

# Commerce Independent School District

## District Improvement Plan

### 2016-2017

**Accountability Rating: Met Standard**



**Board Approval Date: November 16, 2016**

# Mission Statement

In partnership with families and community, CISD will provide all students an exemplary education, preparing them to be successful, productive citizens.

# Vision

Commerce ISD is a dynamic learning organization committed to excellence for all students and every program.

# Value Statement

We believe that..

- \* a strong partnership with Texas A & M University- Commerce is the cornerstone to our tradition-rich district
- \* trusting relationships in a safe and caring environment are vital to an innovative learning organization
- \* quality education promotes collaboration, adaptability, goal setting, critical thinking, and innovation
- \* each student should be empowered to realize the opportunities that they have acquired in our District will help them thrive in a global economy

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Commerce ISD contains four campuses and serves students from PreKindergarten to 12th Grade. Commerce ISD was established in .

The student population is

African American- 20.7%

White- 50.5%

Hispanic- 21.1%

Asian- 2.2%

American Indian- .7%

Pacific Islander- .6%

Two or More Races- 4.3%

Economically Disadvantaged- 67.9%

Non Economically Disadvantaged- 32.1%

English Language Learners- 10.9%

At Risk- 61.2%

The District had a 96.6% Graduation rate for the Class of 2015. The average daily attendance rate for students in October 2016 is 96.76%.

The District serves 139 English Language Learners and 100 students in Gifted and Talented program, 170 students served through special education program and 10 homeless students.

### **Demographics Strengths**

The District is growing with 75 students from last year, in the month of May.

The District has a diverse population.

### **Demographics Needs**

The District faces challenges meeting the academic, social and emotional needs of our African American and ELL population.

## **Student Achievement**

### **Student Achievement Summary**

State of Texas Assessments of Academic Readiness (STAAR) are tested in the core subject areas- reading, writing, mathematics, science, and social studies. The number of tests taken each year varies depending on the student's grade level. As with previous testing programs, the state is phasing in the passing standards. The Level II passing standards will be a multi-year process until the final standard is implemented. The phase in approach was adopted as a result of the significant increase in the rigor of the STAAR program. The phase in will provide Commerce ISD with time to adjust instruction, provide additional staff training, and class knowledge gaps.

For 2015-2016, the District Met Standard on all four performance indices; Student Achievement, Student Progress, Closing Performance Gaps, and Post Secondary Readiness.

### **Student Achievement Strengths**

Extensive Professional Learning opportunities provided throughout the district

Literacy framework provided and offered at elementary schools using Fauntas and Pannell

Use of Eduphoria for Curriculum, Scope, Sequence and Pacing guides

Use of Eduphoria for Curriculum Based Assessments

### **Student Achievement Needs**

Decrease the number of System Safeguards

Closing the achievement gap between all ethnicities

Increase the number of students meeting STAAR progress measure

Increase the ACT/SAT scores

## **District Culture and Climate**

### **District Culture and Climate Summary**

District promotes a positive school culture, encourages and maintains a safe classroom environment, and demonstrates care. District demonstrates respect for diversity and relationships through equality. District supports and has a strong relationship with Texas A & M University-Commerce.

### **District Culture and Climate Strengths**

Partnership with Texas A & M University- Commerce.

Small University community with a tight knit atmosphere.

### **District Culture and Climate Needs**

Implementing RTI methods addressing student behavior.

## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Summary**

The HR department and Curriculum and Instruction Department is focused on recruiting and hiring qualified staff and providing training opportunities for all of our staff. Commerce ISD has a convocation. CISD also provides ongoing support to new teachers. Professional learning is planned throughout the district to meet the needs of students and staff. District wide Professional Development on District initiatives is purposely planned and developed. Commerce ISD strives to keep salaries competitive on experience and compared to surrounding districts that mirrors student enrollment.

The District is moving toward a Google application, thus becoming paperless as possible.

### **Staff Quality, Recruitment, and Retention Strengths**

Commerce ISD participates with Texas A & M University-Commerce in their teacher preparation program of student teachers.

Commerce ISD utilizes Job Net for job applications and hiring process. This system enables our job postings to be advertised proficiently.

### **Staff Quality, Recruitment, and Retention Needs**

Increase staffing for Fine Arts electives.

Long range professional learning plan.



