director of Math	June 2011	July 2012	Curriculum Department, Intervention Services, Campus Admin, Counselors and IDEA Stimulus Funding	Classroom walkthroughs, Forethought lesson plans, PST meeting minutes, Rtl documentation, and local/state assessment data.	
Campus AEIS report and campus assessment data.	Each campus will create and implement an Rtl transition plan aligned to District initiative.	Campus admin team and staff.	Curriculum Department and Campus Administrators	June 2011	July 2012	Curriculum department, intervention services, Title 1 funds, compensatory education funds and local funds	Local and state assessments and campus visits.	

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.	All	Campus Administrators	August 2011	June 2012	Classroom visits, announcements, teachers, campus administration, counselors, Title I funds, Local funds and State Comp Ed funds	Student goal setting (grades 4-5 math, all middle school, & Algebra I), teacher communication and lesson plans	
Campus/Community Feedback	Provide multiple communication pathways for parents to receive feedback on individual student assessment.	All	Director of Assessment & Accountability and Teachers	August 2011	June 2012	Campus Administrators	Individual student reports	

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:	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	Expand business partnership website to improve teacher and administrator access to partners' contact information and access of expertise.	All	Transition Coordinator, Web Master, and CTE Coordinator	Aug. 2011	June 2012	Campus Administrators, teachers, parents and community members	Dates, agendas, notes related to development of training activities	
Community Feedback	Establish and implement a system to recognize CISD business partners.	All	Transition Coordinator, Web Master, and CTE Coordinator	Aug 2011	June 2012	Campus Administrators, teachers, parents, community members and local funds	Organizational notes, event advertisements, newsletters and program invitations	

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 5:	Implement a system or systems to assess 21 st Century 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
CISD Strategic Plan 2009	Identify current systems and assessment programs that target 21 st Century skill development for students.	All	Assistant Superintendent for Curriculum and Instruction	August 2011	Jan 2012	Curriculum Directors, Campus Administration, Head Librarian and I-Team	Comparative matrix of researched systems	
CISD Strategic Plan 2009	Identify current systems and assessment programs that target 21 st Century skill development for teachers and administrators.	All	Assistant Superintendent for Curriculum and Instruction	August 2011	Jan 2012	Curriculum Directors, Campus Administration, Head Librarian and I-Team	Comparative matrix of researched systems	
CISD Strategic Plan 2009	Gather feedback and input for sustaining the assessment of 21 st Century skill development for students, teachers and administrators.	All	Assistant Superintendent for Curriculum and Instruction	August 2011	June 2012	Curriculum Directors, Campus Administrators, Teachers and I-Team	Survey data, focus group attendance sheets, and minutes	

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 21 st 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
CISD Strategic Plan 2009	Create and pilot the utilization of rubrics that address 21 st Century learning skills and character traits.	Grades 4 and 5, and CHS academies	Curriculum Directors, CHS academy teachers, and 4 th & 5 th Grade Reporting Committee	June 2011	May 2012	Campus Administrators, Director of New Tech High, PBL content specialists, I-Team, Head Librarian, cross discipline CCRS, partnership for 21 st Century Learning, and Buck Institute.	21 st Century rubric	
Campus Feedback	Update teacher walkthrough form to include 21 st Century learning skills.	All	Assistant Superintendent of Curriculum and Instruction	August 2011	Sept 2012	Curriculum Directors, campus administrators, and I-Team	Updated walkthrough form	
CISD Strategic Plan 2009	Embed information literacy skills into all curriculum areas.	All	Assistant Superintendent of Curriculum and Instruction	August 2011	Sept 2012	Curriculum Directors, campus administrators, librarians and I-Team	Program evaluation feedback from all stakeholders.	

