

# District Improvement Plan


**2011 - 2012**

**2012 - 2013**

*Preparing today's students to succeed in tomorrow's world.*

**CISD strives to empower student(s) to discover their interests and develop the talents necessary to pursue their goals and dreams.**

Approved 10-10-11

 **olumbus Independent School District**  
**District Improvement Plan - General Information**  
**2011- 2013**



The Columbus Independent School District is located in Colorado County with a small portion of the district in Austin County. CISD covers approximately 356 square miles and has an estimated population of 8,300 in the areas including Columbus, Rock Island, Frelsburg, and part of the New Ulm area.

Our school district is situated in the city of Columbus, which is conveniently located at the crossroads of Interstate 10 and State Highway 71. Columbus is 72 miles west of Houston, 87 miles southeast of Austin, 239 miles south of Dallas and 120 miles east of San Antonio.



The City of Columbus is primarily an agri-business community with a population of 3,916 and is also the county seat of Colorado County. Columbus provides area citizens with technologically advanced medical and surgical centers, together with highly regarded law enforcement agencies and volunteer fire department. The community is well known throughout the state for its beautiful oak trees, historic homes and art center. The Colorado River winds around the city on the north and east side which provides a scenic background for both residents and visitors to enjoy.



At CISD we are committed to the highest standards of performance for all of our students. Our student services include: counselors at each campus, a registered nurse and a nurse's aide who are available for the students' educational and medical needs, respectively. The district has bus routes that cover approximately 400 miles twice a day. Nutritionally balanced breakfasts and lunches are offered at each campus along with a snack and salad bar at the high school and a snack bar at the junior high school. The district participates in the National School Lunch Program, which affords free and reduced priced meals based on the students' financial needs.

At Columbus Independent School District, we are proud of our programs, our staff, and our students, so we are eager to share our enthusiasm for all of the district's accomplishments. Our goal is to become an exemplary school district, and we recognize that communication with all of our public is paramount to achieving this goal.



# **Columbus Independent School District**

## ***Board of Trustees:***

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Scott Leopold	Elementary School Principal

**Columbus Independent School District**  
**District Improvement Planning Council**

<p><b>Business Representatives:</b> Donna Tesch Laura Weido</p>		<p><b>Community Representatives:</b> Mary Jackson Dawn Ripper</p>	
<p><b>Parent Representatives:</b> Cindi Chollett Kim Wolbrecht</p>			
<p><b>Columbus Elementary:</b> Tammy Wheatley Illeen Coyle Natasha Madison Kristy Pavlicek Scott Leopold</p>		<p><b>Columbus Junior High School:</b> Casey Schindler Scott Klump Sally Kallina</p>	
<p><b>District:</b> Deborah Hayward</p>		<p><b>Columbus High School:</b> Robert Russell Andy Jacobs Rhonda Heffley Jerry Brem</p>	
<p><b>Career Technology Education:</b> Zachary Venghaus</p>			

# **Columbus Independent School District District Improvement Plan**

2011-2012 and 2012-2013

Columbus ISD's District Improvement Planning Council began work on the district plan in August 2008 following strategic planning by the Board of Trustees in July 2011. New goals were established that reflect current events, issues and challenges that face our district. They are:

- 1. CISD will strive to close all achievement gaps.**
- 2. CISD will support and maintain a safe and supportive environment for the school community.**
- 3. CISD will support vocational and career based programs to meet job market demands and trends.**
- 4. CISD will continue to improve district wide technology development and implementation.**
- 5. CISD will continue to maintain and improve district facilities.**
- 6. CISD will recruit and retain qualified employees.**

District and Campus Committees develop objectives, activities and strategies that guide us toward the attainment of these established goals.

### **ESEA Performance Goals, Performance Indicators, and Performance Targets**

The No Child Left Behind Act of 2001, which amends the Elementary and Secondary Education Act of 1965 (ESEA), recognized that all children can achieve the same high standards and must be provided the education they need to reach those standards.

