



# **DISTRICT IMPROVEMENT PLAN**

## **2010- 2011**

**DR. JEFF TURNER**  
**SUPERINTENDENT**

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### **MISSION STATEMENT:**

The mission of the Coppel Independent School District, as a committed and proven leader in educational excellence, is to ensure our learners achieve personal success, develop strong moral character, and become dynamic leaders and global citizens with a zeal for service by engaging each individual through innovative learning experiences led by a visionary staff and progressive community.

# CISD DISTRICT IMPROVEMENT PLAN

**STRATEGIC OBJECTIVE/GOAL 1:** We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.

- **Performance Objective 1:** Align the written, taught and assessed curriculum.
- **Performance Objective 2:** Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas.
- **Performance Objective 3:** Communicate district assessment plan to parents and teachers and report outcomes individually to parents and collectively to stakeholders.
- **Performance Objective 4:** Expand district educational and business partnerships with the local and global community.
- **Performance Objective 5:** Implement a system or systems to assess 21<sup>st</sup> Century skills.
- **Performance Objective 6:** Integrate 21<sup>st</sup> century learning skills within the district.
- **Performance Objective 7:** Increase connections between real world experiences and authentic classroom instruction.
- **Performance Objective 8:** Expand the Career and Technology programs to increase opportunities to all CISD students.
- **Performance Objective 9:** Expand program options and the learning continuum to reinforce strengths, needs, and interests of students served in the gifted and talented program.
- **Performance Objective 10:** Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all special education curricular areas.
- **Performance Objective 11:** Sustain a district-wide effective School Health Advisory Council (SHAC).
- **Performance Objective 12:** Implement the requirements and purposes of IDEA by meeting State and Federal targets.
- **Performance Objective 13:** Improve student performance and program effectiveness by meeting State and Federal standards
  - Meet or exceed the state target percentage of students graduating with a Recommended High School Program (RHSP) who are receiving special education services
  - Maintain acceptable percentage related to state target of In-School Suspension (ISS) placements for students receiving special education services.
- **Performance Objective 14:** Ensure equitable distribution of highly qualified teachers.
- **Performance Objective 15:** Expand opportunities for student choice (elementary/secondary) in meaningful learning experiences.

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

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

- **Performance Objective 2:** Embed Character Education within the CISD Curriculum in order to reach all students.
- **Performance Objective 3:** Create a culture where positive character qualities are demonstrated daily.
- **Performance Objective 4:** Sustain a District-wide safe and drug free school program.
- **Performance Objective 5:** Meet Chapter 37 TEC guidelines: student suspension needs to be a maximum of 3 days.

**STRATEGIC OBJECTIVE/GOAL 3:** We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.

- **Performance Objective 1:** Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21<sup>st</sup> Century technology skills
- **Performance Objective 2:** Ensure the availability of resources necessary for students to create digital portfolios, and utilize communication tools such as wikis, blogs, and social networking.
- **Performance Objective 3:** Develop a green IT strategy and promote green initiatives to reduce energy costs and appropriately manage electronic waste.
- **Performance Objective 4:** Enhance the communication system to provide district staff, parents, community members, and business partners with secure, effective and efficient communication via a reliable and dynamic infrastructure.
- **Performance Objective 5:** Provide an adequate and equitable infrastructure, through an appropriate replacement schedule, to meet the instructional and technological needs of all staff and students.
- **Performance Objective 6:** Create a system for providing online learning opportunities for all stakeholders, which incorporates such tools as a video portal solution for parents, online professional development resources for staff members, distance learning and partnerships for dual credit opportunities for students.
- **Performance Objective 7:** Expand the Career and Technology Education (CTE) within CISD to provide additional opportunities to the entire student population.
- **Performance Objective 8:** Establish a method for all stakeholders to obtain appropriate skills needed to be effective consumers and producers of information.

## **SUMMARY:**

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

**DISTRICT EDUCATIONAL IMPROVEMENT COUNCIL (DEIC)  
2009-10 COMMITTEE MEMBERS**

**AUSTIN ELEMENTARY**

BETH COOK  
ANNE BECKMAN  
AMY LAPLANTE

**COTTONWOOD CREEK ELEMENTARY**

NANCY KEITH  
KELLY YIN  
KATY COOPER

**DENTON CREEK ELEMENTARY**

JERI FOUTS  
LISA EVANS  
COURTNEY JENNINGS

**LAKESIDE ELEMENTARY**

DEBBIE ETHERIDGE  
JERENE RAY  
STACI CORDELL

**MOCKINGBIRD ELEMENTARY**

MARY MCKNIGHT  
DEBBIE YOUNG  
KATIE ROBINSON

**PINKERTON ELEMENTARY**

MIMI BAKER  
KRISTIN PATTERSON  
JEREMY PHILLIPS

**TOWN CENTER ELEMENTARY**

ANGIE APPLGATE  
LORRI BREHM  
MARLY NATHERSON

**VALLEY RANCH ELEMENTARY**

JENNIFER TORRES  
ELIZABETH HOULT  
APRIL OWEN

**WILSON ELEMENTARY**

ANN CARLSSON  
BRENDA CRAVEN  
SUSAN WANGLER

**CMSE**

MEAGAN WRIGHT  
KATE GABRIEL  
BILL BUSH

**CMSN**

PEGGI SMOTHERMON  
CHASE (CHRISTOPHER) VAUGHN  
MICHAEL WILLIAMS

**CMSW**

JEFF MINN  
JULIE BAILEY  
CHRISTINA MALONE

**CHS**

CINDY WOLFE  
JEB PURYEAR  
SUNNY RICHARDSON

**NTH@C**

RANDALL BALL  
BEN ORR

**EDUCATION ANNEX**

RHONDA SHAW

**PARENT/BUSINESS/COMMUNITY**

DON CARTER, BUSINESS/COMMUNITY  
LISA CONNELL, BUSINESS/COMMUNITY  
AMY DUNGAN, PARENT  
CHRISTI GREENE, BUSINESS/COMMUNITY  
ANTHONY HILL, CISD BOARD/PARENT  
SANDRA JOLLA, PARENT  
RICK STOKES, BUSINESS/COMMUNITY