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	August 2011	June 2012	Teachers, PTOs, parents and guardians	Campus improvement plans. PTO, lists of parent assets	
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	Director of Advanced Academics, Director of School Improvement and Executive Director of Technology	August 2011	June 2012	I Team, teachers, Title II, IDEA and local funds	Lesson plans and Campus Improvement Plans	
Community Feedback	Enhance service learning by providing an electronic database to track student service hours.	Grade 6-12	CTE/Service Learning Coordinator	August 2011	June 2012	Campus service learning reps, campus administrators, and teachers. Serve and learn & Carl D. Perkins grants	Service data reports	
CISD Strategic Plan 2009 and CISD Middle School Strategic Plan 2010	Provide varied learning experiences focusing on student choices.	All	Campus Administrators	August 2011	June 2012	Curriculum Directors, 21 st Century Learning White Paper, Bridges, Naviance, and ICLE Resources	CIP, lesson plans, and student/teacher reflections	
CISD Strategic Plan 2009 and CISD Middle School Strategic Plan 2010	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	June 2011	August 2012	Curriculum department, model schedules	Campus schedules 2011-2012 and student reflections	

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 and CISD Middle School Strategic Plan 2010	Create a system to measure the impact of student choice on student engagement.	All	Curriculum Dept. and Campus Administrators.	June 2011	August 2012	Curriculum Department and Survey Instruments	Analysis of data collected	
CISD Strategic Plan 2009	Provide varied learning experiences focusing on student choice using a variety of teaching methods such as PBL, blended learning, and differentiated instruction.	All	Assistant Superintendent of Curriculum and Instruction	Aug 2011	June 2012	Director of Staff Development, PD360, Curriculum Directors and Campus Admin	Course offerings and teacher lesson plans	
CISD Strategic Plan 2009	Train teachers in a variety of learning methods that give more options for student choice in academic experiences.	All	Assistant Superintendent of Curriculum and Instruction	Aug 2011	June 2012	Director of Staff Development, PD360, Curriculum Directors and Campus Admin	Eduphoria records, classroom walkthroughs, and campus needs assessment	
CISD Strategic Plan 2009	Create tools for evaluating student choices in learning experiences and seek ways to expand student choice in all curricular areas.	All	Assistant Superintendent of Curriculum and Instruction	Aug 2011	June 2012	Directors of Curriculum and Teachers	Student Satisfaction Survey Data	

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 8:	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
Student placement into CTE Programs of Study	Increase student and teacher awareness of college and career readiness/post-secondary education opportunities.	Grades 6-12	CTE Coordinator	August 2011	June 2012	Carl D. Perkins Grant, Bridges, Naviance, Counselors	Student surveys and four year plans	
CISD 2010-2011 graduation data and comprehensive needs assessment	Create a culture of college and redefine post-secondary education in order to best serve all students.	All	Curriculum department, campus admins. and teachers.	August 2011	June 2012	Counselors, Curriculum Department, Naviance, Bridges and Campus Admins.	Student surveys and graduation tracker data	
CISD 2010-2011 graduation data and comprehensive needs assessment	Align college readiness assessments and design intervention framework to ensure college readiness for all.	All	Curriculum department, campus admins. and teachers.	August 2011	June 2012	Counselors, Curriculum Department, Naviance, Bridges and Campus Admins.	Student surveys and graduation tracker data	
New Vision Implementation Matrix Pre Analysis, CISD 2010-2011 graduation data and comprehensive needs assessment	Utilizing the field guide of the Visioning Institute, campuses will identify two or more areas to address.	All	Curriculum department, campus admins. and teachers.	August 2011	June 2012	Curriculum Department, Visioning Institute Document and Campus Admins.	New Vision Implementation Matrix Post Analysis	

