

Cedar Hill ISD
Strategic Plan-Action Plans List

Strategy I-Curriculum and Instruction:

We will develop curriculum and instruction that will meet students at their current level and ensure that they maximize their potential.

	Action Plan 1:	Implement use of the Principles of Learning district-wide in order to increase academic rigor and provide relevant learning experiences.	IFL Partnership-\$250,000 Summer Training for 5 days-\$940,000	TRE
	Action Plan 2:	Modify counselor responsibilities using American School Counselor Association National Model as framework to ensure that students are on track to meet their college and career goals.	Summer training-\$12,500 Supplies-\$3500 Clerk positions-\$350,000	TRE
	Action Plan 3:	Offer CHISD Summer Institutes in order to provide teachers with TEKS based professional development and content area training prior to the start of school.	\$45,000	TRE
	Action Plan 4:	Implement Spanish language curriculum at the elementary school level with progressive advancement thru high school, in order to ensure that we produce graduates that are competitive in a bilingual job market.	Curriculum -\$125,000 Teaching positions-\$330,000	TRE
	Action Plan 5:	Implement career options program to expose students to career possibilities by providing speakers, visits to work sites, mentors, and internships in 11th-12th grade in order to supplement the current program used for career exploration. Career Cruising, etc.	\$50,000	TRE
Yr 1	Action Plan 6:	Conduct Intermediate, Middle and High School Orientations for both parents and students as an end of year instructional activity, in order to provide families with knowledge of the curriculum, policies, procedures and expectations required as students transition to the next level enabling parents/guardians to better support their students' learning needs and to increase student retention rates at the intermediate and secondary levels.	Miscellaneous costs-\$4000 Extra duty pay-\$10,000	Local
	Action Plan 7:	Implement alternative education programs such as after school academies, modified school days and on-line learning labs in order to supplement the needs of students who are not successful in the traditional educational setting.	\$2,200,000	TRE
	Action Plan 8:	Decrease the student to counselor ratio in order to ensure that all students receive guidance and counseling.	1 per campus @ \$65,000=\$975,000	TRE
	Action Plan 9:	Implement district wide Professional Learning Communities that consist of volunteer teacher trainers that will provide specific research-based strategies for historically low TEKS during the 6 weeks prior to the TEKS' lesson cycle in the curriculum and facilitate professional development during the summer.	Materials-\$25,000 Stipends-\$45,000	TRE
Yr 1 **	Action Plan 10:	Implement Individual Development Plans for all teachers in order to ensure professional development and training is based upon student need. <i>**Part of new professional development plan for 10-11</i>	Possible registration to outside workshop ~\$5000	Local
	Action Plan 11:	Teachers will incorporate project based assessments that require the use of technology and foster cross curricular connections.	Technology-\$100,000 Training of Trainers-\$5000 *1 Day Training for all teachers-\$235,000	TRE
Yr 1	Action Plan 12:	Establish a design team in order to complete the International Baccalaureate (IB) Program Application.	Travel and possible miscellaneous costs-\$500	Local/ TRE-for actual program

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Strategy II-Personnel:

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

	Action Plan 1:	Develop a comprehensive hiring process.	Recruitment-\$5000 Screening instrument-\$20,000	TRE
	Action Plan 2:	Develop a culture that promotes a sense of belonging and encourages the retention of staff.	Furniture/equipment-\$72,000	Bond
Yr 1	Action Plan 3:	Implement a performance, development, and goal-setting tool for every employee in CHISD annually.	Miscellaneous costs \$500	Local
**	Action Plan 4:	Reward the highest performing employees in CHISD. <i>**Similar to current DATE grant</i>	\$500,000	TRE
Yr 1	Action Plan 5:	Develop a process to allow opportunities for stakeholders to provide input and feedback.	Possible costs for online program	Local
	Action Plan 6:	Provide a competitive, total compensation package to include salary and benefits that will recruit and retain quality employees.	Cost of premiums-\$740,000 Referral fees-\$20,000	TRE