## **Curriculum, Instruction, and Assessment**

### **Curriculum, Instruction, and Assessment Summary**

Commerce ISD believes that curriculum, instruction, and assessment must all be in alignment for students to be successful. The curriculum is purchased via TEKS Resource system and specifically addresses the needs of our students. We utilize common district assessments that are used across all campuses and aligned directly with the curriculum. Simulation tests are given periodically in each core subject area to assess the strengths and weaknesses of students' mastery of the standards. Data from all tests are used by teachers to reteach, tutor, and provide enrichment when necessary. The Data is housed in Eduphoria for all stake holders to access.

### **Curriculum, Instruction, and Assessment Strengths**

- \* Curriculum and Instruction Coordinator accessible
- \* Campus administrative support of sending teachers to Region X
- \* Campus Professional Learning Committees that support the campus' needs
- \* Overall district philosophy that our curriculum should support students being prepared for their future with an emphasis on 21st century skills

### **Curriculum, Instruction, and Assessment Needs**

Continue to meet with principals, teachers, and curriculum specialists to disaggregate Unit Assessments in Instructional Meetings

Continue Leveled Literacy Intervention

Provide staff development on research based techniques to support Writing and develop a District Writing Plan

## **Family and Community Involvement**

### **Family and Community Involvement Summary**

The Commerce Independent School District is committed to parent involvement and will continue efforts to build trusting relationships with parents and families of Commerce ISD students. The district is committed to communicating information to parents and encouraging meaningful dialogue in a variety of formats. Commerce ISD will continue to explore preferred methods of communication for parents and increase parent participation in the school. The district will engage our parents through welcoming volunteer efforts, along with allowing increased opportunities for parents as decision-makers. Through research-based strategies, Commerce Independent School District will involve parents at all grade levels and assist with the successful transition for students and families from elementary through secondary education.

### **Family and Community Involvement Strengths**

- \* Campuses throughout the district host a variety of events for our families to involve them in their children's education and develop a sense of community.
- \* Continue partnership with the Texas A & M University-Commerce to organize and sustain excellent programs of family and community involvement.
- \* Elementary and Middle School have an active PTO and/or have formed an Action Team to increase and/or improve practices of parental involvement.
- \* Campuses communicate information to parents through various means such as, telephone, e-mail, website, E-news, Parent Link, and social media (ex. Twitter & Facebook)

### **Family and Community Involvement Needs**

Offer training for staff on enhancing collaborative partnerships with culturally diverse families.

## **District Context and Organization**

### **District Context and Organization Summary**

Commerce ISD has benefited from campus efforts to reorganize themselves into functions and create more efficient campus alignment structures for process development and efficiency. We have two new Principals in 2016-2017. The other two Principals are less than three years in their current position. This allows for a new reorganized leadership amongst all the campuses. These reorganized administrative and instructional efforts have been helpful in developing the vertical plans that will define its impact on our students. The district has also benefited from our partnership with Texas A & M University-Commerce. The ability of campuses to become more functional and agile reflects a desire at all levels of the organization to become more responsive AND more forward-thinking, in order to better serve our stakeholders.

### **District Context and Organization Strengths**

Continued development of campus/district processes

Continued development of Strategic Plan

Continued development of District of Innovation

### **District Context and Organization Needs**

Developing a Budget for our District to look at special projects

# Technology

## Technology Summary

Technology in Commerce ISD is considered an essential component of every student's education. As a learning organization committed to the success of every student, every day, Commerce ISD technology department strives to maintain the highest possible standards in hardware, software, and network capability for our staff and students. We currently provide hardware, software, and network resources to staff and students on every campus with multiple vectors for both hardware and software support. Our goal is to continue providing cutting-edge resources to support the highest levels of student engagement and profound learning.

## Technology Strengths

- Commerce ISD is particularly strong in networking infrastructure and hardware infrastructure present on every campus.
- Commerce ISD Technology department has set a 21st century classroom standard with technology in every classroom including student computers, interactivity with projected media, document cameras, and campus-wide wireless network support.
- Commerce ISD set the highest possible hiring standards, securing excellent technicians for campus support, providing productivity training persons for both education and administrative staff, and in-class instructional technologist support for our teachers.

## Technology Needs

- Increase BrightBytes Clarity Classroom score by 5%.
- Provide professional learning on the teacher use of the 4C's (communication, collaboration, critical thinking, creativity).
- Continue to build an infrastructure that supports digital Readiness and 100% of Commerce ISD classrooms.
- An increase in devices is needed to increase the student to device ratio for both instruction and online testing.