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 1:</b>	Align the written, taught and assessed curriculum							
<b>Summative Evaluation:</b>	Unit plans, Forethought lesson plans, Performance Series Data and curriculum-based assessment (CBA) data							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Campus observations & discussions, State requirements.	Revise written curriculum documents to align with research-based best practices including ELPS, PBL, and CCRS.	K-12 Social Studies, K-12 Math, K-12 ELAR, 9-12 LOTE, K-12 Fine Arts, 7-12 CTE, & K-12 Health/P.E.	Social Studies, Math, ELAR, LOTE, ESL/BE, CTE, & Health/P.E. Directors, Curriculum Writing Teams	June 2010	July 2011	Research-based best practice resources by authors such as Erickson, Wiggins & McTighe, Marzano, Stiggins, Daggett, etc., local funds, Title II, Forethought	Curriculum Unit Plans, classroom walkthroughs	
Campus observations & discussions & State requirements.	Implement written curriculum documents to align with research-based best practices including ELPS, PBL, and CCRS.	K-12 Science, 6-12 ELAR & 9-12 LOTE	Science, Social Studies, Math and LOTE, ESL/BE Directors, Curriculum Writing Teams	June 2010	July 2011	Research-based best practice resources by authors such as Erickson, Wiggins & McTighe, Marzano, Stiggins, Daggett, etc., local funds, Title II, Forethought	Curriculum Unit Plans, classroom walkthroughs	
Campus & community feedback, state & local assessment and Performance Series/CPAA data, and classroom walkthroughs.	Monitor the delivery of instruction to ensure alignment with CISD curriculum.	All	Curriculum Team and Campus Admin	August 2010	June 2011	Extended planning time, assessment preview process, TEKS, Forethought documents, Rigor/Relevance Framework	Forethought lesson plans, classroom walkthroughs, campus visits	
Campus & community feedback and state/local assessment & Performance Series/CPAA data.	Utilize pre-assessment and growth model data to inform instruction.	All	Curriculum Team, Campus Admin and Teachers	August 2010	June 2011	Achievement Series data and Performance Series Data, D.A.T.E. Grant and local funds	Data analysis, Forethought lesson plans and campus visits	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 2:</b>	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas							
<b>Summative Evaluation:</b>	Eduphoria records, on-line/paper evaluations, walkthroughs, evaluations of campus needs assessments and disaggregation of walk through data							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Quantitative data such as AEIS, TAKS Summary Reports, and Local Assessment.  Qualitative data such as surveys, department meetings, instructional leader meetings, team leader meetings, and classroom walkthroughs.	Provide initial/advanced training in: <ul style="list-style-type: none"> <li>• Research-Based Best Practices such as Customized Learning/Sustained Differentiated Inst., Brain-Based Inst., Pre AP Strategies, Thinking Maps, Problem/Project Based Learning (PBL), 21<sup>st</sup> Century Literacy, Writing Rigorous Assessment Items, Concept-Based Inst., Inquiry-Based Inst., and Inst. Tech Integration</li> <li>• Rtl process</li> <li>• ELPS</li> <li>• Co-Teach Model of Instruction (adapt to middle school schedule)</li> </ul>	All instructional staff	Director of Staff Development, Curriculum Directors, Director of School Improvement, Director of Elementary Curriculum and Assistant Superintendent of Curriculum, Instruction, and Assessment	June 2010	July 2011	PD360, Outside consultants, in-district presenters, books, manuals, Region 10 workshops, etc., TEKS, AP/IB standards, Title I, II, III, local & IDEA Stimulus funds, and D.A.T.E. grant	Eduphoria records, classroom walkthroughs, Rtl Tier 1 documentation, and campus needs assessment	

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<b>Performance Objective 2:</b>	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas							
<b>Summative Evaluation:</b>	Eduphoria records, on-line/paper evaluations, walkthroughs, evaluations of campus needs assessments and disaggregation of walk through data							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Quantitative data such as AEIS, TAKS Summary Reports, local assessments.  Qualitative data such as surveys, department meetings, instructional leader meetings, team leader meetings, classroom walkthroughs.	Provide Title I Campuses additional opportunities to supplement training and improve instruction for targeted populations.	All CISD Instructional Staff of Title I Campuses, Director of School Improvement and Curriculum Directors	Title I Campus Administrators	August 2010	June 2011	Title I Funds	Campus Needs Assessment and Documentation of Additional Staff Development Opportunities.	
State Performance Plan Indicators (SPP).	Provide advanced training on Early Childhood Outcomes (SPP 7).	SpEd Staff for Ages 3 – 5	Director of Elementary SpEd, Early Childhood Diagnostician, and Speech Pathologists, SpEd Teacher	August 2010	June 2011	Region 10, Intervention Services, Early Childhood, Outcome Center, Local and Federal Funds, Early Childhood, and Lead Speech Pathologist, SpEd Staff	Child Observation Summary Forms and SPP Indicator Report.	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 2:</b>	Sustain district-wide Early Childhood – 12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all curricular areas							
<b>Summative Evaluation:</b>	Documentation of CISD staff development offerings, Eduphoria records, on-line/paper evaluations, walkthroughs, evaluation of campus improvement plans and disaggregation of walk-through data							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Quantitative data such as AEIS, TAKS Summary Reports, and local assessments.  Qualitative data such as surveys, department meetings, instructional leader meetings, team leader meetings, classroom walkthroughs.	Monitor the implementation of Research-Based Best Practices & Response to Intervention (Rtl) Process.	Instructional Staff	Director of School Improvement	June 2010	July 2011	Curriculum Department, Rtl Specialists, Intervention Services, Campus Admin, Counselors and IDEA Stimulus Funding	Classroom walkthroughs, Forethought lesson plans, PST meeting minutes, Rtl documentation, and local/state assessment data.	
AEIS Report and local assessment data, campus discussions.	Utilize the advisory committees to refine the grade reporting process.	Grades K-5	Director of School Improvement and Director of Elementary Curriculum	August 2010	June 2011	Parents, Teachers, Elementary Curriculum Director, Director of School Improvement and local funds	Revised grade K-3 and 4-5 report cards and parent/teacher feedback.	



