

**Conroe Independent School District**  
**DAEP/JDC/JJAEP**  
**2022-2023 Campus Improvement Plan**



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# Comprehensive Needs Assessment

## Student Achievement

### Student Achievement Summary

DAEP, JDC, and JJAEP students remain on campus for a short period of time during the school year. Students' Standardized scores for DAEP, JDC, and JJAEP are not rated by the state. Regardless of a student's At Risk status, socio-economic status, or reason for being at DAEP, JDC, and JJAEP, each staff member's goal is for all students to demonstrate sustained growth in student academic, and behavioral areas. The Discipline Alternative's programs (DAEP, JDC, and JJAEP) are used as district wide programs, which provide academic services to students across the entire district. The programs do not receive any state assessment scores in any academic area. The best approach is for the Discipline Alternative programs to use the overall District State Assessment scores to develop their plan of accountability in the development of the Campus Improvement Plan.

### Student Achievement Strengths

Conroe ISD has a graduation rate of 95.3% compared to 90.0% at the state level.

The dropout rate is lower in Conroe than compared to the state with 0.2% dropout rate at the district level compared to 0.4% at the state level.

In each content area, the district's STAAR scores outperform the state at the approaches, meets, and masters grade level standards.

The district College, Career, and Military Ready rates in Conroe increased from 65.3% to 70.9%. This also exceeds the states CCMR rate of 65.5%

Our percentage of College Ready graduates exceeds the state at 62% compared to 50%. This includes meeting the criteria for TSI, Dual Credit, and AP courses at a higher rate than the state average.

In 5th grade science, the percentage of students scoring at or above the meets grade level standard has increased, as well as performing higher than the state average.

All high end-of-course assessments, English I and II, Algebra, Biology, and US History out perform the state at the approaches, meets, and masters, grade level standards with steady scores or gains in each area.

All race and ethnicity groups out perform the state STAAR scores by 7 to 13 percentage points when looking across all tests and all grade levels.

Conroe ISD outperforms the state in school progress by 73 to 69 when looking across mathematics and ELA/Reading exams at all grade levels. English II EOC saw the largest gain from 2018 to 2019 with an increase in progress from 57 to 65.

The attendance rate in Conroe ISD exceeds the state average comparing Tx.. 63.2% to CISD 95.4%. All race and ethnicity groups as well as all special population groups also exceed the state average for their group.

### **Problem Statements Identifying Student Achievement Needs**

**Problem Statement 1 (Prioritized):** The number of students reading below grade level (approaches or below), specifically those identified as Economically Disadvantaged and as English Learners. **Root Cause:** Students served in bilingual and ESL programs need to be exposed to more academic language and demonstrate their language proficiency in an academic setting.

**Problem Statement 2 (Prioritized):** The learning gaps in mathematics for 7th through Algebra for all students, especially for Economically Disadvantaged and Special Education. **Root Cause:** The lack of focus on promoting reasoning and problem solving in teaching Pre-Algebra and Algebra 1.

**Problem Statement 3 (Prioritized):** The number of students performing below expected progress in the area of Writing (approaches or below), specifically those identified as Economically Disadvantaged and as English Learners. **Root Cause:** High yield academic strategies that have been proven to increase student achievement have not been implemented across classrooms with fidelity.

**Problem Statement 4 (Prioritized):** An insufficient percentage of Emergent Bilinguals (EBs) served in a Bilingual or English as a Second Language (ESL) program did not grow one language proficiency level in English as measured by the TELPAS assessment which has resulted in the district not meeting this indicator in Domain III of the 2021 Accountability Report. **Root Cause:** Lack of appropriate instructional strategies to ensure that students served in Bilingual and ESL programs have access to relevant academic language and opportunities to assess their language proficiency .

**Problem Statement 5 (Prioritized):** CCMR targeted student groups (Hispanic, Economically Disadvantaged, African American, American Indian, EL Current and Monitored, and Special Education Current) performed below the state passing rate on the Texas Academic Performance Report for the 2021-2022 school year. **Root Cause:** Teachers are unable to fill academic gaps in reading, writing, and math while covering the required curriculum within the limited time prior to the STAAR test. Off cohort students are unable to complete a four year CCMR pathway.