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Local benchmark or common assessments data

- Student failure and/or retention rates
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

### **Student Data: Student Groups**

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

### **Student Data: Behavior and Other Indicators**

- Annual dropout rate data
- Attendance data
- Discipline records
- Class size averages by grade and subject

### **Employee Data**

- Professional Learning Communities (PLC) data
- Staff surveys and/or other feedback
- Highly qualified staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- PDAS and/or T-TESS

### **Parent/Community Data**

- Parent surveys and/or other feedback

- Community surveys and/or other feedback

### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Other additional data

# Goals

**Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.**






**Performance Objective 1:** CISD will increase scores on state tests that will meet or exceed the state standards for all subpopulations including increasing Level III performance percentages.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Coordinate the alignment and articulation of instruction both vertically and horizontally to deliver a rigorous curriculum to all students.		Assistant Superintendent, Coordinator, Principals, Departments	PLC meetings, agendas				
	Funding Sources: 313 - IDEA B. SpEd						
2) Teachers/Principals will use Eduphoria Aware and iCAT data to provide indepth data dis aggregation for state and district assessments to target instruction for improvement.		Assistant Superintendent, Coordinator, Principals, Teachers, Department Heads	Assessment results, STAAR released data				
3) Utilize data tools (heat maps, curriculum notebooks) to increase teacher understanding and awareness of achievement gaps.		Assistant Superintendent, Coordinator, Principal, Teachers	Assessment results, STAAR released data				
4) Conduct walk-throughs to collect classroom instructional data with emphasis on areas targeted in the Fundamental Five		Assistant Superintendent, Principals, Assistant Principals	Records, Eduphoria logs				
5) Administer, score, and analyze data on TRS unit tests for grades 1-12		Principals, Assistant Principals, Teachers, Department Heads	State test accountability reports				



6) Develop and implement district wide RtI Intervention procedures that provide small group and one on one support for struggling students		Assistant Superintendent, Coordinator, Reading Specialists	Student performance data				
7) Fully implement the TRS curriculum and unit assessments		Assistant Superintendent, Coordinator, Principals, Teachers	Lesson plans, Eduphoria				
<p align="center"><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> 8) Utilize STEMscopes curriculum to address Science, emphasis on subgroups African American and Special Education		Principals Teachers	STAAR scores				
<p align="center"><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4</p> 9) Utilize Instructional aide and provide pull out instruction for target areas to address Social Studies, emphasis on African American and Special Education.							
<p align="center">  = Accomplished          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							


**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 2:** Title 1 as well as other state and federal fund sources will be used to implement programs and provide support for students who are at-risk as well as students with disabilities.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Develop instructional support to accelerate the Reading/ELA achievement of At Risk students using Saxon phonics		Assistant Superintendent, Coordinator, Principals, Dept. Heads	Student products, teacher notebooks, ELA test results				
2) Students in At Risk situations will receive accelerated instructional strategies during before/after school tutorials and summer session to improve their performance on local assessments, and state tests		Assistant Superintendent, Coordinator, Principals, Department Heads	Skyward Grades and reports, Local Assessment data				
3) Ensure that ESL program is research based, responsive to the needs of students, designed, implemented, supported and monitored for impact on student learning.		ESL Teachers	TELPAS results, LPAC logs				
4) On assessments, focus on sub group Hispanic and ESL students. TIER Organization and specific focus on improving success in Writing		Assistant Superintendent, Coordinator, Principals, Teachers	Writing examples, student products, state assessment results				
<p><b>State System Safeguard Strategy</b>  <b>Federal System Safeguard Strategy</b>  <b>Critical Success Factors</b>            CSF 1 CSF 2 CSF 4</p> 5) Develop a District Writing plan for all sub groups including African Americans, Hispanic, Economically Disadvantaged, Special Education, and English Language Learners.	1, 9	Assistant Superintendent, Coordinator, Principals, Teachers	Writing examples, student products, state assessment results				
6) Partner with TAMU-C students and organizations to provide tutoring to individual students		Administrators, TAMU-C students	Logs				