<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 3:</b>	Communicate district assessment plan to parents and teachers and report outcomes individually to parents and collectively to stakeholders							
<b>Summative Evaluation:</b>	Copies of documents used to communicate to parents, teachers, students and stakeholders							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Community/campus feedback and state requirements.	Conduct informational meetings regarding state/local assessments with emphasis on the new growth model and EOCs.	All	Director of Assessment & Accountability	June 2010	July 2011	Meeting times, facility set ups, Director of Assessment and local funds	Posting of meeting times on websites and campus newsletters, agendas and handouts	
Campus feedback	Provide targeted instruction for students to track and take responsibility for their individual performance and progress on state/local assessments.	All	Campus Administrators	August 2010	June 2011	Classroom visits, announcements, teachers, campus administration, counselors, Title I funds, Local funds and SCE funds	Student goal setting (grades 4-5 math, all middle school, & Algebra I), teacher communication and lesson plans	
Campus/Community Feedback	Provide parents with individual student assessment reports.	All	Director of Assessment & Accountability and Teachers	August 2010	June 2011	Campus Administrators	Campus newsletters and individual student reports	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 4:</b>	Expand district educational and business partnerships with the local and global community							
<b>Summative Evaluation:</b>	Documentation of increased participation in campus partnerships in Campus Improvement Plans and business partnership survey feedback							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Community Feedback	Develop an interactive website for business partners and CISD staff to share partnering experiences and resources.	All	Transition Coordinator, Communication Director, and CTE Coordinator	Aug 2010	Nov 2010	Transition Coordinator, Communication Director, and CTE Coordinator, Web Master-Electronic Media Services and local funds	The online registration process	
Community Feedback	Develop and provide training for CISD on best practice utilization of community business partners.	All	Transition Coordinator, Communication Director, and CTE Coordinator	Jan 2011	June 2011	Campus Administrators, teachers, parents and community members	Dates, agendas, notes related to development of training activities	
Community Feedback	Organize event to recognize CISD business partners.	All	Transition Coordinator, Communication Director, and CTE Coordinator	Feb 2011	April 2011	Campus Administrators, teachers, parents, community members and local funds	Organizational notes, event advertisements, newsletters and program invitations.	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 5:</b>	Implement a system or systems to assess 21 <sup>st</sup> Century skills.							
<b>Summative Evaluation:</b>	Documentation of assessment results							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Strategic Plan 2009	Identify current systems and assessment programs that target 21 <sup>st</sup> Century skills.	All	Assistant Superintendent for Curriculum and Instruction	August 2010	Jan 2011	Curriculum Directors, Campus Administration, Head Librarian and I-Team	Comparative matrix of researched systems.	
CISD Strategic Plan 2009	Gather feedback and input for supporting the assessment of 21 <sup>st</sup> Century skills.	All	Assistant Superintendent for Curriculum and Instruction	August 2010	June 2011	Curriculum Directors, Campus Administrators, teachers and I-Team	Survey data, focus group attendance sheets, and minutes.	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 6:</b>	Integrate 21 <sup>st</sup> century learning skills within the district							
<b>Summative Evaluation:</b>	Documentation of staff development offerings, updated teacher walkthrough, snapshot, grading rubrics and Student Satisfaction Survey							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Strategic Plan 2009	Create and pilot the utilization of rubrics that address 21 <sup>st</sup> Century learning skills and character traits.	Grades 4 and 5, Club 21 CHS academies	Curriculum Directors, Club 21 teachers, CHS academy teachers, and 4 <sup>th</sup> & 5 <sup>th</sup> Grade Reporting Committee	June 2010	May 2011	Campus Administrators, Director of New Tech High, PBL content specialists, I-Team, Head Librarian, cross discipline CCRS, partnership for 21 <sup>st</sup> Century Learning, and Buck Institute.	The 21 <sup>st</sup> Century skill rubric.	
CISD Strategic Plan 2009	Create professional learning series utilizing information/resources about 21 <sup>st</sup> century skills for learners.	All	Director of Staff Development	August 2010	June 2011	Director of School Improvement, Curriculum Directors, Director of Assessment and Accountability, Intervention Services, Title II, local funds, IDEA stimulus, teachers, and campus administrators	District and campus staff development plans	
CISD Strategic Plan 2009	Increase the number of physical and/or virtual learning environments that foster technology literacy and collaboration.	All	Assistant Superintendent for Curriculum and Instruction and Campus Administration	August 2010	June 2011	Executive Director of Technology, I-Team, Curriculum Directors, IDEA stimulus, bond funds, and local funds	Classroom walkthroughs, budget, student engagement surveys, and lesson plans.	
Campus Feedback	Update teacher walkthrough form to include 21 <sup>st</sup> century learning skills.	All	Assistant Superintendent of Curriculum and Instruction	August 2010	Sept 2011	Curriculum Directors, campus administrators, and I-Team	Updated walkthrough form.	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 7:</b>	Increase connections between real world experiences and authentic classroom instruction							
<b>Summative Evaluation:</b>	Documentation of lessons containing real world experiences, service learning and authentic classroom instruction							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Campus Feedback	Deliver professional learning series and support PLCs targeted to: <ul style="list-style-type: none"> <li>• Real world application</li> <li>• Service Learning</li> <li>• Differentiation inside/outside the classroom</li> <li>• Project-based, problem-based teaching/learning</li> <li>• Inquiry based instruction</li> <li>• Instructional technology</li> <li>• Concept based instruction</li> <li>• Tier I instruction</li> <li>• Authentic assessment</li> </ul>	All	Director of Staff Development	June 2010	July 2011	Curriculum directors, campus administrators, and teachers. Title I, II, III, IDEA stimulus, D.A.T.E. grant, Learn & Serve grant, Carl D. Perkins grant and local funds	Staff development offerings in Eduphoria and in (CIP) campus improvement plan	
CISD Strategic Plan 2009	Access parent talent pool at the beginning of the year or as needed to determine assets.	All	Campus Administrators	August 2010	June 2011	Teachers, PTOs, parents and guardians	Campus improvement plans. PTO, lists of parent assets	