Successful student academic performance depends upon the opportunity to attend schools that:

- Provide instruction to all students that, based on the findings of solid research, will lead to gains in achievement for all
- Have highly qualified teachers and principals;
- Provide a learning environment that is safe and drug free, and conducive to learning; and
- Are accountable to the public for results.

### **Performance Goals and Performance Indicators**

To facilitate the implementation of the No Child Left Behind Act, the U. S. Department of Education identified five performance goals that focus on student achievement. The five goals address levels of academic proficiency that all students would meet the special needs of certain populations of students, and factors such as qualified teachers and school safety that are critical to improved teaching and learning. Underlying the five goals is the presumption that all State, local, and federal educational resources will be integrated and coordinated to reach the overarching goals of improved student achievement. These five goals were required to be adopted in the submittal of the consolidated state application to receive funds under the No Child Left Behind Act.

The Department of Education also identified a core set of performance indicators for these five performance goals and required that they be adopted in the submittal of the consolidated state application. Following is a listing of the performance goals and performance indicators as required by the Department of Education in the submittal of the consolidated state application for funds under the No Child Left Behind Act.

*Elementary and Secondary Education Act Goals and Indicators*

**Performance Goal 1: By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts and mathematics.**

1.1 Performance Indicator: The percentage of students, in the aggregate and for each subgroup, who are at or above the proficient level in reading/language arts on the State's assessment. (Note: These subgroups are those for which the ESEA requires State reporting, as identified in section 1111(h)(1)(C)(i).)

1.2 Performance Indicator: The percentage of students, in the aggregate and in each subgroup, who are at or above the proficient level in mathematics on the State's assessment. (Note: These subgroups are those for which the ESEA requires State reporting, as identified in section 1111(h)(1)(C)(i).)

1.3 Performance Indicator: The percentage of Title I schools that make adequate yearly progress.

1.4 Performance Indicator: The percentage of students in third grade reading at the proficient level as measured by the Massachusetts Comprehensive Assessment System (MCAS) test.

**Performance Goal 2: All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.**

2.1 Performance Indicator: The percentage of limited English proficient students, determined by cohort, who have attained English proficiency by the end of the school year.

2.2 Performance Indicator: The percentage of limited English proficient students who are at or above the proficient level in reading/language arts on the State's assessment, as reported for performance indicator 1.1.

2.3 Performance Indicator: The percentage of limited English proficient students who are at or above the proficient level in mathematics on the State's assessment, as reported for performance indicator 1.2.

**Performance Goal 3: By 2005-2006, all students will be taught by highly qualified teachers.**

3.1 Performance Indicator: The percentage of classes being taught by "highly qualified" teachers (as the term is defined in section 9101(23) of the ESEA), in the aggregate and in "high-poverty" schools (as the term is defined in section 1111(h)(1)(C)(viii) of the ESEA).

3.2 Performance Indicator: The percentage of teachers receiving high-quality professional development (as the term, "professional development," is defined in section 9101(34).)

3.3 Performance Indicator: The percentage of paraprofessionals (excluding those with sole duties as translators and parental involvement assistants) who are qualified. (See criteria in section 1119(c) and (d).)

**Performance Goal 4: All students will be educated in learning environments that are safe, drug-free, and conducive to learning.**

4.1 Performance Indicator: The number of persistently dangerous schools, as defined by the State.

**Performance Goal 5: All students will graduate from high school.**

5.1 Performance Indicator: The percentage of students who graduate from high school each year with a regular diploma,

- disaggregated by race, ethnicity, gender, disability status, migrant status, English proficiency, and status as economically disadvantaged;
- calculated in the same manner as used in National Center for Education Statistics reports on Common Core of Data.

5.2 Performance Indicator: The percentage of students who drop out of school,

- disaggregated by race, ethnicity, gender, disability status, migrant status, English proficiency, and status as economically disadvantaged;
- calculated in the same manner as used in National Center for Education Statistics reports on Common Core of Data.

