

Commerce Independent School District
Commerce High School
2018-2019 Campus Improvement Plan

Accountability Rating: Met Standard



Mission Statement

THE MISSION OF CHS is to provide an excellent education for each student.

Vision

Commerce High School envisions our students striving to be better tomorrow than they are today and graduating as self reliant, employable individuals.
Tigers Never Quit!

Core Beliefs

We believe every student can learn.

We believe every student can be successful

We believe we can partner with our community to help our students be happy, safe, and successful.

We believe our teachers can impact learning every day in a successful manner.

Comprehensive Needs Assessment

Revised/Approved: September 25, 2015

Student Academic Achievement

Student Academic Achievement Summary

We have grown in most areas the last three years. English I is a focus area this year. Overall campus literacy is a priority as we now offer lab classes for incoming freshman as well as English students who have failed English EOC on our campus.

Student Academic Achievement Strengths

We are strong in Biology and History, our math scores are improving steadily the last three years. We are working on a campus wide initiative to increase literacy. All non core classes write at least two days a week, for grades.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: We get students from the middle school who are behind academically. **Root Cause:** The district lacked a comprehensive literacy program for a number of years.

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
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations

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
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Postsecondary college, career or military-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Observation Survey results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Male / Female performance, progress, and participation data

- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, progress, 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

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality 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
- 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

Goals

Revised/Approved: October 16, 2018







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

Performance Objective 1: CHS will increase scores on tests that will meet or exceed the state standard for all subpopulations. CHS will score 85 50 25 in Alg 1, Eng 1 61 40 7, Eng 2 65 51 7, Bio 88 55 25, US History 95, 76, 43

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2</p> <p>1) Core subject areas will administer unit assessments and benchmarks to help identify and plan for needed interventions and/or reteach opportunities for students.</p>	Principal, Assistant Principal, Testing Coordinator, Curriculum Coordinator, Teachers	Students pass the mid-year benchmark over previously tested objectives				
<p>2) PLC meetings in core subject areas will disaggregate data and create RTI intervention plans for at-risk students (including ESL, 504 & SPED).</p>	Teachers, Counselor(s), Administrators, and Support Staff	Increased passing rates by all subpops				
<p>3) Students will monitor their own progress using performance measures such as: goal setting, data folders, progress reports, Eduphoria's (Aware)STEP and TIP reports, and common assessments.</p>	Teachers, Counselors, Administrators, and Support Staff	Increased tutorial attendance and fewer 9 week failures				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>4) Instructional technology will be utilized to enhance instruction using Chromebooks provided by the districts Instructional Technology department.</p>	Central Office Instructional Technologist(s), Principals	Classroom Walkthroughs				

<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>5) Provide professional development for staff on instructional strategies for all subject areas including but not limited to Formative Assessments, Differentiated Instruction, etc.</p>	<p>Administration, Curriculum Director, and Asst. Superintendent</p>	<p>Documentation of staff developments</p>				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>6) Create and implement lab classes for Algebra 1 and ELAR to increase scores for all students and sub-pops.</p>	<p>Teachers, Counselors, Administrators, and Support Staff</p>	<p>50% of all students enrolled in the lab class will pass the STAAR retest in December. The remainder will pass in future administrations.</p>				
<p>Critical Success Factors CSF 1 CSF 7</p> <p>7) Provide ESL certification training from Region 10 so that all English teachers will be ESL certified by the end of the 2018-2019 school year. We have one teacher who just tested, all others are ESL certified.</p>	<p>Teachers, Counselors, Administrators, and Support Staff</p>	<p>Increased passing rates on state assessments for ELL's</p>				
<p>8) Formation of ESL classes to improve ELL's scores on reading and math. Also purchase dual language dictionaries for student use. These classes are up and running in 18-19.</p>	<p>Teachers, Counselors, Administrators, and Support Staff</p>	<p>Increased passing rates on state assessments for ELL's</p>				
<p>Critical Success Factors CSF 1</p> <p>9) Purchase and implement Hooked on Phonics to increase SPED reading scores.</p>	<p>SPED Teachers, Counselors, Administrators, and Support Staff</p>	<p>Increased passing rates on state assessments for SPED students</p>				
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = 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: Improve all students' college and career readiness by 2019 as indicated by increasing student performance on college entrance exams and through the percentage of students reaching At Grade Level and Exceeded performance standards on STAAR.