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<b>Performance Objective 7:</b>	Increase connections between real world experiences and authentic classroom instruction							
<b>Summative Evaluation:</b>	Documentation of lessons containing real world experiences, service learning and authentic classroom instruction							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Strategic Plan 2009	Incorporate opportunities for students to connect to the global community using technology tools such as distance learning, podcasting, and online courses.	All	Director of Advanced Academics, Director of School Improvement and Executive Director of Technology	August 2010	June 2011	I Team, Club 21, and teachers. Title II, IDEA stimulus, and local funds	Lesson plans and Campus Improvement Plans	
Community Feedback	Enhance service learning: <ul style="list-style-type: none"> <li>Provide electronic database to track student service hours</li> </ul>	Grade 6-12	CTE/Service Learning Coordinator	August 2010	June 2011	Campus service learning reps, campus administrators, and teachers. Serve and learn & Carl D. Perkins grants	Service data reports	
CISD Strategic Plan 2009	Provide varied learning experiences focusing on student choices.	All	Campus Administrators	August 2010	June 2011	Curriculum Directors, 21 <sup>st</sup> Century Learning White Paper, Bridges, Naviance, and ICLE Resources	CIP, lesson plans, and student/teacher reflections	
CISD Strategic Plan	Establish campus schedules allowing for time within the instructional day for students to explore and reflect on various and engaging learning experiences.	All	Campus Administrators	June 2010	August 2010	Curriculum department, model schedules	Campus schedules 2010-2011 and student reflections	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 8:</b>	Expand the Career and Technology programs to increase opportunities to all CISD students							
<b>Summative Evaluation:</b>	PBMAS, student enrollment, student certification, CTE program evaluations							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Student placement into CTE Programs of Study.	Increase student and teacher awareness of college and career readiness/post secondary education opportunities.	Grades 6-12	CTE Coordinator	August 2010	June 2011	Carl D. Perkins Grant, Bridges, Naviance, Counselors	Student surveys and four year plans	
CTE Program Evaluation; Job Forecast tools.	Support interest based academies to meet the needs for college/workforce readiness.	All	CTE Coordinator	August 2010	June 2011	CTE Advisory Committee, CTE instructors, CHS Administrators, and Interlink	Academy program outlines, agendas, and course guides	
CHS Academies and New Tech enrollment data.	Support the implementation of new CTE electives at the middle schools to provide transitional bridge for high school opportunities.	All	CTE Coordinator	August 2010	June 2011	Executive Director of Technology, Middle School Teachers, Campus Administrators, academy leaders, and New Tech facilitators. and Carl D. Perkins Grant	Projected enrollment data and Professional Development Evaluation Survey	

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<b>Performance Objective 9:</b>	Expand program options and the learning continuum to reinforce strengths, needs, and interests of students served in the gifted and talented program							
<b>Summative Evaluation:</b>	The CISD GT Program Guide reflects an array of learning opportunities for gifted and talented students both within the school day as well as out of school options.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
2010 Program Evaluation	Revise GT Scope and Sequence of Skills.	GT	Director of Advanced Academics and GT Committee	Sept 2010	Dec 2010	GT Committee Members and local funds	Copy of Revised Scope and Sequence	
GT State Plan Standards	Initiate additional out of school learning opportunities for students in their areas of interest.	GT	Director of Advanced Academics and GT Committee	September 2010	May 2011	GT Faculty, Coppell Gifted Association	List of out of school learning opportunities for students and enrollment numbers from Mosaic	
GT State Plan Standards	Develop a program to cultivate reading and writing talents.	GT and Advanced Academic Students	Director of Advanced Academics; Director of K-12 ELAR	September 2010	May 2011	GT Faculty and local funds	Program Description and Learning Opportunities	
Middle School Strategic Plan	Work with teacher teams to develop new middle school curriculum.	Middle School GT	Director of Advanced Academics; Content Directors	May 2010	December 2010	GT Faculty and local funds	Curriculum Documents	