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 9:	Expand and refine program options and the learning continuum to reinforce strengths, needs, and interests of students served in the gifted and talented program							
Summative Evaluation:	The CISD GT Program Guide reflects an array of learning opportunities for gifted and talented students both within the school day as well as out of school options.							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
2011 GT Program Evaluation	Revise GT Scope and Sequence of Skills.	GT	Director of Advanced Academics	Sept 2011	Dec 2012	GT Faculty	Copy of Revised Scope and Sequence	
GT State Plan and GT National Program Standards	Develop GT program assessments reflecting of the learning goals and scope and sequence of curriculum	GT	Director of Advanced Academics and GT Teachers	July 2011	May 2012	GT Faculty, Content Directors	Copies of used or in process of development	
GT State Plan and GT National Program Standards	Incorporate the use of the Texas Performance Standards Projects in the secondary GT program.	GT	Director of Advanced Academics	September 2011	May 2012	GT Faculty and local funds	Curriculum Documents and Student Projects	
Middle School Strategic Plan	Work with teacher teams to refine new middle school curriculum for core GT classes in grades 6-8.	Middle School GT	Director of Advanced Academics; Content Directors	May 2011	December 2012	GT Faculty and local funds	Curriculum Documents	
2011 GT Program Evaluation	Develop additional information about GT program options on the GT website to improve communication	GT	Director of Advanced Academics	July 2011	October 2011	GT Faculty	Web pages available to communicate options	

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 10:	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all special education curricular areas.							
Summative Evaluation:	Annual, Review, and Dismissal (ARD) Committee paperwork, Individualized Education Plans (IEP)							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Special Ed. permanent folder review; classroom walkthroughs; department meetings	Provide training in Standards-Based IEPs utilizing SpEd Management System (SEMS).	Special Ed.	Directors of SpEd, Lead Diagnostician, Lead Speech Pathologist, SpEd Team Leaders	August 2011	June 2012	SpEd Teachers, Lead Diagnostician, Lead Speech Pathologist, SpEd Team Leaders, SpEd local and federal funds	ARD committee reports, IEP reviews	

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:	CIP checklists							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Student Satisfaction Survey	Implement SHAC recommended indicators for improving Coordinated School Health Programs on all campuses.	All	Asst. Supt. Or designee and Campus Administrators	August 2011	June 2012	SHAC Committee indicators, members, and SHAC campus reps	CIPs	

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 12:	Implement the requirements and purposes to meet state and federal targets.							
Summative Evaluation:	Annual, Review, and Dismissal (ARD) Committee paperwork, Individual Education Plans (IEP), Full and Individual Evaluation (FIE), Annual Performance Report (APR)							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
State Performance Plan (SPP) Indicators Referral Logs Child Find Logs	Provide advanced training on state and federal timelines/ guidelines.	SpEd and LEP	Directors of SpEd, Lead Diagnostician, Lead Speech Pathologist	July 2011	June 2012	Intervention Services Personnel, Region 10, SpEd Local and Federal funds	Documentation of Intervention Services staff development Eduphoria records	

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 13:	Improve student performance and program effectiveness by meeting state and federal standards <ul style="list-style-type: none"> • 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. 							
Summative Evaluation:	Public Education Information Management System (PEIMS) reports, Performance-Based Monitoring Analysis System (PBMAS) reports, Academic Excellence Indicator System (AEIS) reports, SpEd Referral Reports							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
AEIS Reports PEIMS Reports PBMAS Reports SpEd Referral Reports	Provide advanced training on eliminating the disproportionate representation in Special Education to instructional staff.	All	Directors of SpEd, Curriculum Department, Diagnosticians, Speech Pathologists	July 2011	June 2012	Intervention Services Personnel, Region 10, Curriculum Department, Campus Administrators, Promoting Success Teams (PST), Rtl, SpEd Local and Federal Funds	PST Reports, SpEd Referral Reports, Eduphoria records, Agendas	

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 13:	Improve student performance and program effectiveness by meeting state and federal standards <ul style="list-style-type: none"> • 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. 							
Summative Evaluation:	Public Education Information Management System (PEIMS) reports, Performance-Based Monitoring Analysis System (PBMAS) reports, Academic Excellence Indicator System (AEIS) reports, SpEd Referral Reports							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
CHS Transcripts	Maintain co-teach sections of Algebra I, Physics and Chemistry sections to assist students in the successful completion of a recommended high school plan.	SpEd	CHS Principal, Director of Secondary SpEd, Director of Mathematics and Director of Science	August 2011	June 2012	General & Special, Education Staff and SpEd local and federal funding	PBMAS indicators, Master Schedule, Academic Achievement Records (AAR), ARD Documents	
PEIMS	Provide training on Positive Behavioral Supports cohorts.	All	Campus Administration, Directors of SpEd Intervention Specialists	August 2011	June 2012	Incident codes per campus, positive behavior support plan template, campus staff, Specialist/LSSP Region 10 (School wide PBS), and SpEd local and federal funds	Eduphoria records	
PEIMS	Implement and provide advanced training on alternative options to In-School Suspension.	SpEd	Campus Administration, Directors of SpEd	August 2011	June 2012	Campus administration, Directors of SpEd, Region 10, Intervention Specialist/LSSP and SpEd local and federal funds	Eduphoria records, input from administrative staff, and input from teachers	