**The ten components of CISD’s Schoolwide Title 1 Program are as follows:**

1. A comprehensive needs assessment of the entire school (including taking into account the needs of migratory children) that is based on information on the performance of children in relation to the state content and student performance standards.
2. Schoolwide reform strategies that—
  - provide opportunities for all children to meet the state’s proficient and advanced levels of student performance;
  - use effective methods and instructional strategies that are based on scientifically based research that—
    - strengthen the core academic program in the school;
    - increase the amount and quality of learning time, such as providing an extended school year, before- and after-school and summer programs, and help provide an enriched and accelerated curriculum; and
    - include strategies for meeting the educational needs of historically underserved populations.
  - include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the state student academic achievement standards who are members of the target population of any program that is included in the schoolwide program, which may include—
    - counseling, pupil services, and mentoring services;
    - college and career awareness and preparation, such as college and career guidance, personal finance education, and innovative teaching methods, which may include applied learning and team-teaching strategies; and
    - the integration of vocational and technical education programs; and
    - address how the campus will determine if such needs have been met; and
  - are consistent with, and are designed to implement, the state and local improvement plans, if any.
3. Instruction by highly qualified teachers.
4. High-quality, ongoing **professional development** for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the state’s student academic achievement standards.
5. Strategies to attract high-quality, highly-qualified teachers to high-need schools.
6. Strategies to increase **parental involvement** in accordance with Section 1118, such as family literacy services.
7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a state-run preschool program, to local elementary school programs.

8. Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the performance of individual students and the overall instructional program.
9. Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards shall be provided with effective, timely additional assistance, which shall include measures to ensure that students' difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
10. Coordination and integration occurs between federal, state, and local services and programs, including programs under NCLB, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

Regulations group the schoolwide components into five primary categories: Final regulations group the schoolwide components into four primary categories:

1. Schoolwide reform strategies
2. Instruction by highly qualified teachers
3. Parent involvement
4. Additional support
5. Transition is a fifth category if the campus has an early childhood program.

## Goals and Objectives

<b>Goal:</b>	1	CISD will strive to close all achievement gaps.
<b>Objective:</b>	1	The district's performance level indicator for Special Education on the Performance Based Monitoring Analysis System will be zero for Special Education Identification, African American and Hispanic representation, Special Education Discretionary DAEP and ISS placements, and Special Education RHSP /DAP diploma rate.

Indicator Performance Level 2008-2009	Indicator Performance Level 2009-2010	Indicator Performance Level 2010-2011	Data Elements
1	1	1	Special Education representation as compared to the state median
1	2	1	African American representation in Special Education population
0	0	0	Hispanic representation in Special Education
1	2	0	Special Education discretionary DAEP placements
0	0	0	Special Education discretionary ISS placements
0	1	1	Special Education RHSP/DAP diploma rate

\* Special Analysis using cumulative data will be analyzed.