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<b>Performance Objective 10:</b>	Sustain district-wide EC-12 TEKS-aligned curriculum and assessment with research-based instructional practices that enhance all special education curricular areas							
<b>Summative Evaluation:</b>	Annual, Review, and Dismissal (ARD) Committee paperwork, Individual Education Plans (IEP)							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Special Ed. Permanent folder review; classroom walkthroughs; department meetings.	Provide training in Standards-Based IEPs utilizing SpEd Management System (SEMS).	Special Ed	Directors of SpEd, Lead Diagnostician, Lead Speech Pathologist, SpEd Team Leaders	August 2010	June 2011	SpEd Teachers, Lead diagnostician, Lead Speech Pathologist, SpEd Team Leaders, SpEd Local and Federal Funds	ARD committee reports, IEP reviews	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 11:</b>	Sustain a district-wide effective School Health Advisory Council (SHAC).							
<b>Summative Evaluation:</b>	CIP checklists							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Student Satisfaction Survey	Implement SHAC recommended indicators for improving Coordinated School Health Programs on all campuses.	All	Director of Elementary Curriculum and Campus Administrators	July 2010	June 2011	SHAC Committee indicators, members, and SHAC campus reps	CIPs	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 12:</b>	Implement the requirements and purposes of IDEA by meeting State and Federal targets							
<b>Summative Evaluation:</b>	Annual, Review, and Dismissal (ARD) Committee paperwork, Individual Education Plans (IEP), Full and Individual Evaluations (FIE), Annual Performance Report (APR)							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
State Performance Plan (SPP) Indicators Referral Logs Child Find Logs	Provide advanced training on State and Federal timelines/ guidelines.	SpEd	Directors of SpEd, Lead Diagnostician, Lead Speech Pathologist	July 2010	June 2011	Intervention Services Personnel, Region 10, SpEd Local and Federal funds	Documentation of Intervention Services staff development Eduphoria records	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 13:</b>	Improve student performance and program effectiveness by meeting State and Federal standards <ul style="list-style-type: none"> <li>Meet or exceed the state target percentage of students graduating with a Recommended High School Program (RHSP) who are receiving special education services.</li> <li>Maintain acceptable percentage related to state target of In-School Suspension (ISS) placements for students receiving special education services.</li> </ul>							
<b>Summative Evaluation:</b>	Public Education Information Management System (PEIMS) reports, Performance-Based Monitoring Analysis System (PBMAS) reports, Academic Excellence Indicator System (AEIS) reports, SpEd Referral Reports							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
AEIS Reports PEIMS Reports PBMAS Reports SpEd Referral Reports.	Provide advanced training on disproportionate representation in SpEd to all stakeholders.	All	Directors of SpEd, Curriculum Department, Diagnosticians, Speech Pathologists	July 2010	June 2011	Intervention Services Personnel, Region 10, Curriculum Department, Campus Administrators, Promoting Success Teams (PST), Rtl, SpEd Local and Federal Funds	PST Reports, SpEd Referral Reports, Eduphoria records, Agendas	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 13:</b>	Improve student performance and program effectiveness by meeting State and Federal standards <ul style="list-style-type: none"> <li>• Meet or exceed the state target percentage of students graduating with a Recommended High School Program (RHSP) who are receiving special education services.</li> <li>• Maintain acceptable percentage related to state target of In-School Suspension (ISS) placements for students receiving special education services.</li> </ul>							
<b>Summative Evaluation:</b>	Public Education Information Management System (PEIMS) reports, Performance-Based Monitoring Analysis System (PBMAS) reports, Academic Excellence Indicator System (AEIS) reports, SpEd Referral Reports							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
AEIS Reports PEIMS Reports PBMAS Reports SpEd Referral Reports.	Provide school and district-wide training in the administration of assessment tools and methods that consider the student's culture and background to all stakeholders.	All	Directors of SpEd, Diagnosticians Speech Pathologists and Director of Assessment and Accountability	July 2010	June 2011	Intervention Services Personnel, Region 10, Curriculum Department, Campus Administrators, Promoting Success Teams (PST), Rtl, SpEd Local and Federal Funds	PST Reports, SpEd Referral Reports, Eduphoria records, Agendas	
CHS Transcripts	Maintain co-teach sections of Algebra II, and increase Physics and Chemistry to assist students to ensure success in the recommended high school plan.	SpEd	CHS Principal, Director of Secondary SpEd, Director of Mathematics and Director of Science.	August 2010	June 2011	General & Special, Education Staff and SpEd local and federal funding	PBMAS indicators, Master Schedule, Academic Achievement Records (AAR), ARD Documents	
CHS Transcripts	Investigate foreign language options (i.e. sign language) and/or consideration of a co-taught foreign language class, as well as discussion with North Lake Community College for possible options.	All	CHS Principal, New Tech Director, CTE Coordinator, Director of Secondary SpEd, and Director of School Improvement	July 2010	June 2011	Data collected from North Lake Community College, Course Selection Guide, and General & SpEd Staff	ARD Documents Summary Reports	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 13:</b>	Improve student performance and program effectiveness by meeting State and Federal standards <ul style="list-style-type: none"> <li>• Meet or exceed the state target percentage of students graduating with a Recommended High School Program (RHSP) who are receiving special education services.</li> <li>• Maintain acceptable percentage related to state target of In-School Suspension (ISS) placements for students receiving special education services.</li> </ul>							
<b>Summative Evaluation:</b>	Public Education Information Management System (PEIMS) reports, Performance-Based Monitoring Analysis System (PBMAS) reports, Academic Excellence Indicator System (AEIS) reports, SpEd Referral Reports							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
PEIMS	Provide training on Positive Behavioral Supports cohorts.	All	Campus Administration, Directors of SpEd Intervention Specialists	August 2010	June 2011	Incident codes per campus, positive behavior support plan template, campus staff, Specialist/LSSP Region 10 (School wide PBS), and SpEd local and federal funds	Eduphoria records,	
PEIMS	Implement and provide advanced training on alternative options to In-School Suspension.	SpEd	Campus Administration, Directors of SpEd	August 2010	June 2011	Campus administration, Directors of SpEd, Region 10, Intervention Specialist/LSSP and SpEd local and federal funds	Eduphoria records, Input from administrative staff, input from teachers	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 14:</b>	Ensure equitable distribution of highly qualified teachers.							
<b>Summative Evaluation:</b>	Teacher retention rates							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Teacher Turnover Rates and exit interviews.	Mentor beginning educators to improve effective teaching and performance and promote the personal and professional well-being of beginning teachers.	Beginning Educators (0-1 years of experience)	Executive Director of HR, Director of Staff Development, Director of School Improvement	Aug 2010	July 2011	BTIM grant, Title II funds, local funds	Teacher retention rate, Teacher exit interviews and Beginning Teacher and Mentor Journals	