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 14:	Ensure equitable distribution of highly qualified teachers.							
Summative Evaluation:	Teacher retention rates							
Needs Assess.	Action Step(s)	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Teacher Turnover Rates and exit interviews	Mentor beginning educators to improve effective teaching and performance while promoting personal and professional well-being.	Beginning Educators (0-1 years of experience)	Executive Director of HR, Director of Staff Development, Director of School Improvement	Aug 2011	July 2012	BTIM grant, Title II funds, local funds	Teacher retention rate, Teacher exit interviews and Beginning Teacher and Mentor Journals	
Teacher Turnover Rates and exit interviews	Utilize lesson video to reflect on identified aspects of effective instruction including 21 st Century skills.	Beginning Educators (0-1 years of experience)	Executive Director of HR, Director of Staff Development, Director of School Improvement	Aug 2011	July 2012	BTIM grant, Title II funds, local funds	Teacher retention rate, Teacher exit interviews and Beginning Teacher and Mentor Journals	
Teacher Turnover Rates and exit interviews	Utilize lesson video to moderate classroom walkthrough documentation (for admin).	Beginning Educators (0-1 years of experience)	Executive Director of HR, Director of Staff Development, Director of School Improvement	Aug 2011	July 2012	BTIM grant, Title II funds, local funds	Teacher retention rate, Teacher exit interviews and Beginning Teacher and Mentor Journals	

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 Assessment	Action steps	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	Director of Staff Development	Aug 2011	June 2012	Counselors, Rtime, Rachel's Challenge, local funds and Title II funds	Compilation of survey results	
CISD Strategic Plan 2009	Establish various District and Community venues for reporting positive character traits by CISD students.	All	Director of Communication	Aug 2011	June 2012	Coordinator of Service Learning, Counselors, Campus Administrators and Teachers	Media Report	

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 programs.	All	Curriculum directors, admins and classroom teachers	August 2011	June 2012	List of Character Education best practices and resources, instructional specialists, content curriculum writers and local funds	CISD curriculum documents, lesson plans, classroom visits	
CISD Strategic Plan 2009	Develop reflection methods within appropriate content areas which guide students to recognize Character Traits.	All	Curriculum Directors, Classroom teachers	August 2011	June 2012	List of Character Education best practices and resources, instructional specialists, content curriculum writers and local funds	CISD curriculum documents, lesson plans, classroom visits	
CISD Strategic Plan 2009	Align the character traits rubric and the global proficiency skills within the 4/5 and CHS academy report cards.	All	Curriculum directors, admins and classroom teachers	August 2011	June 2012	List of Character Education best practices and resources, instructional specialists, content curriculum writers and local funds	CISD curriculum documents, lesson plans, classroom visits	
Campus/service learning coordinator feedback	Integrate Service Learning and other Character Ed. projects into each content area curriculum.	All	Curriculum Directors, Service Learning Coordinator	August 2011	June 2012	CISD curriculum writers, Service Learning Reps and Service Learning Grant	Classroom visits, curriculum documents	