7) Involve staff in devising placement options for students with disabilities	Teachers, Principals, Tri- County CoOp	Meeting agendas				
8) Provide training to teachers working with Special Education students to analyze data to determine goals in curriculum and instruction. Strategies will be developed to meet identified needs.	Assistant Superintendent, Director, Coordinator, Campus Intervention Coach	Training agendas, Sign in Sheets				
9) Provide equipment, materials, software and new technology to campuses to increase the numbers of students with disabilities included in the general ed setting	Principals, Assistant Superintendent, Instructional Technologist	Purchase orders				
10) CISD will collaborate with Tri-County Coop to provide programs and services to struggling students prior to placement in special education through the CEIS initiative	Tri County Cooperative, Assistant Superintendent, Coordinator, Special Ed. Staff	Meeting minutes				
						

**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 3:** Students will be offered a curriculum that includes state of the art technology and programs so that classes simulate real world learning

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Integrate instructional technology (iPads, netbooks, Promethean boards) into classroom instruction K-2 to support student achievement		Teachers, Principals, Technology Staff	Lesson plans, teacher observations, training, results from state and local assessments				
2) Implementation of Digital Fluency in the Fall and Google Academy in the Spring		Teachers, Technology Staff	Training agendas				
3) Utilize iPad initiative at CHS to increase student engagement in learning		Technology Director, Assistant Superintendent, Principals, Teachers	Classwork Walkthrough data targeting integration of technology, Results from state assessments				
4) Partner with the Northeast Texas Children's Museum to provide extended learning opportunities for elementary students.	1	Principals Teachers	Schedule				
Funding Sources: 211 - Title I, Part A - \$5000.00							
							

**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 4:** All students will develop skills for transition from high school to successful, productive citizenship through employment of post secondary education.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Partnership with TAMU-C to address college readiness		Assistant Superintendent, Superintendent, TAMU-C personnel	Monthly meeting agendas				
2) CISD will pay student tuition for dual credit courses		Assistant Superintendent, Superintendent, Principals	Budget summary allocation				
3) Focus on HB 5, Endorsements, Graduation Plans		Assistant Superintendent, High School Principals, counselors	Multiple endorsement options				
4) Develop awareness of post secondary options through college trips and career days to promote a college going culture		Community in schools personnel, counselors, principals	Agendas				
5) Offer SAT/ACT preparation course for CHS juniors and seniors		Assistant Superintendent, Principal, Teachers, Counselors	Student enrollment in SAT/ACT course				
							

**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 5:** Enhance Career and Technical (CTE) opportunities for students

**Evaluation Data Source(s) 5:**

**Summative Evaluation 5:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Conduct comprehensive review of current CTE offerings, student interest in additional offerings, and facilities to increase CTE programming		Assistant Superintendent, Vocational Counselor, CHS Principal	CTE course offerings				
2) Monitor academic progress of C TE students in the core content areas and provide intensive support for students who are underperforming		Teachers, Principals, Vocational Counselor	Results from TRS unit assessments				
3) Ensure CTE representation in ARDS involving CTE students		CTE instructor, Special Education Staff, Principal	Notifications of ARDs, CTE's signature of attendance at ARDs				
							

**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 6:** Students will show continuous improvement on primary assessments instruments including STAR and TEMI

**Evaluation Data Source(s) 6:**

**Summative Evaluation 6:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) K-2 teachers will use of STAR assessment and software to monitor students' reading performance		Consultants, Coordinator, Technology staff	Attendance logs				
<p><b>State System Safeguard Strategy</b>  <b>Federal System Safeguard Strategy</b>  <b>Critical Success Factors</b>            CSF 1 CSF 2 CSF 4</p> 2) Use Texas Go Math, IXL, Think Through Math, and Lift Off to monitor student progress in mathematics. Emphasis on sub groups African American, Economically Disadvantaged, Special Education, and English Language Learners.		Coordinator, Teachers, Principals	Lesson plans				
3) Administer EOY assessments to K-2 students to determine mastery of grade level TEKS		Teachers, Assistant Superintendent, Coordinator	results from Benchmarks and assessments				
4) Facilitate the transition of preschool children into public school by campus visitation and parent communication		Early Childhood Teachers	Lesson plans, Agendas, sign in sheets				
							

**Goal 1:** CISD will provide exemplary programs to ensure that all students are successful learners.

**Performance Objective 7:** Title 1 as well as other state and federal fund sources will be used to implement school wide programs at grades PreK-Grade 5.