Evaluation Data Source(s) 2: STAAR results, Data to Intervention training and breakdown from Region 10 summer workshop

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) Increase student performance on the SAT by embedding test prep into English classes and math classes. Also add several test prep books in the library for students to checkout and prepare for test.</p>	College and Career Readiness Coordinator(s), Counselor, Administrators, Teachers	End of year performance report, library checkout report				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Provide college and career awareness opportunities throughout the year such as college visits, guest speakers, My College Mondays, and focused discussions during classes. Examples: The 9-11 CCRC will bring in guest speakers once a month. The 12th grade CCRC will meet with students every Monday during their English class. We are going to host a career fair here in October and a FAFSA and College night here on November 12, 2018.</p>	College and Career Readiness Coordinator(s), Counselor, Administrators	Calendars, sign-up sheets, attendance sheets, other forms of documentation				
<p>Critical Success Factors CSF 3 CSF 5</p> <p>3) Ensure personal graduation plans are updated and accurate using the new endorsement plan form and the CHS endorsement handbook.</p>	College and Career Readiness Coordinator(s), Counselor, Administrators	100% of the plans are updated with individual folders made for each student				
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>4) Conduct parent and student awareness nights such as Meet the Teacher Night (Curriculum Night) and Tiger with a Plan Night (8th graders transitioning to HS) during the year.</p>	College and Career Readiness Coordinator(s), Counselor, Administrators	Calendar, sign-up sheets, attendance sheets				







<p>Critical Success Factors CSF 1 CSF 4</p> <p>5) Utilize A+ online curriculum for credit recovery, make-up work, DAEP students, and dropout prevention.</p>	<p>College and Career Readiness Coordinator(s), Counselor, Administrators</p>	<p>All students graduate</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

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

Performance Objective 3: General Operating funds as well as other state and federal funds 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) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>1) Special Education academic needs will be met through goals designated on each individuals IEP.</p>	Teachers, Special Education Teacher (s), Principals, Tri-County	IEP as determined in ARD				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>2) We will create a master schedule that includes learning opportunities for every student and allows for flexible, innovative scheduling. Examples include: Criminal Justice, Robotics, Photography, and Computer Programming.</p>	Teachers, Principals, Counselors, Curriculum Director(s), and Asst. Superintendent, Superintendent	Bi-weekly PLC meetings, Quarterly Executive Leadership meetings, Weekly Assistant Principal meetings, and community meetings				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>3) Re-evaluate procedures, system safeguards, and processes to prevent over/under accommodations of SPED, 504, Dyslexia and ESL students.</p>	Principals, Counselors, 504 Coordinator, Sped Teachers, ESL Teacher, Dyslexia Teacher, Curriculum Director, Asst. Superintendent, Tri-County	Tri-County Overview, SPED PLC meetings,				
<p>Critical Success Factors CSF 1 CSF 4 CSF 7</p> <p>4) Utilize inclusion and content mastery teacher(s) to support and accommodate all learners.</p>	Principals, Counselors, 504 Coordinator, Sped Teachers, ESL Teacher, Curriculum Director, Asst. Superintendent, Tri-County	Tri-County Overview, SPED PLC meetings,				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

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

Performance Objective 4: CHS will have a campus initiative in 2018-2019 to write across the campus.

Evaluation Data Source(s) 4: STAAR EOC scores in English 1 and English 2 increasing will provide evidence of this objective's success.