Activity/Strategy (Goal 1/Objective 1)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
EL1- Implement cultural activities and differentiation of teaching in order to enhance total student performance and reduce over identification of a subgroup.	Special Education Director	June 2012 June 2013	Counselor GLC's	\$250 Local Funding	Faculty Updates SST minutes Lesson plans	SST documents AEIS PEIMS PBMAS		
EL2- Campus wide discipline plan with steps for assignment of consequences.	Campus Administration	June 2012 June 2013	G. Boman Discipline Chart	2 FTE Local and IDEA-B Funding	Referrals PEIMS data	AEIS PBMAS		
EL3- Monitor assigned to grade level for checking progress of inclusion and resource students.	Special Education Director	June 2012 June 2013	A. Gross T. Masek T. Jurek F. Turner C. Bundy	3 FTE Local and IDEA-B Funding	IEP progress Progress reports Report Cards	AEIS Monitoring reports		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 1)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
EL4 – Special Education Students have an opportunity to be placed in PIC/PAC for disciplinary issues.	Campus Administration	Aug. 2011- May 2013	Special Education Teacher Paraprofessional	2 FTE Local and IDEA-B Funding	Referrals PEIMS data	AEIS PBMAS		
JH1 – Provide computer lab reading instruction and programs to all students.	R. Partridge	Aug. 2011- May 2013	Reading Teachers Region Service Centers	ARI/AMI Funding	Student Data Summaries	Student Data Summaries State Assessment Scores		
JH2 – Provide before and after school tutorials.	G. Leopold	Aug. 2011- May 2013	All Teachers J. Usher(CYC)	CYC CCYFS and Local Funding	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
JH3 – At-Risk tutorial program.	S. Klump	Oct. 2011 – May 2012	All Core Teachers and Pull Out Teacher S. Klump C. Thomson T. Neuendorff	State Compensatory 1 FTE \$1500 Local Funding & State Compensatory	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
JH4 – Benchmark Testing & practice STAAR testing.	G. Leopold	Sept. 2011 – May 2013	Core Teachers WebCCAT Released tests E-Path Eduphoria.	\$1500 Local Funding	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
HS1 - Compare data of students from all subgroups to the data from the overall student population.	Principal, AP, Dept. Chairs	October 2011 May 2013	AEIS PEIMS Data Eduphoria	\$0	Eduphoria	Student Data Summaries		
HS2 - Increase the effectiveness of preparation of students with disabilities for post-public educational success.	SPED Director	August 2011 May 2013	DARS  Counseling services	\$0	Student Survey  DARS report	Student Survey  DARS report		
HS3 - Increase the number of Special Education students in mainstreamed settings.	Principal/SP ED Staff	August 2011 May 2013	Inclusion Aide	FTE = 1 \$16,000	Student Survey  DARS report	Student Survey  DARS report		

## Goals and Objectives

<b>Goal:</b>	1	CISD will strive to close all achievement gaps.
<b>Objective:</b>	2	The district's English TAKS passing rate for ESL students and the LEP year after exit passing rate will have an Indicator Performance Level of zero on the Performance Based Monitoring Analysis System. The Annual Measureable Achievable Objective as reported on the AEIS/NCLB Report will be met.

ESL TAKS Passing Rate				
Year	2008 (07-08 data)	2009 (08-09 data)	2010 (09-10 data)	2011 (10-11 data)
Indicator Performance Level	0-LEP 2-ESL	0-LEP 0-ESL	0-LEP 1-ESL	0-LEP 1-ESL

AMAO LEP Student Attainment			
Year	2008 (07-08 data)	2010 (09-10 data)	2011 (10-11 data)
Indicator Performance Level	Met	Met	