# Culture and Climate

## Culture and Climate Summary

All three Programs DAEP, JJAEP and JDC, will recognize and appreciate cultural differences as part of the whole child approach, which ensures that each student is healthy, safe, engaged, supported, and challenged. All students and personnel are valued members of our unique family, each playing a significant role in our success. All three Programs DAEP, JJAEP, and JDC will encourage staff and students to embrace that which makes us different. By supporting an environment that facilitates and encourages safe and open dialogue on diversity and by empowering our students to embrace their diversity, we are striving to ensure that our students will be sincerely open and equipped to work and live in a diverse world.

All three Programs DAEP, JJAEP, and JDC will commit to the social, emotional, behavioral, and academic success of all students. In all three Programs DAEP, JJAEP, and JDC students are taught to successfully manage their emotions, behaviors, and make responsible decisions.

In our efforts to improve not only the social and emotional well being, we are committed to the health and wellness of all students. In accordance with the guidelines and recommendations from the Texas Education Agency (TEA), all three Programs DAEP, JJAEP and JDC, will be proactive in keeping campuses, staff, and students safe, as well as, taking a positive proactive instructional approach to behavior in utilizing PBIS Foundations training.

## Culture and Climate Strengths

All three Programs DAEP, JJAEP and JDC will hire campus personnel to reflect the cultural and diverse student body.

“All Means All” in Conroe ISD especially in all three Programs DAEP, JJAEP and JDC . Every students’ academic, social and emotional needs are a priority.

All three Programs DAEP, JJAEP and JDC will utilize all available resources, including Colleges, Universities, Regional Service Centers, education-related professional organizations, job fairs, and Alternative Certification Programs, to recruit a quality, diverse applicant pools, particularly in identified shortage areas.

All three Programs DAEP, JJAEP and JDC will strive to ensure a safe and orderly environment conducive to learning for all students and staff.

In all three Programs DAEP, JJAEP and JDC, students will develop a healthy sense of self and social awareness, embrace diversity with empathy and respect for others, successfully manage their emotions, behaviors, and make responsible decisions.

In all three Programs DAEP, JJAEP and JDC, social emotional learning functions as an integral part of the total school environment.

All three Programs DAEP, JJAEP and JDC will continue to promote Safe Schools through Safe Schools trainings to keep our schools, students, and staff safe.

All three Programs DAEP, JJAEP and JDC, we engage students, families, and our community as authentic partners in social and emotional development.

### **Problem Statements Identifying Culture and Climate Needs**

**Problem Statement 1 (Prioritized):** There is a need to actively support the emotional well-being and mental health of all students **Root Cause:** Teachers have not learned how to be aware that some students come to school with learned behaviors and other triggers. Teachers have not learned how to develop de-escalation strategies for our students. Teachers lack the ability to identify high-need students.

**Problem Statement 2:** There is a need to improve teacher capacity and the quality of PBIS and foundational behavior management strategies to successfully address the needs of a changing student population. **Root Cause:** Teachers have not learned how to be aware that some students come to school with learned behaviors and other triggers. Teachers have not learned how to develop de-escalation strategies for our students. Teachers lack the ability to identify high-need students.

**Problem Statement 3:** There is a need to actively recruit high quality teachers to be more reflective of our student population.

**Problem Statement 4:** OHI has areas that have decreased over the past few years at JJAEP and DAEP, while maintaining a high result at JDC.

**Problem Statement 5:** Teachers do not know how to address complex behaviors exhibited by students. There is a lack of awareness of student characteristics to actively support the emotional well-being of all students.

# Parent and Community Engagement

## Parent and Community Engagement Summary

Parents and communities are essential components to a child's successful educational experience. All three Programs DAEP, JJAEP and JDC, are committed to strengthening the partnership between all three Programs DAEP, JJAEP and JDC and home. Parents are encouraged to be an active participant in the education of their child.

Families are encouraged to keep in close two-way communication with the all three Programs DAEP, JJAEP and JDC. Some examples include reviewing a child's schoolwork coming home and reading newsletters and notices from the all three Programs DAEP, JJAEP and JDC. Parents are encouraged to contact the teacher of all three Programs DAEP, JJAEP and JDC office when questions arise.