Strategy III-Community Engagement:

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

	Action Plan 1:	Expand existing and build new community partnerships for CHISD that include mentoring, service learning, volunteering, family resources, donations, and corporate sponsorships.	Payroll-\$40,000 Travel-\$500 Printing-\$1500 Surveys-\$200 Hospitality-\$5000	TRE
	Action Plan 2:	Ensure that every CHISD campus receives mentors and is adopted by a local business, church or community service group.	Printing-\$500 Misc. costs for meetings-\$1000 Payroll-\$17,000	TRE
**	Action Plan 3:	Improve and expand communication of all district news and events through multiple venues so that all students, parents, and community stakeholders are more effectively informed. <i>**Partially being accomplished by Ramona Logan, PR consultant</i>	New Position-\$85,000 Training-\$2500 Promotional items-\$5000	TRE
Yr 1	Action Plan 4:	Implement a system for regularly rewarding the participation of community businesses, agencies, volunteers, and mentors.	Supplies/food-\$2500 Payroll-\$500	Local
Yr 1	Action Plan 5:	Utilize students at secondary campuses to help communicate campus/district events and solicit student feedback	Publicity publication-\$2000	Local
Yr 1	Action Plan 6:	Implement a CHISD Information Line for community members to use to find out about any campus or district events and/or news.	Publicity for hotline-\$500	Local
	Action Plan 7:	Implement a student ambassador program that develops student leaders in elementary and intermediate schools and can effectively represent the district in the community.	Stipend/Compensation-\$7500	TRE
	Action Plan 8:	Implement a Student Ambassador Club at each secondary campus that develops student leaders who effectively represent the district in the community.	Stipends-\$5000 Conference/Travel-\$7500 Reception-\$3000	TRE

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

Yr 1	Action Plan 1:	Curriculum: Develop a process which will result in a content-strong curriculum K-12, focusing on the foundations of math, science, literacy, and higher order thinking skills.	Cost of CScope and training	Local
	Action Plan 2:	Curriculum: Establish a process for the development, planning and phasing-in of a district-wide grade-appropriate college readiness curriculum utilizing state-of-the-art software programs and technology.	Payroll/stipends-\$15,000 Technology-\$15,000 Tracking System\$15,000	TRE
**	Action Plan 3:	Curriculum: Provide virtual classroom technology and social-networking to increase student opportunities for cultural exploration and experiences to connect students to other parts of the world. <i>**Part of the 21st Century Classroom pilot</i>	VC equipment-\$162,500 Misc. Technology costs-\$20,000 Fees annually-\$7000	Bond
	Action Plan 4:	Curriculum: Expand "schools-within-schools" programs that appeal to students' aptitudes and areas of interest.	Cosmetology-\$150,000 Culinary-\$150,000 Health Science-\$250,000 Personnel-\$190,000 Travel-\$1000 Training-\$5000	Bond TRE
	Action Plan 5:	Educational Options and Extra-Curricular: Develop a study abroad program.	New Position-\$85,000 Miscellaneous/travel costs-\$3000	TRE Scholarships Fund raisers
Yr 1	Action Plan 6:	Educational Options and Extra-Curricular: Continue to improve the Fine Arts Program.	\$10,000	Local
Yr 1	Action Plan 7:	Educational Options and Extra-Curricular: Enhance career development program through all grade levels.	Miscellaneous costs-\$500	Federal Grant
	Action Plan 8:	Educational Options and Extra Curricular: Create an alternative education program for students who need a non-traditional school setting.	Personnel-\$500,000 Curriculum-\$80,000 Technology-\$50,000 New facility: \$7,000,000	TRE Bond
	Action Plan 9:	Facilities – General: Evaluate current Education facilities in order to determine and implement needed upgrades. <i>**Done in August 2008-reviewed annually</i>	\$65,000	Bond
	Action Plan 10:	Facilities – Sports: Multi-Sports Complex - Develop baseball and softball on campus sports complex, including locker rooms, field house, and multi-purpose indoor training facility.	\$5,000,000	Bond
	Action Plan 11:	Facilities – Sports: Natatorium – Negotiate funding with the City of Cedar Hill for construction and use of a new competition pool at the Cedar Hill Recreation Center.	\$17,000,000	Bond
	Action Plan 12:	Technology: Supply each incoming freshman with personal device for educational use during high school.	1 st Year: \$1,922,400 Annually: ~\$1,677,400 (see One-on-One attachment)	Bond/ TRE
	Action Plan 13:	Science and Math: Develop a method to attract innovative, passionate educators to teach science and math providing them with cutting edge technology and supporting them in performing methods of education designed to stimulate and support critical thinking in students.	Bonus for M/S teachers: \$2500 per Technology (21 st century): \$7000 to \$35,000 per classroom	TRE/ Bond