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	Documented
Discipline Referrals, Anecdotal campus reports	Provide on-going staff training on drug and relationship abuse awareness, detection and prevention.	All	Director of School Improvement, Director of Elementary Curriculum, Counselors, campus Administrators	August 2011	June 2012	PEIMS data, SROs, Counselors, parents and Campus Administrators	Discipline Referrals, Anecdotal campus reports	
Discipline Referrals, Anecdotal campus reports Parent/community feedback	Research and recommend an effective drug prevention program district wide.	All	Director of School Improvement and Director of Elementary Curriculum	August 2011	June 2012	PEIMS, Library, Exemplary Programs, YMCA C.A.R.E	Recommended plan	
Discipline Referrals, anecdotal campus reports and the CISD Strategic Plan 2009	Organize a committee at each school that will create a culture where character qualities are demonstrated daily. <ul style="list-style-type: none"> Representation from all stakeholders Tasked with web-site, logo, recognition program, anti-bullying and positive culture. 	All	Curriculum department and campus staff	August 2011	June 2012	Campus counselors, campus administrators, Director of School Improvement, anti-bullying programs and CISD web-site	Discipline referrals and anecdotal reports	

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	Documented
Discipline Referrals, Anecdotal campus Reports	Implement a district wide anti-bullying program based upon the principals of the OLWEUS bullying prevention program. <ul style="list-style-type: none"> • CISD certified trainer • Train campus committees 	All	Director of School Improvement, Counselors, Teen Leadership teachers	August 2011	June 2012	Support materials, Teen Leadership curriculum, School Resource Officers (SROs), and Region X CISSS	Curriculum documents, counselor & nurse feedback, discipline data	
Student Satisfaction Survey and Discipline Reports	Review the Bullying Reporting Process on each campus and create a district process. Process should include the reporting of sexual harassment, dating violence, sexual abuse and other forms of bullying.	All	Director of School Improvement, campus administrators and campus counselors	August 2011	June 2012	Counselors, Administrators, bullying research and Region X CISSS	New district procedures and 2012 Student Satisfaction Survey	

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
Survey of surrounding districts; meetings with department and/or campus personnel	Create and implement an assessment to determine technology integration proficiency levels of CISD staff and establish baseline proficiency.	All	Executive Director of Technology, Curriculum Department; Integration Specialists;	August 2011	June 2012	Data collection and planning time for Integration Specialists and technology local funds	Developed assessment product	
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	
Meetings with department and/or campus personnel	Train all staff on how to use the proficiency objectives document.	All	Executive Director of Technology	August 2011	June 2012	Integration Specialists, Trainers, facilitators, Eduphoria Workshop, local funds and Proficiency objectives document	Eduphoria Transcripts, District and Campus visits	
Meetings with department and/or campus personnel	Annually assess and evaluate staff proficiencies using developed assessment.	All	Executive Director of Technology, Principals	August 2011	June 2012	Integration Specialists, and Proficiency objectives document	District and Campus level walkthroughs/ campus visits, Evaluations by trained staff	

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 2:	Ensure the availability of resources necessary for students to create digital portfolios, and utilize communication tools such as wikis, blogs, and social networking.							
Summative Evaluation:	Research evidence and data collected regarding 21st Century best practices, developed training documentation, Eduphoria training offerings, and all policies and procedures reflect current standards and recommendations							
Needs Assessment	Action steps	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Meetings with Curriculum Department, and/or campus personnel; Survey surrounding districts; Vendor feedback; developed review committee.	Assess the need to implement and integrate a centralized digital portfolio solution for all students.	All	Executive Director of Technology	August 2011	June 2012	Curriculum Department, committee members, third party vendors, various online resources, Bond dollars	Committee meetings, Compiled research data and reports; product demonstrations	

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 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 department and/or campus personnel; Survey surrounding districts; Vendor feedback	Research the cost and effectiveness of installing motion sensors that turn off technology related equipment automatically when room is not occupied.	All	Executive Director of Technology	August 2011	June 2012	Various online resources, Third-party vendors, District energy consumption data and reports, Purchasing	Focus group meetings, Compiled research data and reports	
Meetings with department and/or campus personnel; Survey surrounding districts; Vendor feedback	Assess the level of paper consumption throughout the district: <ul style="list-style-type: none"> • Create review to evaluate the process and levels of paper consumption • Analyze, develop and recommend improvements based on evaluation 	All	Executive Director of Technology	August 2011	June 2012	Technology integration specialists, Principals and administrative directors	Compiled research data and reports, developed implementation of campus “green” awareness programs, reduction in the amount of paper that is used across the District	
Meetings with department and/or campus personnel; Survey surrounding districts; Vendor feedback	Develop, integrate and promote ways to conserve resources to all stakeholders.	All	Executive Director of Technology	August 2011	June 2012	Technology Integration Specialists, various online resources, third-party vendors, department/campus staff, students	Compiled research data and reports, developed implementation of campus “green” awareness programs, reduction in the amount of paper that is used across the District	