Activity/Strategy (Goal 1/Objective 2)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will train all faculty in SIOP strategies and monitored by campus administration.	Student Services Director Campus Administration	Spring 2012 and 2013	E. Chandler District made materials	\$50 Local Funding	Sign-in sheets	Completion certificates and evaluation data		
D2 - CISD will facilitate LEP Family Learning nights using the Rosetta Stone software and offer Latino Family Literacy program.	Student Services Director	Through May 2012 and 2013	Ester Chandler Virginia Anderson Amalia Guerrero and Title 3 dollars	\$2500 Title 3	Sign-in sheets	Sign-in sheets		
EL1- Implement differentiated activities (i.e. - SIOP) dealing with cultural differences and learning styles that address the identified needs of the ESL population.	Campus Administration	August 2011- June 2013	ESL aides ESL teachers Rosetta stone/ Enrichment period Latino Family Literacy Project	13 FTE Local and Title 1 Funding	Lesson plans Lab schedule ESL protocol	TELPAS RPTE TAKS AEIS		
EL2- Provide after school tutorials and summer school for identified ESL students to facilitate transition.	Campus Administration Counselor	December 2011-July 2013	ESL aides ESL teachers ARI lab ESL funds	\$2000 Title 3 Funding	Benchmark WebCCat TPRI	TAKS RPTE TELPAS		
EL3- Update an ESL parent	Campus	As Needed	S. Leopold	\$1200 Local	ESL denials	Sign in form		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 2)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
brochure and translated updates into Spanish to facilitate Hispanic parent involvement through Latino Family Literacy Night. Parent literacy training will be offered using Rosetta Stone.	Administration Counselor ESL Staff		K. Divin V. Anderson M. Guerrero	Funding	Sign- ins			
JH1- Provide computer lab and English instruction to all students. ESL tutorials will be given. After school ESL program.	R. Partridge D. Boehme M. Gonzales	Aug. 2011 – May 2013	All English and Reading Teachers C. Tilotta	ARI/AMI Funding \$ 3500 State ESL Local Funding	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
JH 2 –At-Risk tutorial program ESL Certified Teachers in English/ Reading classes.	J. Brune, C. Schindler, C. Thomson, D. Boehme	Sept. 2011 – May 2013	English/Reading Teachers. Pull Out Teacher	\$15000 State Comp \$1500 Local Funding	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
HS1 - Provide Rosetta Stone Program for ESL students in the Academic Support Lab and TAKS ELA Lab.	Principal	August 20110 – May 2013	Rosetta Stone Software  Hardware	\$0 – previously purchased by district	Lesson Plans  Sign in Sheets	Lesson Plans  Sign in Sheets		
HS2 - Provide individual parent and student conferences for ESL students.	ESL Teacher	August 2011 – May 2013	Translator	Time	Teacher Logs	Teacher Logs		
HS3 - Teachers will provide TAKS tutorials & Utilize Reading Plus and ESL Reading Smart	Teachers	August 2011 – May 2013	TAKS study materials & RP	\$8,000.00	Tutorial Schedule	Tutorial Schedule		
HS4 - Supplies, materials, and tutorials will be provided to enhance the ESL curriculum and improve student achievement.	ESL Campus Coordinator	August 2011 – May 2013	Materials	Title III - \$200  Local Budget	Purchase Orders	Purchase Orders		

## Goals and Objectives

<b>Goal:</b>	<b>1</b>	<b>CISD will strive to close all achievement gaps.</b>
<b>Objective:</b>	<b>3</b>	<b>The CTE TAKS English and Math Passing Rate and the district's Annual Dropout Rate on the Performance Based Monitoring Analysis System will be given an Indicator Performance Level of zero.</b>

CTE TAKS Passing Rate			
Year	2009 (08-09 data)	2010 (09-10 data)	2011 (10-11 data)
Math	0	0	0
English	0	0	0

CATE Dropout			
Year	2009 (08-09 data)	2010 (09-10 data)	2011 (10-11 data)
Indicator Performance Level	0	0	0