All three Programs DAEP, JJAEP and JDC thrive due to partnerships created with families and the community. All three Programs DAEP, JJAEP and JDC will continue to explore opportunities to better meet the needs of students through gaining these key partners by providing opportunities for input, shared decision making, and active engagement within all three Programs DAEP, JJAEP and JDC.

## Parent and Community Engagement Strengths

Increase in Parent and Community Engagement in all three Programs DAEP, JJAEP and JDC.

Increase in dynamic communication including surveys, parent committees, and School-Parent-Community Partnerships.

All three Programs DAEP, JJAEP and JDC will expand communication to include a variety of forums such as live video feeds, recorded videos, twitter, Facebook, email, texts, school newsletters, marquees, and phone messages.

Community resource systems have embraced all three Programs DAEP, JJAEP and JDC to address identified needs of students.

All three Programs DAEP, JJAEP and JDC will provide emergency communications to families in English and Spanish.

## Problem Statements Identifying Parent and Community Engagement Needs

**Problem Statement 1 (Prioritized):** There is a need to engage parents in training over technological and digital resources to support student learning. **Root Cause:** The majority of the campuses do not require uniform templates for Canvas, so parents struggle to navigate all of the teacher's Canvas assignments for their students.

**Problem Statement 2:** There is a need to provide training for parents who are seeking solutions to reduce stress and anxiety in their children and find ways to promote a positive and healthy environment. **Root Cause:** The lack of communication between the campus and student's home creates a lack of cooperation between the campus and parents. This lack of involvement creates the lack of the student engagement in all areas at the campus. Edit Associated Areas

**Problem Statement 3:** Parent engagement is not as high as we would like it to be. **Root Cause:** Lack of training for staff to appropriately engage parents from diverse backgrounds.

# Priority Problem Statements

**Problem Statement 3:** The number of students reading below grade level (approaches or below), specifically those identified as Economically Disadvantaged and as English Learners.

**Root Cause 3:** Students served in bilingual and ESL programs need to be exposed to more academic language and demonstrate their language proficiency in an academic setting.

**Problem Statement 3 Areas:** Student Achievement

**Problem Statement 1:** There is a need to actively support the emotional well-being and mental health of all students

**Root Cause 1:**

Teachers have not learned how to be aware that some students come to school with learned behaviors and other triggers. Teachers have not learned how to develop de-escalation strategies for our students. Teachers lack the ability to identify high-need students.

**Problem Statement 1 Areas:** Culture and Climate

**Problem Statement 2:** There is a need to engage parents in training over technological and digital resources to support student learning.

**Root Cause 2:** The majority of the campuses do not require uniform templates for Canvas, so parents struggle to navigate all of the teacher's Canvas assignments for their students.

**Problem Statement 2 Areas:** Parent and Community Engagement

**Problem Statement 4:** The learning gaps in mathematics for 7th through Algebra for all students, especially for Economically Disadvantaged and Special Education.

**Root Cause 4:** The lack of focus on promoting reasoning and problem solving in teaching Pre-Algebra and Algebra 1.

**Problem Statement 4 Areas:** Student Achievement

**Problem Statement 5:** The number of students performing below expected progress in the area of Writing (approaches or below), specifically those identified as Economically Disadvantaged and as English Learners.

**Root Cause 5:** High yield academic strategies that have been proven to increase student achievement have not been implemented across classrooms with fidelity.

**Problem Statement 5 Areas:** Student Achievement

**Problem Statement 6:** An insufficient percentage of Emergent Bilinguals (EBs) served in a Bilingual or English as a Second Language (ESL) program did not grow one language proficiency level in English as measured by the TELPAS assessment which has resulted in the district not meeting this indicator in Domain III of the 2021 Accountability Report.

**Root Cause 6:** Lack of appropriate instructional strategies to ensure that students served in Bilingual and ESL programs have access to relevant academic language and opportunities to assess their language proficiency .

**Problem Statement 6 Areas:** Student Achievement

**Problem Statement 7:** CCMR targeted student groups (Hispanic, Economically Disadvantaged, African American, American Indian, EL Current and Monitored, and Special Education Current) performed below the state passing rate on the Texas Academic Performance Report for the 2021-2022 school year.

**Root Cause 7:** Teachers are unable to fill academic gaps in reading, writing, and math while covering the required curriculum within the limited time prior to the STAAR test. Off

cohort students are unable to complete a four year CCMR pathway.