<b>Strategic Objective/Goal 1:</b>	We will effectively deliver a rigorous and relevant curriculum using technology, assessment data and other effective instructional strategies to engage all learners in meaningful learning experiences.							
<b>Performance Objective 15:</b>	Expand opportunities for student choice (elementary/secondary) in meaningful learning experiences							
<b>Summative Evaluation:</b>	Student and Teacher Reflections on the educational impact associated with student choice in learning experiences.							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Strategic Plan 2009	Provide varied learning experiences focusing on student choice using a variety of teaching methods such as PBL, Liberal Arts and Humanities	All	Assistant Superintendent of Curriculum and Instruction	Aug 2010	June 2011	Director of Staff Development, PD360, Curriculum Directors and Campus Admin	Course offerings and teacher lesson plans	
CISD Strategic Plan 2009	Train teachers in a variety of learning methods that give more options for student choice in academic experiences	All	Assistant Superintendent of Curriculum and Instruction	Aug 2010	June 2011	Director of Staff Development, PD360, Curriculum Directors and Campus Admin	Eduphoria records, classroom walkthroughs, and campus needs assessment	
CISD Strategic Plan 2009	Create tools for evaluating student choices in learning experiences and seek ways to expand student choice in all curricular areas	All	Assistant Superintendent of Curriculum and Instruction	Aug 2010	June 2011	Directors of Curriculum and Teachers	Student Satisfaction Survey Data	
CISD Strategic Plan 2009	Educate parents and community about the variety of learning experiences in CISD and the benefits of student choice	All	Assistant Superintendent of Curriculum and Instruction	Aug 2010	June 2011	District "Discussion" Forum, Student Registration Materials, Counselors, Campus Admin and teachers	Parent Satisfaction Survey Data	

<b>Strategic Objective/Goal 2:</b>	We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.							
<b>Performance Objective 1:</b>	Promote the development and demonstration of positive character traits including (but not limited to) Courage, Trustworthiness, Integrity, Respect & Courtesy, Responsibility, Fairness, Caring, Good Citizenship, School Pride consistent with the terms of the TEC Section 29.906							
<b>Summative Evaluation:</b>	Data gathered from random visits to CISD campuses, community feedback including survey data from presenters, guest speakers, etc, on demonstration of character traits by CISD students							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Strategic Plan 2009	Provide professional learning opportunities on state identified character traits.	All	Director of Staff Development	Aug 2010	June 2011	Counselors, resource list in Destiny, local funds, Title II and PD360	Compilation of survey results	
CISD Strategic Plan 2009	Establish various District and Community venues for reporting positive character traits by CISD students.	All	Director of Communication	Aug 2010	June 2011	Coordinator of Service Learning, Counselors, Campus Administrators and Teachers	Media Report	

<b>Strategic Objective/Goal 2:</b>	We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.							
<b>Performance Objective 2:</b>	Embed Character Education within the CISD Curriculum, including through service learning projects, in order to reach all students							
<b>Summative Evaluation:</b>	Documentation of campus character education program within each Campus Improvement Plan and Curriculum Management System							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Strategic Plan 2009	Develop reflection methods within appropriate content areas which guide students to recognize Character Traits.	All	Curriculum Directors, Classroom teachers, Service Learning Reps	August 2010	June 2011	List of Character Education best practices and resources, instructional specialists, content curriculum writers and local funds	CISD curriculum documents, lesson plans, classroom visits	
CISD Strategic Plan 2009	Embed the assessment of character traits into existing grading practices utilizing project rubrics.	All	Classroom Teacher	August 2010	June 2011	Rubrics for Assessing Character Traits, Curriculum Directors, Service Learning Coordinator and local funds	Project Rubrics	
Campus/service learning coordinator feedback	Integrate Service Learning and other Character Ed. projects into existing content area curriculum where appropriate.	All	Curriculum Directors, Service Learning Coordinator	August 2010	June 2011	CISD curriculum writers, Service Learning Reps and Service Learning Grant	Classroom visits, curriculum documents	
CISD Strategic Plan 2009	Establish and publish the process for a campus based system for recognizing students exhibiting positive character traits and for reporting character concerns.	All	Campus Administrative Staff and Teachers	August 2010	June 2011	Director of School Improvement, Character Education List of Resources	Newsletters and Recognition Ceremonies	



<b>Strategic Objective/Goal 2:</b>	We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.							
<b>Performance Objective 3:</b>	Create a culture where positive character qualities are demonstrated daily							
<b>Summative Evaluation:</b>	Documentation on shared community/CISD website							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Strategic Plan 2009	Establish a district character education committee to evaluate campus character education programs.	All	Director of School Improvement	August 2010	June 2011	District guiding principles and character education research	Minutes, sign-in sheets, and action plan	
CISD Strategic Plan 2009	Establish a character education committee on each campus to review and promote campus character education program.	All	Campus Administrator	August 2010	June 2011	Site-based or other existing committee representatives of the school's community	Minutes, sign-in sheets, and action plan	
Community and Campus Feedback	Provide students with opportunities that foster character development outside of the campus and within the community.	All	Campus Administrator	August 2010	June 2011	Site-based or other existing committees representative of the school's community	Publicized list of student opportunities	

<b>Strategic Objective/Goal 2:</b>	<b>We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.</b>							
<b>Performance Objective 4:</b>	Sustain a District-wide safe and drug free school programs							
<b>Summative Evaluation:</b>	Post-instruction assessment							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Discipline Referrals, Anecdotal campus reports	Provide on-going staff training on drug and relationship abuse awareness, detection and prevention.	All	Director of School Improvement, Director of Elementary Curriculum, Counselors, campus Administrators	June 2010	July 2011	PEIMS data, SROs, Counselors, parents and Campus Administrators	Discipline Referrals, Anecdotal campus reports	
Discipline Referrals, Anecdotal campus reports Parent/community feedback	Research and recommend an effective drug prevention program district wide.	All	Director of School Improvement and Director of Elementary Curriculum	August 2010	June 2011	PEIMS, Library, Exemplary Programs, YMCA C.A.R.E.	Recommended plan	
Discipline Referrals, Anecdotal campus Reports	Increase the effectiveness of the relational aggression prevention program <ul style="list-style-type: none"> <li>• Bullying</li> <li>• Dating/relational violence</li> </ul>	All	Director of School Improvement, Counselors, Teen Leadership teachers	August 2010	June 2011	Support materials, Teen Leadership curriculum, School Resource Officers (SROs), and Region X CISSS	Curriculum documents, counselor & nurse feedback, discipline data	
Student Satisfaction Survey and Discipline Reports	Review the Bullying Reporting Process on each campus and create a district process.	All	Director of School Improvement	August 2010	June 2011	Counselors, Administrators, bullying research and Region X CISSS	New district procedures and 2011 Student Satisfaction Survey	
Student Satisfaction Survey and Discipline Reports	Establish district-wide guiding principles regarding an effective anti-bullying program.	All	Director of School Improvement	August 2010	June 2011	Counselors, Administrators, bullying research and Region X CISSS	New district guiding principles and 2011 Student Satisfaction Survey	