Activity/Strategy (Goal 1/Objective 3)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recom- mended for next year (y/n)
D1 - CISD will designate 3 days a year as "Career Emphasis Days" where career information is disseminated to students in each classroom and tied to course content.	Student Services Director	Ongoing through May 2013	Campus Administration Counselors	\$200 Local Funding \$250 Carl Perkins	Lesson Plans	Lesson Plans		
D2 - CISD Secondary Counselors will provide information on financial aid opportunities and admission procedures to post high school institutions.	Secondary Principals	Ongoing through May 2013	Secondary Counselors	\$200 Local Funding \$250 Carl Perkins	Reports from Counselors	Reports from Counselors		
EL1- Provide Career and technology modules which emphasize career awareness and announcements over the PA and through classroom instruction.	Campus Technology Directory Counselor	August 2011-June 2013	V. Anderson K. Divin Software Videos Lab Kuder Career Planning	\$750 Local Funding	Bulletin Lesson plans	Computer lab log Survey		
JH1 – Will provide booklets to 8 <sup>th</sup> graders which explore careers and CTE classes offered at CHS.	Campus counselor	February 2012 & 2013	Director of Student Services	\$800.00 local funding	Student Feedback	Student/Parent Feedback		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 3)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
HS1 - Provide necessary accommodations for students with special needs to participate fully in appropriate CATE programs.	CATE Faculty Special Education Staff	August 2011 – May 2013	Supplies / Equipment	Local Budget	IEP's	IEP's		
HS2 - Maintain Tech Prep Agreement, dual credit courses and concurrent enrollment opportunities for students.	Student Services Director Principal	August 2011 – May 2013	Tech Prep and ATC approved Courses  PEIMS information	\$0	Course offering catalog  Master Schedule	Course offering catalog  Master Schedule		
HS3 - Provide guest speakers and career representatives in all CATE classes.	CATE Faculty	August 2011 – May 2013	Guest Speakers	Local Budget	Lesson Plans	Lesson Plans		
HS4 - Provide an at risk counselor to assist with attendance and career planning.	Principal	August 2011 – May 2013	Counselor	H.S. Allotment	Student Sign in Sheets	Student Sign in Sheets		
HS5 - Provide CATE integration with academic education on designated career education days.	CATE Director Counselors	September, November, March 2011-2013	Career information and materials	Local Budget	Scheduled Integration Days	Scheduled Integration Days		
HS6 - Provide staff development to CATE teachers.	Principal CATE Director	August 2011– May 2013	Region III  Association Conferences	Carl Perkins	Registration for training	Registration for training		
HS7 - Provide programs and updated materials for CATE students.	CATE Faculty	August 2011 – May 2013	Programs and Materials	Carl Perkins	Purchase Orders	Purchase Orders		
HS8 - Administer the ACT Plan to 10 <sup>th</sup> grade students and ASVAB to 11 <sup>th</sup> grade students.	Counselor	October December 2011-2013	Test materials	Tech Prep Grant	Test order form  Schedule	Test order form  Schedule		

## Goals and Objectives

<b>Goal:</b>	1	<b>CISD will strive to close all achievement gaps.</b>
<b>Objective:</b>	4	<b>Students enrolled in the dyslexia program will perform at a higher level in reading on the ITBS or the State Assessment than in the previous year.</b>

	2007-2008 Neuhaus	2008-2009 Neuhaus	2009-2010 Neuhaus	2010-2011 Neuhaus
# of students who took TAKS/ ITBS	3	4	10	14
# of Students who passed TAKS/ ITBS	2	4	5	9
% of Students who passed TAKS/ITBS	66%	100%	50%	64%

Activity/Strategy (Goal 1/Objective 4)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
EL1- Integrate technology during enrichment (ARI) services and the Neuhaus reading program. Integrate parental involvement as a component.	ARI teacher	Aug. 2011- May 2013	T. Smothers ARI aide Neuhaus program CEI/ELS	2 FTE- Title 2D and State Compensatory	ARI reports TPRI ITBS Benchmark testing	TAKS AEIS ITBS AYP		
JH1 – Neuhaus Program strategies will be utilized, inclusive of Basic Language Skills.	J. Brune	Aug. 2011 – May 2013	D. Boehme	\$600 Title2A	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
JH2 – Credentialed Dyslexia Teacher will be provided.	J. Brune	Aug. 2011 – May 2013	D. Boehme	Local Funding	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
HS1 - Provide Neuhaus training for high school teacher(s) as needed.	Special Program Director	As needed through 2013	Neuhaus Center training materials	Title II A	Workshop Registration	Workshop Registration		
HS2 - Use Neuhaus materials for skill acquisition.	Reading Teacher	August – May 2013	Neuhaus Materials	Local Budget	Lesson Plans	Lesson Plans		
HS3 – Utilize Reading Plus Program	Instructional Staff	August 2011 – May 2013	Reading Plus	8,000.00 High School Allotment	Purchase Order	Purchase Order		