**Problem Statement 7 Areas:** Student Achievement

# Goals

## Goal 1: Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

**Performance Objective 1:** To identify and monitor targeted student groups (LEP and SPED) for student academic growth and achievement in order to meet the District targets set in Graduation Rate and Language Proficiency.

### High Priority

**Evaluation Data Sources:** District STAAR scores and student classroom work product

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement strategies for all students to increase student achievement, while focusing more on language and vocabulary for our LEP/SPED students including the use of technology.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Teachers and Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional Support for At-Risk students - State Comp Ed - \$2,613,776</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Professional learning opportunities will be provided to faculty/staff on the cross-curricular need of reading and writing in all content areas.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal and teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional Materials and Books - Title I D - \$15,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide extended school tutorials, focusing on our at-risk and struggling learners.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Teachers and Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levels:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional Materials and Staff for Tutorials - Title I D - \$26,525</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Utilize campus librarians to support content teams in finding diverse texts and resources to reflect our student demographics.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement results.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levels:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1: Student Achievement and Post-Secondary Success**

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

**Performance Objective 2:** To address Math TEKS in mathematics for grades 7 through Algebra that will result in growth in areas of grades 7 through Algebra for the following groups: All Students, American Indian, Economically Disadvantaged, and Special Education.

**High Priority**

**Evaluation Data Sources:** District STAAR, District Benchmarks and IR student data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Junior High and High School teachers that teach Pre-Algebra and Algebra 1 will focus on the same three topics listed</p> <p>1) generalize patterns using explicitly defined and recursively defined functions;</p> <p>2) understand relations and functions and select, convert flexibly among, and use various representations for them;</p> <p>3) analyze functions of one variable by investigating rates of change, intercepts, zeros, asymptotic, and local and global behavior..</p> <p><b>Strategy's Expected Result/Impact:</b> Increased math assessment results. Increased reading assessment results and math fluency.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional Materials and Software - Title I D - \$10,000</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implementation of one on one instruction focusing on gaps and math skills.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased math assessment results. Increased reading assessment results and math fluency.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Identify and use of common mathematical vocabulary.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased reading assessment results and math fluency.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levels:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1: Student Achievement and Post-Secondary Success**

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

**Performance Objective 3:** To close gaps in reading and writing for all students by identifying students reading below grade level (approaches or below), with a special emphasis on students identified as Economically Disadvantaged, and provide targeted reading instruction with the goal of increasing reading levels for all student groups. To close gaps in reading and writing for all students.

**High Priority**

**Evaluation Data Sources:** Student work product and teacher assessment

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Gradually build stamina and volume within the structure of Reader and Writer's Workshop through independent reading and writing.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase quality of student writing. Increased reading comprehension and writing fluency.</p> <p><b>Staff Responsible for Monitoring:</b> ELA teacher</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Using targeted reading and writing instruction through the regular use of on-demand writing samples as well as thin slicing and by studying progressions of those samples.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase quality of student writing. Increased reading comprehension and writing fluency.</p> <p><b>Staff Responsible for Monitoring:</b> ELA teacher</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Identify and use common reading/writing vocabulary.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased reading comprehension and writing fluency.</p> <p><b>Staff Responsible for Monitoring:</b> ELA teacher</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levels:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1: Student Achievement and Post-Secondary Success**

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

**Performance Objective 4:** Implement classroom strategy to provide for sustained independent reading for every student in class--each student using self-selected texts with the purpose to increase student reading scores.

**High Priority**

**Evaluation Data Sources:** student work product and teacher assessment

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement an in-class Independent reading (IR) time (gradually increasing time to 45 minutes, if needed) during which each student will read from their self-selected text.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase students' engagement with various texts that will develop reading competence and sustained reading habits.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and teacher</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1: Student Achievement and Post-Secondary Success**

CISD will prepare all students for graduation and post-secondary success by providing access to a high-quality curriculum that is TEKS-aligned, relevant, and delivered consistently using resources that engage students and challenge them in their learning at appropriate levels.

**Performance Objective 5:** Increase students' level of writing, by utilizing specific instructional practices for the explicit teaching of writing.