<b>Strategic Objective/Goal 2:</b>	<b>We will identify CISD character traits to be integrated throughout the district and develop means to assess student demonstration of those traits.</b>							
<b>Performance Objective 5:</b>	Sustain a district-wide safe and drug free school programs							
<b>Summative Evaluation:</b>	Post-instruction assessment							
<b>Needs Assess.</b>	<b>Action Step(s)</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Student Satisfaction Survey and Discipline Reports	Provide small group anti-bullying counseling.	All	Counselors	August 2010	June 2011	Teachers, Assistant Principals, and anti-bullying program and research	Counseling log and discipline reports	
Student Satisfaction Survey	Provide parent education sessions on bullying prevention.	All	Counselors	August 2010	June 2011	Local Funds, District guidelines and anti-bullying program and research	Parent sign-in sheets and workshop evaluation feedback forms	

<b>Strategic Objective/Goal 3 :</b>	<b>We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.</b>							
<b>Performance Objective 1:</b>	Increase CISD staff's level of technology integration expertise (proficiencies) through a differentiated staff development program that addresses 21st Century technology skills.							
<b>Summative Evaluation:</b>	Documented cumulative evidence of staff growth and progress over time in achieving 21st Century technology skills.							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Survey of surrounding districts; meetings with department and/or campus personnel.	Create and implement an assessment to determine technology integration proficiency levels of CISD staff and establish baseline proficiency.	All	Executive Director of Technology, Curriculum Department; Integration Specialists;	July 2010	June 2011	Data collection and planning time for Integration Specialists and technology local funds	Developed assessment product	
Meetings with department and/or campus personnel.	All CISD staff members will develop annual technology goals using a proficiency objectives document.	All	Campus Administrators	July 2010	June 2011	Staff members, proficiency objectives document, annual review materials and Integration Specialists	Evaluations by supervisor and/or principal, annual goals documentation	
Meetings with department and/or campus personnel.	Train all staff on how to use the proficiency objectives document.	All	Executive Director of Technology	July 2010	June 2011	Integration Specialists, Trainers, facilitators, Eduphoria Workshop, local funds and Proficiency objectives document	Eduphoria Transcripts, District and Campus visits	
Meetings with department and/or campus personnel.	Annually assess and evaluate staff proficiencies using developed assessment.	All	Executive Director of Technology, Principals	July 2010	June 2011	Integration Specialists, and Proficiency objectives document	District and Campus level walkthroughs/ campus visits, Evaluations by trained staff	

<b>Strategic Objective/Goal 3 :</b>	We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.							
<b>Performance Objective 2:</b>	Ensure the availability of resources necessary for students to create digital portfolios, and utilize communication tools such as wikis, blogs, and social networking.							
<b>Summative Evaluation:</b>	Research evidence and data collected regarding 21st Century best practices, developed training documentation, Eduphoria training offerings, and all policies and procedures reflect current standards and recommendations.							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Meetings with Curriculum Department, and/or campus personnel; Survey surrounding districts; Vendor feedback; developed review committee.	Assess the need to implement and integrate a centralized digital portfolio solution for all students.	All	Executive Director of Technology,	July 2010	June 2011	Curriculum Department, committee members, third party vendors, various online resources, Bond dollars	Committee meetings, Compiled research data and reports; product demonstrations	
Meetings with Director of Staff Development, Integration Specialists, campus personnel.	Define and train teachers on the use of Web 2.0 communication tools, such as wikis, blogs, etc.	All	Executive Director of Technology	July 2010	June 2011	Director of Staff Development, Integration Specialists, various online resources and Title II, and local funds	Developed training materials, Eduphoria training sessions	
Meetings with department personnel to review current legal/local policy and guidelines; Review TASB policy; Survey surrounding districts.	Annually review all federal, state and local requirements such as CIPA and the CISD AUP for Technology in order to adhere to all regulations, guidelines and district standards and make recommendations as needed.	All	Executive Director of Technology	July 2010	June 2011	Legal/Local policies, TASB website	Posting of local policies and guidelines on CISD website and/or staff portal	
Meetings with department and/or campus personnel.	Expand Storage Area Network (SAN) to provide high availability for district defined data.	All	Executive Director of Technology	July 2010	June 2011	Bond funds, Third-party contracted services, Network Engineers	Network capacity and usage reports	

<b>Strategic Objective/Goal 3 :</b>	We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.							
<b>Performance Objective 3:</b>	Develop a green IT strategy and promote green initiatives to reduce energy costs and appropriately manage electronic waste.							
<b>Summative Evaluation:</b>	District energy report, implementation of District-wide recycling program, and developed “green” initiatives and programs at all campuses.							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Meetings with department and/or campus personnel; Survey surrounding districts; Vendor feedback.	Research the cost and effectiveness of installing motion sensors that turn off technology related equipment automatically when room is not occupied.	All	Executive Director of Technology	July 2010	June 2011	Various online resources, Third-party vendors, District energy consumption data and reports, Purchasing	Focus group meetings, Compiled research data and reports	
Meetings with department and/or campus personnel.	Research and analyze the use of consumables throughout the District and establish a district-wide system for recycling.	All	Executive Director of Technology; PC Techs; Purchasing	July 2010	June 2011	Various online resources, Third-party vendors, Purchasing, Department/Campus staff	Focus group meetings, Compiled research data and reports	
Meetings with department and/or campus personnel; Survey surrounding districts; Vendor feedback.	Develop, integrate and promote ways to conserve resources to all stakeholders.	All	Executive Director of Technology	July 2010	June 2011	Technology Integration Specialists, various online resources, third-party vendors, department/campus staff, students	Compiled research data and reports, developed implementation of campus “green” awareness programs, reduction in the amount of paper that is used across the District	