Summative Evaluation 4:

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: CHS will maintain facilities that are comfortable and conducive to the teaching/learning process. Our band program facilities will be overhauled. New carpet, paint and moving the grid and tower to South side of campus

Evaluation Data Source(s) 1: AP and Principal will do regular walks of CHS facilities and work with maintenance and janitorial services to keep facilities upgraded.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Continuation of the "Building Committee" to make cosmetic improvements to CHS (examples: repaint teachers workrooms, redecorate front entrance which includes the front lawn and foyer).</p>	CHS teachers, counselor(s), administrators, janitors, and coaches	Completion of the cosmetic improvements				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Revamp the CHS library by turning it into a store and media center (examples include: new modern furniture, multiple device outlets, coffee and hot cocoa available).</p>	District librarian and administrators	staff input survey, acquire grants and funding to begin remodeling				

<p align="center">Critical Success Factors CSF 6</p> <p>3) Continuation of the "Tiger Roar Committee" to build staff and student morale and promote comradeship. Examples include: random teacher appreciation days, classroom contest, themed potlucks, etc.</p>	<p>Committee members composed of teachers and assistant principal, random involved students.</p>	<p>Department socials, staff/student contest, snacks, Sonic drinks, jean days, etc.</p>				
<p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>4) New carpet and paint will be requested during the school year.</p>	<p>CISD Central Administration, Principals</p>	<p>All items will be visible and cleanliness will be evident</p>				
<p align="center">Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>5) Utilize Texas A&M University-Commerce for student support.</p>	<p>TAMUC President and staff, CISD Central Administration, and CHS Administration.</p>	<p>Continue to ask and utilize any help from TAMU-C</p>				
<p align="center">Critical Success Factors CSF 6</p> <p>6) Continue to build and improve relationships with GCA to maintain high standards of cleanliness at CHS. This will include weekly walkthroughs with GCA and the principal.</p>	<p>Administration</p>	<p>Maintenance Evaluations</p>				







 = Accomplished
 = Continue/Modify
 = Considerable
 = Some Progress
 = No Progress
 = Discontinue

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: Maintain an orderly environment and reduce office referrals. Through RP we will reduce the discipline issues on campus.

Evaluation Data Source(s) 2:

Summative Evaluation 2:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) The Restorative Practices initiative will be implemented through campus related activities. Professional training will be provided. Teachers will learn how to build relationships with students by understanding each individual student's cultural and moral values. Teachers will have RP circles quarterly.</p>	Administrators, Assistant Superintendent, Teachers	Reduction in discipline referrals and better staff/student relationships, weekly calendars, embedded RP will be embedded into weekly lesson plans				
<p>Critical Success Factors CSF 6</p> <p>2) Student clubs will be implemented to develop a student connection to the campus (Examples: Spanish, SADD, Chess, etc.).</p>	Club Sponsors	Increase in student participation in extracurricular activities, sign-in sheets and passes during lunch				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 CSF 6</p> <p>3) Continue incentives that reward academic success, e.g., Honor Roll, Award Assemblies, certificates, Board Recognition, attendance incentive, newspaper, etc.</p>	Faculty and Principals	Students recognized				
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>4) Begin incentives that promote camaraderie between students and teachers. Examples include: door decorating contest, Halloween costume contest, and ugly Christmas Sweater competitions.</p>	Faculty and Principals	Students and teachers are recognized				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

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: Expect and promote a safe school environment.

Evaluation Data Source(s) 3: See no fights on campus.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 6</p> <p>1) Conduct safety drills in accordance with district policy.</p>	Principal and District Safety Coordinator	Safety drill log				
<p>Critical Success Factors CSF 3 CSF 6</p> <p>2) All staff will be trained in actively monitoring and school safety procedures. Staff will actively monitor students in between class periods, in the cafeteria, common areas, and classrooms.</p>	All faculty and staff, all campus administrators, and SRO	Reduction in referrals and revamped duty rosters and supervision schedules				
<p>Critical Success Factors CSF 3 CSF 6</p> <p>3) An additional full time SRO will be housed at CHS. Commerce Police Department will stop by occasionally at CHS for visits, we will have an office for a DPS officer and K9 CoCo will do regular drugs and weapon searches.</p>	All faculty and staff, all campus administrators, and SRO	Increased awareness of CPD				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						







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 4: Establish a campus-wide initiative that will promote self-esteem, responsible behavior, including anti-bullying, and enhance students' ability to be successful productive citizens.