**High Priority**

**Evaluation Data Sources:** Student work product and teacher assessment

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will increase students' fluency in writing structure through individual conferences as measured by on-demand writing.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase quality of student writing. <b>Staff Responsible for Monitoring:</b> ELA teachers and Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will increase students' fluency in writing elaboration through individual conferences as measured by on-demand writing.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the quality of student writing. <b>Staff Responsible for Monitoring:</b> ELA teachers and Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2: School Leadership and Fiscal Responsibility**

CISD will foster the development of successful and dynamic leaders who effectively and efficiently manage their teams and fiscal resources.

**Performance Objective 1:** To maintain efficient and effective fiscal management of resources and operations budgets for DAEP, JJAEP and JDC

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Develop a system to evaluate effective utilization of funds/resources appropriated to staffing needs and increasing the performance of students in each program.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student assessment results.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>Funding Sources:</b> Instructional Materials and Books for Tutorials - ESSER III - \$87</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide essential positions needed to accommodate growth in student population and to address unique program needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student assessment results.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and teachers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>Funding Sources:</b> Instructional Paraprofessional - Title I D - \$24,500, Instructional Paraprofessional - Title III - \$1,750</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2: School Leadership and Fiscal Responsibility**

CISD will foster the development of successful and dynamic leaders who effectively and efficiently manage their teams and fiscal resources.

**Performance Objective 2: Improve OHI results in the area of Goal Focus.**

**Evaluation Data Sources:** OHI results.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Establishing and implementing school wide systems to address school wide issues.</p> <p><b>Strategy's Expected Result/Impact:</b> To increase the level of problem solving adequacy by establishing and communicating our decision making structures and using those structures to address school wide issues.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3: Recruitment, Development, and Retention of Staff**

CISD will recruit, develop, and retain a highly-qualified staff to ensure effective instruction for all students.

**Performance Objective 1:** To recruit, retain and develop highly qualified teachers and staff for all students.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Attend CISD Job Fairs.  <b>Strategy's Expected Result/Impact:</b> To recruit highly qualified teachers and staff for all students.  <b>Staff Responsible for Monitoring:</b> Principal and teachers</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals  <b>- ESF Levers:</b>                      Lever 2: Effective, Well-Supported Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Attend and recruit from the university job fairs.  <b>Strategy's Expected Result/Impact:</b> To recruit, retain and develop highly qualified teachers and staff for all students.  <b>Staff Responsible for Monitoring:</b> Principal and teachers</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals  <b>- ESF Levers:</b>                      Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Utilize HR for Principals for principals and supervisors, which provides immediate access to information such as staffing, funding sources, and pertinent documents relating to T-TESS, Eduphoria Appraise/Strive, Absence Management, recruiting, interviewing, Bilingual Pool, and other resources essential to streamlining HR's role as it relates to the principals. Continue to create instructional guides and training presentations for principals regarding frequently used programs such as Eduphoria, Winocular, and Absence Management.</p> <p><b>Strategy's Expected Result/Impact:</b> To recruit, retain and develop highly qualified teachers and staff for all students.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4: Safe and Collaborative School Culture**

CISD will strive to cultivate a safe, positive, and collaborative school culture, conducive to learning, by creating and implementing specific behavioral expectations and management systems, developing responsive student support teams that focus on the needs of every student, and enhancing two-way communication and building partnerships with parents and the community in accordance with the education standards outlined by the State and the values of our community.

**Performance Objective 1:** To ensure that all stakeholders receive effective internal and external communication.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide communications regarding District initiatives, programs, meetings, activities, operations, and leadership within all three programs through a variety of media. This includes the CISD website, newsletters, email announcements, campus/District meetings, and social media.</p> <p><b>Strategy's Expected Result/Impact:</b> More effective communication with our community.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Instructional Materials and Software - Title I D - \$5,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> DAEP/JDC/JJAEP programs will involve all stakeholders in determining programs and activities needed to address the learning needs of students, staff, and community.</p> <p><b>Strategy's Expected Result/Impact:</b> Will increase community, students and parents understanding of the objective and purpose for each of the three programs.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Staff</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Instructional Materials - Title I D - \$5,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
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**Performance Objective 2:** To provide a safe and orderly school environment conducive to learning for all students and staff.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement a campus wide positive, proactive instructional approach to behavior through implementation of PBIS Foundations</p> <p><b>Strategy's Expected Result/Impact:</b> Reduce the number of student disruptions during instruction time of the school day.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Staff</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Ensure the EOP addresses the areas of safety control, crisis management, facilities management and health services.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus will be prepare to address the areas of crisis and emergency during the school day,</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Staff</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
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**Performance Objective 3:** Create multiple opportunities for families and community stakeholders to provide feedback regarding district and campus communication, improve campus climate and identify barriers to parent engagement.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize School Messenger, Website, Facebook, Instagram, Twitter, and a monthly SMORE newsletter to keep parents and community informed and engaged.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents and students will be well informed on school academics and activities.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselor</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
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**Goal 5: Effective Instruction**