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Strategy V-Family Engagement:
We will develop methods to actively engage students' families throughout the educational process.

Yr 1	Action Plan 1:	Create and maintain a welcoming atmosphere at each campus.	Training-\$300 Printing cost-\$3000	Local
	Action Plan 2:	Design a family friendly school experience.	Printing -\$3000 Folders for each family-\$5000 Events- \$11,000	TRE
	Action Plan 3:	Provide effective communication between district, campus and families.	Marquees-\$50,000	Bond
Yr 1	Action Plan 4:	Establish a Parent-Teacher Success plan that would increase family engagement opportunities.	Printing-\$1000	Local/ Grant
	Action Plan 5:	Create a Parent University that would provide parent/family training.	Payroll-\$10,000 Materials/supplies-\$2000	TRE

Strategy VI-Character Education:
We will integrate character education throughout curriculum and instruction.

	Action Plan 1:	Establish a district-wide Service Learning program for students in grades K-12 to improve student involvement in the Cedar Hill community. Example of possible free programs is Learn and Serve America or National Service-Learning Partnership.	Stipend-\$7000	TRE
Yr 1	Action Plan 2:	Implement TEKS aligned integrations of Character Education the curriculum for all CHISD students to cultivate responsible citizens through direct classroom instruction.	Program-\$500 Resource guide (all staff)-\$3000	Local
Yr 1	Action Plan 3:	Improve campus-wide student recognition at each school to acknowledge students exemplifying good character as defined by the Six Pillars of Character.	Banquet-\$3500 Publication-\$500	Local
	Action Plan 4:	Establish a CHISD Alumni Association to serve as a tool of cohesion for current CHISD seniors and CHISD alumni to build school pride and to establish CHISD traditions.	Stipend for staff coordinator-\$500 Banquet (district contribution)-\$1000	Local
Yr 1	Action Plan 5:	Establish a district-wide cyber safety program for students to promote safe and appreciate use of technology.	Online program-\$3000 Training of trainers-\$1000	Local
Yr 1	Action Plan 6:	Establish a district-wide program for students focusing on drug prevention, gangs, and positive police relationships to promote responsible behavior.	Materials-\$1000	Local
Yr 1	Action Plan 7:	Establish a district-wide anti-bullying initiative to promote responsible behavior.	Curriculum/training materials for each campus-\$8000	Grant
	Action Plan 8:	Improve the district-wide mentoring program to focus on the social development of students by partnering students with adults that will provide positive direction, leadership and guidance.	\$35,000	Grant
	Action Plan 9:	Establish a district-wide initiative to improve self-esteem in students to enhance their ability to be successful productive citizens.	Travel annually-\$20,000 Stipend-\$4200 Misc. costs-\$4200	TRE
	Action Plan 10:	Implement an annual event for secondary students focusing on positive words, attitudes and actions.	Event-\$25,000	TRE

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Strategy VII-Student Profile:

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

	Action Plan 1:	Expand opportunities for in-school, after-school, and summer enrichment activities (including character development) for all students in all grade levels year round.	Supplies/Materials-\$9,000 Stipends-\$20,000 Teacher-\$50,000	TRE
Yr 1	Action Plan 2:	Expand partnerships with business and community members for enrichment activities for all students in all grade levels year round.	Misc. costs-\$500	Local
	Action Plan 3:	Create a counseling program that will develop the academic, social, emotional, and career needs of all students.	Additional Personnel: \$58,900 (K-6) \$67,600 (7-12)	TRE
	Action Plan 4:	Expand and improve hands-on learning partnerships with the community to enrich and ensure the academic success, career awareness, and civic responsibility of students across all campuses grades K-12.	Personnel costs-\$375,000	TRE
	Action Plan 5:	Ensure that all staff members understand and embrace their responsibilities to model behaviors that demonstrate mental, physical, and emotional well-being in order to lead our students in the quest for well-roundedness.	Campus coordinator stipends-\$7000 (\$500 per campus)	TRE
	Action Plan 6:	Expand student support in the areas of health and wellness by providing curriculum, activities, and programs that focus on student wellness and healthy choices.	Personnel-\$95,000	TRE
	Action Plan 7:	Develop and implement extended school programs designed to provide family support services utilizing district facilities as resource centers.	Personnel-\$65,000	TRE
Yr 1	Action Plan 8:	Establish opportunities on all campuses to ensure students have access to one-on-one relationships with caring adults.	Misc. costs-\$2500	Local
Yr 1	Action Plan 9:	Establish programs that provide opportunities for student-to-student, across grade level interactions that focus on mentoring, leadership, and character development.	Miscellaneous costs-\$500	Local
	Action Plan 10:	Develop and implement intramural athletic programs for all students in all grade levels.	Payroll-\$42,000 Program costs-\$15,000	TRE

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**Strategy VIII-School Environment:
We will develop a plan to ensure that all school environments are conducive to optimal learning.**

	Action Plan 1:	Standardize and upgrade all security/life safety systems.	\$500,000	Bond
	Action Plan 2:	Deploy a communication network dedicated solely to handle security - burglar alarms, fire alarms, video surveillance, access control and mass notification.	\$280,000	Bond
	Action Plan 3:	Deploy a proprietary single key system for all doors in the District with all classrooms to having the ability to lock from inside.	\$450,000	Bond
	Action Plan 4:	Implement 24/7 law enforcement coverage of schools.	\$475,000	TRE
	Action Plan 5:	Enhance and expand quality communication through the use of district initiated electronic correspondence to support CHISD schools, administration and the community at all levels.	\$35,000	TRE
Yr 1	Action Plan 6:	Develop an on-line system for Cedar Hill community to submit innovative ideas to make school environment conducive to optimal learning.	\$1000	Local
Yr 1	Action Plan 7:	Establish a staff development focus on enhancing capacity for customer service.	Training-\$5000 Development of tool-\$1500	Local
	Action Plan 8:	Enhance student and community opportunities to improve school aesthetics and curriculum.	Cost of paint-\$10,000 Cost of banners-\$10,000	TRE
Yr 1	Action Plan 9:	Establish a stakeholders committee to review the standardized dress code.	Misc. costs-\$500	Local
	Action Plan 10:	Expand dual credit opportunities for all students through existing and future agreements with accredited colleges.	Materials-\$20,000 Training-\$5000	TRE
	Action Plan 11:	Strengthen and expand career and technical education programs that develop student learning resulting in certification for transition into the community and global workforce.	Materials-\$20,000 Training-\$5000	TRE
	Action Plan 12:	Expand on-line course options to increase student choice and enhance learning.	Equipment and materials-\$40,000 Training-\$5000	TRE
	Action Plan 13:	Establish an on-going process to evaluate space in existing district buildings to repurpose or restructure for efficiency. **Last study was done in August 2008	Demographic study-\$45,000	Bond
Yr 1	Action Plan 14:	Evaluate additional facilities and opportunities to expand current alternative programs and campuses for nontraditional students.	Misc. cost for study/surveys-\$1000	Local

Estimate for Year One: \$52,700