Evaluation Data Source(s) 4: In our RP circles keep the pulse of campus to avoid conflicts.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Student clubs will be implemented to develop a student connection to the campus (Examples: Spanish, SADD, Chess, etc.).</p>	Club Sponsors, Teachers, Administrators	Increase Student Leadership Opportunities to 75% of Student Involvement in at least one activity.				
<p>Critical Success Factors CSF 3 CSF 6 CSF 7</p> <p>2) All professional staff members will receive training in the use of positive behavior supports for all students. The Restorative Practices initiative will be implemented through campus related activities.</p>	Administrators, Assistant Superintendent, Teachers	Reduction in referrals and revamped duty rosters and supervision schedules				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) Possible implementation of the 100 hour volunteer cord seniors can receive if they complete all hours between their 9th -12th grade year. Examples: Clothe a Child, Reading and Writing Night at CES, etc.</p>	Counselors, Administrators, NHS, etc.	Increase in student volunteer opportunities to 50% of the student body. Incentive includes the volunteer cord during scholarship night and at the graduation ceremony.				
<p>Critical Success Factors CSF 3 CSF 6</p> <p>4) Class Wars to promote charitable actions among students. Examples include: House fire victims, pop top food drive, Pack the Paw for Hurricane Harvey, etc.</p>	Administration, Teachers, etc.	Show the importance of giving back to your community				

<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>5) CHS/A.C. Williams Adopt a Student Mentoring program. Other examples include: Curriculum Nights at CES, etc.</p>	<p>CHS/A.C. Williams/CES Principals, volunteer extracurricular students, NHS Sponsor, etc.</p>	<p>Visit with and inspire the younger generation</p>				
<p>6) 6) CHS extra-curricular students, students that drive on campus, or students that parents wish to have them tested will be regularly drug tested in a district approved, drug testing program.</p>	<p>CHS admin team, sponsors.</p>	<p>To lower drug use by students by giving them another reason to say no to drug use.</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

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 5: Use our criminal justice explorer program and K-9 CoCo to promote a safe campus.

Evaluation Data Source(s) 5: Zero drug arrests or weapons arrests at CHS.







Summative Evaluation 5:

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

Performance Objective 1: Engage families and the community as educational partners and advocates.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>1) Utilize social media, phone messenger system, Family Access in Skyward, calendar, mail, email and the district and campus website to keep parents informed.</p>	Principals, Central Office	School Messenger log and updated website.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						


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

Performance Objective 2: Provide opportunities for family engagement in the educational process. Have nights to engage parents, Meet the Tiger, Tiger with a Plan, Pride Prep info meeting nights, dual credit info nights, FAFSA night, Back to School Bash. ACE/21st Century grant will provide meals after school and will increase parent after school visits.

Evaluation Data Source(s) 2: Increase in the amount of parental involvement at CHS.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>1) Conduct parent and student awareness nights such as Meet the Teacher Night (Curriculum Night), Health and Safety Fair, and Tiger with a Plan Night (8th graders transitioning to HS) during the year.</p>	College and Career Readiness Coordinator(s), Counselor, Administrators	Calendar, sign-up sheets, attendance sheets, feedback sheets				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>2) Host a minimum of 2 Site Based Decision Making Committee Meetings a school year.</p>	Administrators	Provides parents and community members an opportunity to voice their opinions. Feedback sheets after reviewing data.				









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: Recruit, develop and retain highly qualified employees in an environment that embraces diversity.

Evaluation Data Source(s) 1:

Summative Evaluation 1:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Administrators and Department Chairs will meet formally and informally with novice and veteran teachers to discuss the individuals concerns and needs.</p>	Campus Administrators, Department Chairs	New Strive CHS walkthrough forms and new CHS feedback forms. Providing more opportunities for coaching and support of our teachers.				
<p>Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7</p> <p>2) District and campus administrators will recruit, retain, and hire highly qualified teachers with a focus on increasing the percent of minority professional staff members.</p>	CHS Administration	Hired staff that reflects campus demographics				
<p>Critical Success Factors CSF 3 CSF 6</p> <p>3) Hired an additional staff member focused on attendance and discipline.</p>	CHS Administration and Central Office	New staff member will alleviate responsibilities of the two campus principals so they can focus on more instructional endeavors				
<p>Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>4) In order to utilize certified teachers to the fullest, additional aides will be needed to cover classes.</p>	CHS Administration and Central Office	Hired staff that meets the campuses needs				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