CISD will deliver meaningful instruction through objective-driven lessons and rigorous learning experiences using appropriate technology and instructional resources, and CISD will analyze data from ongoing formative assessments to foster the development of critical-thinking skills for all learners.

**Performance Objective 1:** To ensure that all students and staff utilize technology to maximize learning for all students and to enhance the educational practices of teachers.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Give students opportunities for utilizing technology across the curriculum areas by moving campuses to 1:1 device ratio while providing students meaningful opportunities to increase their learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Student will increase their content knowledge with the use of technology within each of their core subjects.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Staff</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Student Hardware, Software Programs and Instructional Materials - Title I D - \$20,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide support for meeting the Technology Applications TEKS across content areas by enabling teachers to access the hardware and software to maximize the success of all students in the content area.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will have the technology needed to meet the TEKS goals.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Hardware, Software and Instructional Materials - Title I D - \$10,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide hands-on training in the use of new technology, hardware and software through professional development that is related to specific instructional objectives.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student learning through edgenuity.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Technology: Hardware, Software and Staff Training - Title I D - \$20,583</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Relate technology staff development to specific instructional objectives while enabling teachers to build full capacity to implement technology in instruction. This will provide support for staff and students to utilize technology as a tool and resource within curriculum and assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase in their grade level.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 5: Effective Instruction**

CISD will deliver meaningful instruction through objective-driven lessons and rigorous learning experiences using appropriate technology and instructional resources, and CISD will analyze data from ongoing formative assessments to foster the development of critical-thinking skills for all learners.

**Performance Objective 2:** Provide quality professional development designed to increase educator expertise in differentiating the curriculum to meet the needs of diverse student populations within each program.to improve instruction.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide staff development on integration of technology across the curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Enhance knowledge and skills of teachers to improve student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers District Technology Staff</p> <p><b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative			Summative
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# Campus Funding Summary

Title I D					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Instructional Materials and Books		\$15,000.00
1	1	3	Instructional Materials and Staff for Tutorials		\$26,525.00
1	2	1	Instructional Materials and Software		\$10,000.00
2	1	2	Instructional Paraprofessional		\$24,500.00
4	1	1	Instructional Materials and Software		\$5,000.00
4	1	2	Instructional Materials		\$5,000.00
5	1	1	Student Hardware, Software Programs and Instructional Materials		\$20,000.00
5	1	2	Hardware, Software and Instructional Materials		\$10,000.00
5	1	3	Technology: Hardware, Software and Staff Training		\$20,583.00
<b>Sub-Total</b>					\$136,608.00
<b>Budgeted Fund Source Amount</b>					\$136,608.00
<b>+/- Difference</b>					\$0.00
Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	2	Instructional Paraprofessional		\$1,750.00
<b>Sub-Total</b>					\$1,750.00
<b>Budgeted Fund Source Amount</b>					\$1,750.00
<b>+/- Difference</b>					\$0.00
State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Instructional Support for At-Risk students		\$2,613,776.00
<b>Sub-Total</b>					\$2,613,776.00
<b>Budgeted Fund Source Amount</b>					\$2,613,776.00
<b>+/- Difference</b>					\$0.00
ESSER III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	1	Instructional Materials and Books for Tutorials		\$87.00

ESSER III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
				<b>Sub-Total</b>	\$87.00
				<b>Budgeted Fund Source Amount</b>	\$87.00
				<b>+/- Difference</b>	\$0.00
				<b>Grand Total Budgeted</b>	\$2,752,221.00
				<b>Grand Total Spent</b>	\$2,752,221.00
				<b>+/- Difference</b>	\$0.00