**Evaluation Data Source(s) 7:**

**Summative Evaluation 7:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Federal, State, and local funds will be coordinated to achieve the most effective use of these resources when implementing programs and services.		Assistant Superintendent, Coordinator, Principals, Teachers, Federal Programs Coordinator	Budge summary sheets				
	Funding Sources: 211 - Title I, Part A - \$32000.00						
2) Programs and services will be designed to meet the needs of all students and include tutorials, remediation and special materials.		Principals, Teachers, RtI Team	Lesson plans				
3) Provide facilities for Boys and Girls' Club		B & G staff, Principal, teachers	Program Activities, Attendance logs				
							




**Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.**

**Performance Objective 1:** CISD will provide a safe and orderly environment where students are safe and secure.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Develop a 5 year plan for replacement, repairs, and upgrades of District facilities, e.g., roofing and HVAC		Superintendent, Maintenance Director, Finance Director	Budget Financial Analysis				
2) CISD will continue to provide bus drivers and students with training regarding school bus safety		Transportation Director	Sign in Sheets, Training logs, Calendar				
3) Continue to provide campus based character and drug awareness programs.		Principals	Teacher Lesson Plans, Record of Activities				
4) Continue School Messenger alerts to emergency notification system		Communications Director, Principal, Superintendent	Logs of Phone calls, Summary of Phone call list, Usage report				
5) Continue SHAC Committee		Director of Health Services	sign in sheets				
6) Maintain a multi-hazard emergency action plan that provides staff training, drills for students and coordination with local agencies.		Superintendent, Student Resources Officer	Completed plan, training dates, agendas, Logs of Drills				
7) Continue bullying, drug free and dating violence education for students and staff.		Principals, Counselor	Programs, Handouts, agendas				
8) Provide training to new employees addressing sexual abuse and maltreatment of children.		Administrators, Counselors	Logs, Sign in Sheets, Meeting agendas				
9) Attend discipline management updates provided by Region X and TEA		Assistant Principals	PEIMS report				
10) SRO will provide security for the district and conduct safety audit and training		Superintendent, Board of Trustees	Training logs				
11) Continue to provide canine detection and services at CHS and CMS		Principals, School Police Department	Inspection reports				
							

**Goal 2:** CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

**Performance Objective 2:** CISD will achieve an attendance rate above 97%.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Campuses will provide incentives to encourage attendance		Superintendent, Principals, Teachers	Incentives, awards, ADA report				
2) Increase student and parent awareness of EOC/STAAR upcoming test dates		Principals, Director of Communication	Newsletters, District website, E Messenger				
3) Monitor attendance. Daily reports and contact.		Principals, Attendance clerks	Monitor Attendance, ADA report shows improvement				
4) Provide parent communication regarding the importance of good attendance and mail notifications of excessive absences		Principals, Assistant Principal, Counselors	Attendance rate improves				
							

**Goal 2:** CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

**Performance Objective 3:** Students unable to function in the regular classroom due to disciplinary problems will be provided an alternative educational program

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Academic instruction will be monitored and coordinated with the student's teacher of record to insure that the student continues to make progress		Teachers and Principals	Lesson Plans				
2) Counseling services will be provided to individual students to prevent future violations of the Code of Conduct or felony violations.		Counselors	Student Logs, Counseling session logs				
3) Utilize A+ software to maintain course credit and acquisition		Teachers, Counselors, Principals	Skyward grades report				
							

**Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.**

**Performance Objective 1:** Parent and community involvement will increase (i.e., PTO membership, attendance at meeting, events)

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Parent involvement will be encouraged through volunteer programs, book fairs, family nights and meetings and student/parent activities at each campus.		Assistant Superintendent, Principals, Teachers	Sign in logs				
2) Hold Student Success Nights at elementary schools to provide fellowship and information sessions for parents regarding the Title 1 Schoolwide Program		Assistant Superintendent, Principals, Teachers	Sign in logs				
3) Provide volunteer opportunities		Principals, Personnel Director	Volunteer logs				
4) Maintain Skyward web-based parental access to student grades and attendance records		Principals	Usage logs				
5) Continue centralized and coordinated online student registration		Directors, Principals	Skyward reports				
6) Provide opportunities to showcase student achievement through open houses, special performances such as the Winter Arts Festival, and CSEE Foundation dinner		Superintendent, Communication Director	Sign in logs				
7) Community input and interaction on school wide committees will be encouraged through the development of a Graduate profile		Superintendent, Communication Director, Assistant Superintendent	Committee participation on committees				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 3:** CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