## Goals and Objectives

<b>Goal:</b>	1	<b>CISD will strive to close all achievement gaps.</b>
<b>Objective:</b>	5	<b>The percentage of Gifted and Talented Identified Students receiving commended performance on the State Assessment in Math and Reading will increase.</b>

Year	2009		2010		2011	
	Math	Reading	Math	Reading	Math	Reading
Percent Commended	100%	83%	83%	80%	84%	91%

Activity/Strategy (Goal 1/Objective 5)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will provide Credit By Exams for accelerated instruction in June and July.	Student Services Director	Summer 2012, 2013	University of Texas CBE catalog	\$200	Parent information letters	Student Registration Sheets		
D2 - CISD will provide every employee the 6 hour yearly GT update.	Student Services Director	August – 2011, 2012	District generated staff development	\$3000	Staff Surveys	Staff Surveys		
EL1- GT program will be integrated within the curriculum along w/ a pull-out Challenge/ TP program daily.(K-5 GT/Challenge period, Breakfast club, field trips).	GT Teacher	Aug. 2011- May 2013	S. Gerik Parent meeting Portfolio Projects	.40 FTE- GT .46 FTE- Local Funding	Schedules Portfolios OLSAT Torrance ITBS	GT matrix Commended performance Survey		
EL2- Increase the number of extracurricular field trips for enrichment purposes.	GT Teacher	Aug. 2011- May 2012	S. Gerik Bus/ Driver	\$600 Local Funding	Student survey	Survey /program		
JH1 – Teachers will receive training on teaching GT students.	G. Leopold	Aug. 2011 – May 2013	GT Teachers- S. Klump, C. Schindler Region 3	\$3000 Local Funding	Sign In Sheets	Staff Development Logs		
HS1 - Provide services for gifted and talented students through Pre-AP, AP, and dual credit courses.	Principal Teachers Counselors	August 2011 – May 2013	Enrichment materials  Trained GT Teachers	Local Budget	Lesson Plans  GT Survey	Lesson Plans  GT Survey		
HS2 - Provide overview of GT program to all teachers	Special Programs Director	Fall Semesters	Newsletter	Local Budget	GT Plan	GT Plan		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 5)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
at CHS.								
HS3 - Increase number and improve performance of G/T students who participate in the UIL academic competition.	Principal UIL Campus Coordinator Teachers	October – May 2011-2013	UIL Sponsors Study Materials	Local Budget \$250	Sign in Sheets from practice sessions	Sign in Sheets from practice sessions		

## Goals and Objectives

<b>Goal:</b>	1	CISD will strive to close all achievement gaps.
<b>Objective:</b>	6	The percentage of at-risk students in the State Compensatory Education Program who pass the State Assessment will increase in the mandatory promotion grade levels.

### 2008-2009

Grade	3 <sup>rd</sup>	5 <sup>th</sup>		8 <sup>th</sup>		Exit			
Subject	Reading	Reading	Math	Reading	Math	ELA	Math	Science	Social Studies
Percent Passing TAKS	73%	50%	59%	85%	58%	84%	62%	71%	95%

### 2009-2010

Grade	5 <sup>th</sup>		8 <sup>th</sup>		Exit			
Subject	Reading	Math	Reading	Math	ELA	Math	Science	Social Studies
Percent Passing TAKS	71%	65%	88%	70%	83%	77%	86%	95%

### 2010-2011

Grade	5 <sup>th</sup>		8 <sup>th</sup>		Exit			
Subject	Reading	Math	Reading	Math	ELA	Math	Science	Social Studies
Percent Passing TAKS	68%	63%	80%	72%	94%	87%	84%	98%

