

SUPERINTENDENT/BOARD GOALS 2022-2024



- 1) Great Teaching - We value great teaching because we believe it is the key to deep learning. (Learning loss/unfinished learning; Professional Learning Committees)
- 2) Relationships - We value authentic relationships. When we invest in each other we learn and flourish. (SEL/Mental Health)
- 3) Redefining Success - We value each individual's contribution because success can be different for everyone. (Community Based Accountability System)
- 4) Engagement - We value collective engagement that positively impacts the lives of our children and our world. (Family/Employee Acquisition and Retention; Visioning Work; future Bond)

Goal 1: QUALITY INSTRUCTION AND PROFESSIONAL LEARNING COMMUNITIES

(PLCs) (Great Teaching)

We will implement instructional practices targeting the wide range of academic needs of all learners and will assess, evaluate and measure our learner's growth and progress in a variety of ways.

- *Examples: NWEA MAP, mclass literacy screener, STAAR/EOC, iStation, Dreambox, Panorama data, ESSER learning loss targeted areas, special program assessments (AP, IB, Intervention Services), professional learning/new hire induction, mentoring, House Bill 4545 - accelerated learning plan - tutoring, ESSER funding - Learning Loss*

Benchmarks and Measurables:

1. # of GEMS, SuperTeacher recognitions/ retaining high quality staff/teacher retention data
2. Implementing flex credit oversight for coaches through supervisors (coordinated feedback for areas for improvement both HS & MS)
3. Data showing growth of learners requiring accelerated instruction
4. Decrease in student failure rate by course
5. Implementation of assessment suite-performance matters
6. NWEA MAP growth measures, MClass & tools used w/ in instruction, iStation/Dream Box/ looking at Panarama engagement dates.
7. Literacy Data-especially after implementing learning from reading academy
8. Decrease in student failure rate by courses
9. Panarama intervention tools, Student Success Platform date
10. PLC - Training documentation, HB4545 documentation for tutoring, PLCs structures at the campus/telling the story of PLC
11. Showcasing work PLCs do (harder for community to see and grasp)
12. Systematic Progress Monitoring & responses for intervention
13. PLC>MTSS>Tier 1 general education instruction aligned
14. Instructional playbook and use of high yield instructional strategies
15. Communications - # of media stories highlighting great teaching
16. ESSER Funds- Summer Learning at MS to address learning loss
17. ESSER Funds - to provide additional HS teachers for credit recovery/social emotional support
18. Cost per Student Data (at program level)-Systems usage

Goal 2: MENTAL HEALTH/SOCIAL EMOTIONAL LEARNING

(Relationships/Engagement)

We will implement training and strategies aligned to social emotional learning and mental health for our students and staff in order to create and sustain a safe learning environment that focuses on the “whole child”.

- Examples: SOS - Signs of Suicide Screener data, Panorama, Threat Assessment data, Discipline Data, Mental Health Issue, Physical Health (PE, Athletics), student mobility

Benchmarks and Measurables:

1. Highlight implementation of restorative discipline strategies
2. Sharing data on SEL & examples of success stories that clearly define what SEL is and is not
3. Inclusion and Diversity work representation/diverse material
4. Dept wide HS & MS training for coaches and especially athletes for danger and adverse effects of vaping (potential for epidemic levels)
5. Threat assessment, SOS data, Panorama SEL data (staff, learners, family)
6. Increase in attendance rates
7. Reduction of placements in DAEP, reduction of discipline referrals, discipline data
8. Staff Retention
9. Counseling work and 80/20 staff mandate
10. Safety & Security, campus drills, campus audits, staff responses to situations
11. Lightspeed Alert Data
12. Number of stories celebrating our strategies related to Mental Health
13. Number of professional learning hours related to mental health
14. Monitor indoor air quality through energy management control system
15. Food service participation rates
16. Use ESSER funds to hire a Coordinator of Counseling to implement SEL/mental health programs
17. Use ESSER funds to implement mental health programs throughout district focused on suicide prevention, depression, anxiety etc....

Goal 3: COMMUNITY BASED ACCOUNTABILITY SYSTEM (Redefining Success)

We will implement a Community Based Accountability System (CBAS) that ensures all students are future-ready and allows our stakeholders to see a more holistic view of CISD.

- *CBAS report (data shown quantitative and qualitative, CCMR, DIP/CIP, quarterly reports, incorporate data from Goals 1 & 2)*

Benchmarks and Measurables:

1. TAPR report alignment to CBAS document
2. Produce CBAS reporting document to the public
3. Create at CBAS Committee/Task Force/Advisory Board
4. CBAS Data, tying into all communications
5. Views of CBAS website & Report
6. CBAS report showing the learner data
7. MAP, mclass, teacher PL, Panorama Student Services, discipline, attendance, CTE certificates
8. SEL/Mental Health data
9. Share data on former CISD learners employed by CISD
10. Utilize business intelligence tools to analyze & correlate data across systems & applications
11. Include Special Education Self Assessment (TEA required) in CBAS data
12. What data can we pull from forecasts for CBAS?
13. Create robust budget book that ties district financial support to district goals & programs
14. Pillar reporting cycle for each, tie existing Board goals to pillars
15. Integrate CBAS accountability report into all communications (including budget book)
16. #CBAS road shows, campus tours (sharing data re: partnerships, recruiting)
17. Online resources accessed
18. #of work orders maintenance & tech
19. Child Nutrition stats: meals served, free and reduced lunches, updated menus

- 20. Devices supported
- 21. Online resources utilization

Goal 4: ORGANIZATIONAL IMPROVEMENT AND ACTION PLANNING

(Engagement)

We will implement strategies that create a shared understanding within the CISD community of district needs, processes, financial health and long range visioning.

- Community Meetings/Forums, Budgeting plannings, Visioning updates and action plans, iHeart CISD community tracking pieces, customer service,

Benchmarks and Measurables:

1. Customer service training for office staff
2. District wide parent/student book study
3. Development of teacher & leadership, data on promotion of staff
4. Athletic summit in spring
5. Marketing data, #I heart CISD views, clicks, #road show presentations, videos website
6. Number of official social media sites through our audit
7. A rating of FIRST report
8. Attendance rates at events and # of views on social media
9. Set efficiency standards
10. Cost per student
11. Operational effectiveness through integrated systems, workflow, automations
12. Application Analytics (Lightspeed, Catchon)
13. District Strategic Plan 3-5-10 years - Community Input on what it values
14. Develop recommended strategies for future that include benefits, value to community, cost and funding from visioning work
15. Future bond planning/work
 - a. Bond Oversight Committee
16. Action plans for each visionary focus area

17. 2023 Bond Planning

18. Long range professional learning plan

19. Long range budgeting IMA, curriculum needs, tied to visioning work

20. Initiate a freshman athletic summit in the spring to enlighten parents of athletes all realities of HS athletics including each program and potential cross-over of all