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

Performance Objective 1: We will develop and maintain strategic parent engagement and community partnerships.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Create and maintain our SBDM that meets at least 2 times each year.</p>	Principals, Counselor	Sign-in sheets plus feedback forms from meetings				
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 5</p> <p>2) Register more students for Upward Bound program.</p>	Counselor and Principals	Recruiter list				
<p>Critical Success Factors CSF 1 CSF 3 CSF 6</p> <p>3) Increase opportunities for students to participate in CTE programs of study and certification opportunities. Through the District of Innovation program we will be able to offer new endorsements.</p>	Principals, C&C Coordinator(s), Counselor	Classes scheduled and increased CTE class enrollment				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 CSF 6</p> <p>4) Continue to increase Dual Credit opportunities from TAMUC and PJC for students. Also, increase minority and low SES participation in Pride Prep and Dual Credit classes.</p>	Principals, C&C Coordinator(s), Counselor, TAMU-C program coordinators, CMS Administrators	Classes scheduled and student registration				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 CSF 6</p> <p>5) Face-to-face parent/teacher conferences are held at regular intervals throughout the nine weeks on an as-needed basis to discuss student progress toward learning goals and assessment results.</p>	Teachers, Principals, Counselor	Participation in events and reciprocal communication				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Core subject areas will administer unit assessments and benchmarks to help identify and plan for needed interventions and/or reteach opportunities for students.
1	1	6	Create and implement lab classes for Algebra 1 and ELAR to increase scores for all students and sub-pops.
1	1	7	Provide ESL certification training from Region 10 so that all English teachers will be ESL certified by the end of the 2018-2019 school year. We have one teacher who just tested, all others are ESL certified.
1	1	8	Formation of ESL classes to improve ELL's scores on reading and math. Also purchase dual language dictionaries for student use. These classes are up and running in 18-19.
1	1	9	Purchase and implement Hooked on Phonics to increase SPED reading scores.
1	2	4	Conduct parent and student awareness nights such as Meet the Teacher Night (Curriculum Night) and Tiger with a Plan Night (8th graders transitioning to HS) during the year.
1	2	5	Utilize A+ online curriculum for credit recovery, make-up work, DAEP students, and dropout prevention.
1	3	1	Special Education academic needs will be met through goals designated on each individuals IEP.
1	3	3	Re-evaluate procedures, system safeguards, and processes to prevent over/under accommodations of SPED, 504, Dyslexia and ESL students.
1	3	4	Utilize inclusion and content mastery teacher(s) to support and accommodate all learners.
2	2	1	The Restorative Practices initiative will be implemented through campus related activities. Professional training will be provided. Teachers will learn how to build relationships with students by understanding each individual student's cultural and moral values. Teachers will have RP circles quarterly.
2	2	3	Continue incentives that reward academic success, e.g., Honor Roll, Award Assemblies, certificates, Board Recognition, attendance incentive, newspaper, etc.
2	4	2	All professional staff members will receive training in the use of positive behavior supports for all students. The Restorative Practices initiative will be implemented through campus related activities.
3	2	2	Host a minimum of 2 Site Based Decision Making Committee Meetings a school year.
4	1	1	Administrators and Department Chairs will meet formally and informally with novice and veteran teachers to discuss the individuals concerns and needs.
4	1	2	District and campus administrators will recruit, retain, and hire highly qualified teachers with a focus on increasing the percent of minority professional staff members.
5	1	2	Register more students for Upward Bound program.

Goal	Objective	Strategy	Description
5	1	4	Continue to increase Dual Credit opportunities from TAMUC and PJC for students. Also, increase minority and low SES participation in Pride Prep and Dual Credit classes.
5	1	5	Face-to-face parent/teacher conferences are held at regular intervals throughout the nine weeks on an as-needed basis to discuss student progress toward learning goals and assessment results.