**Performance Objective 2:** CISD will improve communication among school staff, parents, students, and community members

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide communication documents to reflect board policy regarding End of Course (EOC) exams		Principals, Counselors	Communication logs				
2) Provide communication documents to reflect the graduation requirement changes for 2018 graduates and beyond		Director of Communications, Counselors	Graduation Plan documentation, logs, Agendas, sign in sheets				
3) Continue to develop use of social media such as Facebook, Twitter, etc for parent and community communication		Director of Communications, Principals	Media				
4) Campuses will provide timely email bulletin to parents and community		Principals	Copies of bulletin				
5) Partner with Communities in Schools Dallas Region to provide support services to campuses		Superintendent	Contract on File				
6) Continue to use School Messenger for non-emergency communication		Superintendent, Communication Director, Principals	Call log, School Messenger reports				
7) Continue to use district website to convey information and report news		Communications Director	Web updates				
8) Provide reports on board meetings and campus happenings		Communication Director	newsletters online				
9) Continue Ambassador Program to bring the Commerce ISD story to the community		Superintendent, Assistant Superintendent, Teachers	Meeting agendas				
							

**Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.**

**Performance Objective 1:** CISD will achieve 100% HQ staff with a turnover rate of less than, equal to 15%.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Continue recruiting contact with TAMU-C student observers regarding future employment with CISD		Personnel Director	Letters and contracts on file				
2) Provide stipends for advanced degrees to increase teacher retention		Personnel Director, Assistant Superintendent	Budget summary				
Funding Sources: 255 - Title II, Part A - \$32000.00							
3) Central administration and school administrators will recruit and hire highly qualified teachers with a focus on increasing the percent of minority teachers		Personnel Director, Principals	Recruiting documentation				
4) Provide mentor teachers for new staff		Personnel Director, Assistant Superintendent	Agendas of meetings				
5) Provide stipends for Department Heads, Lead Teachers, Assistant Principals to build capacity and promote leadership.		Personnel Director, Assistant Superintendent, and Federal Programs Coordinator	Budget				
Funding Sources: 255 - Title II, Part A - \$7000.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 4:** CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

**Performance Objective 2:** All staff will be provided high quality, research based, sustained professional development

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative		Summative	
				Nov	Jan	Mar	June
1) Staff Development opportunities will be provided for teachers, administrators, and paraprofessionals concerning the TRS curriculum/best practices.		Assistant Superintendent, Coordinator, Site based committees	Sign in sheets, Professional development logs				
Funding Sources: 255 - Title II, Part A - \$20000.00							
2) Provide training for teachers to acquire additional certifications (ESL, GT, Special Education, Technology Applications.)		Assistant Superintendent, Coordinator, Personnel Director	Certifications				
Funding Sources: 255 - Title II, Part A - \$3000.00							
3) Provide professional development to support strategies for differentiation of instruction and second language learners		ESL Teachers, Assistant Superintendent, Coordinator, Principals	Classroom observations				
Funding Sources: 263 - Title III LEP - \$1000.00							
4) Teachers will receive high quality, intensive, sustained professional development that is classroom focused and is coordinated with ESEA, through Region X Professional Development Cooperative.		Assistant Superintendent/Region 10	Sign in sheets, Professional Development logs				
Funding Sources: 255 - Title II, Part A - \$7000.00							
5) Provide staff development for all teachers to implement new technologies in the classroom and allow additional accommodations for special education students in regular education classrooms.		Assistant Superintendent, Principals	Staff Development Records				
6) The District will assist campuses in developing and implementing plans to recruit and train teachers to maintain 100% of core academic subject area classes taught by highly qualified teachers		Personnel Director, Principals	Recruitment records				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.**

**Performance Objective 1:** CISD will implement measures to ensure efficient and effective fiscal responsibility.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Monitor the student transportation program for its safety, security and efficiency and make adjustments as needed		Transportation Director, Finance Director, School Resource Officer	TXDot and local safety inspection records, continuing ed certificates, reports filed with Railroad commission, EP and other government agencies, safety audit reports, evaluations of route descriptions aligned to ridership				
2) Campuses will comply with nutrition policy		Finance Director, Food Services Director	Year End Review				
3) Administer procedures required to keep schools clean, safe, and secure through effective custodial services and preventative maintenance		Finance Director, GCA Supervisor, Director of Operations	Year End Review				
4) Manage an integrated e-purchasing process that complies with all government regulations (Skyward)		Director of Operations and Director of Finance	Annual Audit Report, Plans to Superintendent, FIRST report				
5) Continue working with Energy Education Specialist to oversee District Comprehensive Energy Management Plan/Process started for the CISD Retrofit		Finance Director, Energy Management Specialist	Reduced energy costs				
6) EDGAR compliance for all federal programs		Finance Director, Administrators	Financial reports				
							



**Goal 5:** CISD will invest resources to ensure that students, parents and the community receive optimal educational services.