<b>Strategic Objective/Goal 3:</b>	We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.							
<b>Performance Objective 4:</b>	Enhance the Coppell ISD communication system to provide district staff, parents, community members, and business partners with secure, effective, and efficient communication via a reliable and dynamic infrastructure.							
<b>Summative Evaluation:</b>	Research documentation, District/Campus websites, Staff/Parent portal resources and content.							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Meetings with Integration Specialists and campus personnel; Survey surrounding districts.	Research various implementation methods to promote the development of emerging delivery systems technologies such as podcasting.	All	Executive Director of Technology	July 2010	June 2011	Technology Integration Specialists, campus personnel	Meeting notes from I-Team meetings; feedback from campus personnel; collected information from surrounding school districts	
Meetings with district and campus staff; Review District policy and guidelines for website posting/content; Survey surrounding districts; Parent survey.	Review the use and effectiveness of CISD website content (District, campus and teacher) to determine the need for enhancements and/or modifications.	All	Executive Director of Technology; Director of PR and Communication s; Webmaster	July 2010	June 2011	District and campus staff, Survey Monkey, CISD website policy resources	Staff and community feedback, District, campus and teacher website content, Survey results	

<b>Strategic Objective/Goal 3 :</b>	We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.							
<b>Performance Objective 5:</b>	Provide an adequate and equitable infrastructure, through an appropriate replacement schedule, to meet the instructional and technological needs of all staff and students.							
<b>Summative Evaluation:</b>	District and campus technology inventory reports (Follett Destiny Asset), Bond project reports and expenditures							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Survey of surrounding districts; Meetings with department and/or campus personnel.	Define minimum standards for the replacement technology hardware/software on an annual basis.	All	Executive Director of Technology	July 2010	June 2011	Purchasing, PC Techs, Network Engineers, Curriculum Department, Integration Specialists	Technology minimum standard documentation	
Meetings with department and/or campus personnel.	Evaluate the effectiveness of the current replacement schedule based upon the district defined minimum hardware/ software standards, projected campus student enrollment and campus and/or district need.	All	Executive Director of Technology	July 2010	June 2011	Purchasing, Integration Specialists, Curriculum Department	Focus group meetings, Student enrollment projections, Staff feedback	
Meetings with department and/or campus personnel; Review current funding practices; Meetings with third-party vendors; Survey surrounding districts.	Research and define possible alternative funding methods to assist in the technology replacement schedule process.	All	Executive Director of Technology; Purchasing; Integration Specialists	July 2010	June 2011	Various online resources and literature, Business Office, Purchasing, Third-party vendors	Compiled research reports, Feedback from meetings and discussions, Meetings with third-party vendors	



<b>Strategic Objective/Goal 3:</b>	We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.							
<b>Performance Objective 6:</b>	Create a system for providing online learning opportunities for all stakeholders, which incorporates such tools as a video portal solution for parents, online professional development resources for staff members, distance learning and partnerships for dual credit opportunities for students.							
<b>Summative Evaluation:</b>	Utilization reports, Campus/Department feedback, District and campus technology inventory reports (Follett Destiny Asset), Bond project reports and expenditures.							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Strategic Plan 2009	Create review team to analyze all existing systems, opportunities and integration	All	Director of School Improvement	August 2010	June 2011	Executive Director of Technology	Minutes, Sign-in Sheet and Committee Report	
CISD Strategic Plan 2009	Research, develop and recommend improvements to existing systems, opportunities and integration based upon industry best practice and the 21 <sup>st</sup> Century Learning and Innovation Skills.	All	Director of School Improvement	August 2010	June 2011	Various online resources and literature, Business Office, Purchasing, Third-party vendors	Compiled research reports, Feedback from meetings and discussions, Meetings with third-party vendors	
CISD Strategic Plan 2009	Review, prioritize and create an implementation plan for each recommendation.	All	Director of School Improvement	August 2010	June 2011	Various online resources and literature, Business Office, Purchasing, Third-party vendors	Implementation Plans	

<b>Strategic Objective/Goal 3 :</b>	We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.							
<b>Performance Objective 7:</b>	Expand the Career and Technology Education (CTE) within CISD to provide additional opportunities to the entire student population.							
<b>Summative Evaluation:</b>	Integration of career opportunities in teacher lesson plans and school calendar							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
Survey of campus personnel, surrounding districts and/or third party resources for K-8 career awareness	Provide career awareness opportunities at each middle and elementary campuses.	All	Career & CTE Technical Education and Service-Learning Coordinator	August 2010	June 2011	Carl D. Perkins Grant	Survey results	

<b>Strategic Objective/Goal 3 :</b>	We will increase efficiency in the district operations and educational delivery system through the use of technology, and further develop business and community partnerships in order to best achieve our mission and objectives.							
<b>Performance Objective 8:</b>	Establish a method for all stakeholders to obtain appropriate skills needed to be effective consumers and producers of information.							
<b>Summative Evaluation:</b>	Strategy documents developed							
<b>Needs Assessment</b>	<b>Action steps</b>	<b>Sp. Pop.</b>	<b>Person(s) Responsible</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
CISD Strategic Plan 2009	Create information literacy strategies at the elementary and secondary levels for students and teachers that are based upon the 21 <sup>st</sup> Century Literacy Framework.	All	Director of K-12 ELAR	August 2010	June 2011	21 <sup>st</sup> Century Learning White Paper, Visioning Document, Best Practice and Brain-Based Research, Curriculum Department, Title II and local funds	Strategies Document	
CISD Strategic Plan 2009	Create information literacy strategies for adult learners that are based upon the 21 <sup>st</sup> Century Literacy Framework.	All	Director of K-12 ELAR	August 2010	June 2011	21 <sup>st</sup> Century Learning White Paper, Visioning Document, Best Practice and Brain-Based Research, Curriculum Department, Title II and local funds	Strategies Document	

# CISD DISTRICT IMPROVEMENT PLAN 2010-2011

## APPENDIX

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