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 4:	Enhance the Coppell ISD communication system to provide district staff, parents, community members, and business partners with secure, effective, and efficient communication via a reliable and dynamic infrastructure.							
Summative Evaluation:	Research documentation, District/Campus websites, Staff/Parent portal resources and content							
Needs Assessment	Action steps	Sp. Pop.	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
Meetings with Integration Specialists and campus personnel; Survey surrounding districts	Research various implementation methods to promote the development of emerging delivery systems technologies such as podcasting.	All	Executive Director of Technology	August 2011	June 2012	Technology Integration Specialists, campus personnel	Meeting notes from I-Team meetings; feedback from campus personnel; collected information from surrounding school districts	
CISD Strategic Plan 2009	Create a virtual school website that identifies online learning opportunities.	All	Director of School Improvement	August 2011	June 2012	Director of School Improvement, Director of Advanced Academics and webmaster	Completed website and parent and student surveys	

CISD DISTRICT IMPROVEMENT PLAN 2011-2012

APPENDIX

AAR	Academic Achievement Records	JJAEP	Juvenile Justice Alternative Education Program
AEIS	Academic Excellence Indicator System	LEA	Local Education Agency
AP	Advanced Placement	LOTE	Language Other Than English
APR	Annual Performance Report	LSSP	Licensed Specialist in School Psychology
AR	At Risk	OSS	Out of School Suspension
ARD	Annual, Review and Dismissal	NTH@C	New Tech High School
AUP	Acceptable Use Policy	PBL	Problem/Project-Based Learning
BTIM	Beginning Teacher Induction and Mentors	PBMAS	Performance Based Monitoring Assessment System
C.A.R.E.	Chemical Awareness Resources & Education	PBS	Positive Behavior Supports
CHS	Coppell High School	PC	Personal Computer
CIP	Campus Improvement Plan	PE	Physical Education
CIPA	Children's Internet Protection Act	PEIMS	Public Education Information Management System
CISD	Coppell Independent School District	PLC	Professional Learning Community
CISSS	Counselor Initiative and Student Support Services	PR	Public Relations
CPAA	Children's Progress Academic Assessment	PST	Promoting Success Team
CCRS	College and Career Readiness Standards	PTO	Parent Teacher Organization
CTE	Career and Technical Education,	RHSP	Recommended High School Program
EC	Early Childhood	Rtl	Response to Intervention
EOC	End of Course	SAN	Storage Area Network
D.A.T.E.	District Award of Teacher Excellence	SCE	State Comprehensive Education
ELAR	English Language Arts & Reading	SE	Special Education
ELPS	English Language Proficiency Standards	SFSF	State Fiscal Stabilization Fund
ESL	English as a Second Language	SHAC	School Health Advisory Council
ESL/BE	English as a Second Language/Bilingual Education	SPED	Special Education
GT	Gifted and Talented	SRO	Security Resource Officer
HR	Human Resources	SPP	State Performance Plan
IB	International Baccalaureate	TAKS	Texas Assessment of Knowledge and Skills
ICLE	International Center for Leadership in Education	TASB	Texas Association of School Boards
IDEA	Individuals with Disabilities Education Act	TEA	Texas Education Agency
IEP	Individualized Education Plan	TEC	Texas Education Code
ISS	In School Suspension	TEKS	Texas Essential Knowledge and Skills
IT	Instructional Technology	TPRI	Texas Primary Reading Inventory
I-Team	Integration Specialist Team		