**Performance Objective 2:** CISD will extend a full day Kindergarten.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> 1) Implement Texas Pre Kindergarten grant to address needs and extended services for Early Childhood students. 404-Pay the cost of full day Pre-Kindergarten, \$48,456		Coordinator of Family Services/Head Start Principal Coordinator of Federal Programs	Circle Assessments				

## State System Safeguard Strategies

<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Description</b>
1	1	8	Utilize STEMscopes curriculum to address Science, emphasis on subgroups African American and Special Education
1	1	9	Utilize Instructional aide and provide pull out instruction for target areas to address Social Studies, emphasis on African American and Special Education.
1	2	5	Develop a District Writing plan for all sub groups including African Americans, Hispanic, Economically Disadvantaged, Special Education, and English Language Learners.
1	6	2	Use Texas Go Math, IXL, Think Through Math, and Lift Off to monitor student progress in mathematics. Emphasis on sub groups African American, Economically Disadvantaged, Special Education, and English Language Learners.
5	2	1	Implement Texas Pre Kindergarten grant to address needs and extended services for Early Childhood students. 404-Pay the cost of full day Pre-Kindergarten, \$48,456

## Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	8	Utilize STEMscopes curriculum to address Science, emphasis on subgroups African American and Special Education
1	1	9	Utilize Instructional aide and provide pull out instruction for target areas to address Social Studies, emphasis on African American and Special Education.
1	2	5	Develop a District Writing plan for all sub groups including African Americans, Hispanic, Economically Disadvantaged, Special Education, and English Language Learners.
1	6	2	Use Texas Go Math, IXL, Think Through Math, and Lift Off to monitor student progress in mathematics. Emphasis on sub groups African American, Economically Disadvantaged, Special Education, and English Language Learners.
5	2	1	Implement Texas Pre Kindergarten grant to address needs and extended services for Early Childhood students. 404-Pay the cost of full day Pre-Kindergarten, \$48,456

## 2016-2017 District Education Improvement Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator		
Business Representative	Joe. E. Garza	
Business Representative	Jerry Liston	
Classroom Teacher	Pam Cole	CMS teacher
Classroom Teacher	Christi Coplin	CHS teacher
Classroom Teacher	Chloe Cotton	CES teacher
Classroom Teacher	Julie McLeroy	ACW teacher
Community Representative	Billy Relford	
Community Representative	Barry Weaver	
District-level Professional	Charlie Alderman	Superintendent
District-level Professional	Al Shipp	Director of Technology
District-level Professional	Ludonna Smithers	Director of Communications and Personnel
District-level Professional	Dr. Patricia Tremmel	Assistant Superintendent
District-level Professional	John Walker	Director of Finance
Non-classroom Professional	Felisha Jones	CHS Assistant Principal
Parent	Tiffany Harrison	ACW parent
Parent	Vickie McMurray	CHS parent
Parent	Jennifer Nelson	CMS parent
Parent	Emily Shipman	CES parent

## District Funding Summary

<b>211 - Title I, Part A</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	3	4			\$5,000.00
1	7	1	Federal Programs Coordinator		\$32,000.00
<b>Sub-Total</b>					\$37,000.00
<b>255 - Title II, Part A</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
4	1	2	stipends for advanced degrees		\$32,000.00
4	1	5	stipends		\$7,000.00
4	2	1	staff development		\$20,000.00
4	2	2	training		\$3,000.00
4	2	4	Region X PD Cooperative		\$7,000.00
<b>Sub-Total</b>					\$69,000.00
<b>263 - Title III LEP</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
4	2	3	Training		\$1,000.00
<b>Sub-Total</b>					\$1,000.00
<b>313 - IDEA B. SpEd</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	1			\$0.00
<b>Sub-Total</b>					\$0.00
<b>Grand Total</b>					\$107,000.00