Activity/Strategy (Goal 1/Objective 5)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 – CISD Will Open Columbus Alternative School to provide a venue for nontraditional students to graduate.	Superintendent	Sept. 2011- July 2013	Building supplies, software, etc. 1FTE 2 Paraprofessionals	\$100,000	Number enrolled	Number who have received a diploma		
EL1- Provide initiatives and programs for the At Risk population including the following: aide support,	Campus Counselor	Aug. 2011- July 2013	T. Smothers L. Templeton <del>K. Gates</del>	6 FTE, Local Funding, Title 1 Funding, State Compensatory,	Test folder ARI results Progress report	TAKS ITBS Data Analysis		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 5)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
ARI lab, extended instruction, reasoning minds and TIER III pull-out. Identify and monitor the progress of the At Risk students and provide intervention and support.			Para support	Grant Funding	Benchmarks CEI data Reasoning Minds	Reasoning Minds		
JH1 – Before and after school tutorials will be offered and attendance recruited.	G. Leopold	Aug. 2011 – May 2013	8 <sup>th</sup> Grade Teachers	Local Funding	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
JH2 – At-Risk Tutorial program will be used to motivate and assist student with student learning.	S. Klump	Aug. 2011 – May 2013	8 <sup>th</sup> Grade Teachers. Pull Out Teacher	\$15000 State Comp	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
JH3 – Mentor/Mentee program will be used to motivate and assist student with student learning.	D.Boehme	Sept. 2011 – May 2013	8 <sup>th</sup> Grade Teachers	\$1500 Local Funding & State Compensatory	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
JH4- Study Island and E-Path will be used to motivate and assist student with student learning.	D. Boehme, K. Wellborn	Sept. 2011 – May 2013	8 <sup>th</sup> Grade Teachers	ARI/AMI	Study Island Student Summary Reports	State Assessment Scores		
HS1 - Monitor/evaluate the progress of at-risk students.	At-Risk Counselor	August 2011 – May 2013	Time	H.S. Allotment	Six Weeks Grades Counselors Log	Six Weeks Grades Counselors Log		
HS2 - Prepare Personal Graduation Plans for at-risk students.	At-Risk Counselor	August 2011 – May 2013	Time TxEIS	Local Budget	At-Risk List Student Grades	At-Risk List Student Grades		
HS3 - Continue Credit Recovery Program to target at-risk students who are behind in credits	Principal Counselors Teachers	August 2011 – May 2013	Odysseyware Software Credit Recovery Lab	H.S. Allotment \$10,000 SCE \$23,000 FTE = 0.5	Credit Recovery Rosters	Credit Recovery Rosters		
HS4 - Provide tutorials before/after school and study halls	Principal	August 2011 – May 2013	Teachers Materials	Local Budget	Sign in Sheets	Sign in Sheets		

## Goals and Objectives

<b>Goal:</b>	1	CISD will strive to close all achievement gaps.
<b>Objective:</b>	7	The State Assessment passing rate for economically disadvantaged students on Title 1, Part A campuses will increase on all tests taken in promotional grade levels.

Year	2007-2008	2008-2009	2009-2010	2010-2011
Percent Passing all Tests	76% Grade 3 Reading 72% Grade 5 Reading 73% Grade 5 Math	88% 3 <sup>rd</sup> Grade Reading 70% 5 <sup>th</sup> Grade Reading 75% 5 <sup>th</sup> Grade Math	83% 3 <sup>rd</sup> Grade Reading 84% 5 <sup>th</sup> Grade Reading 74% 5 <sup>th</sup> Grade Math	92% 3 <sup>rd</sup> Grade Reading 81% 5 <sup>th</sup> Grade Reading 74% 5 <sup>th</sup> Grade Math

Activity/Strategy (Goal 1/Objective 8)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
EL1- Provide initiatives and programs for the At Risk population including the following: aide support, ARI-lab, extended instruction, and TIER III pull-out. Identify and monitor the progress of the At Risk students and provide intervention and support.	Campus Counselor	Aug. 2011- July 2013	T. Smothers L. Templeton Para support	6 FTE, Local Funding, Title 1 Funding, State Compensatory, Grant Funding	Test folder ARI results Progress report Benchmarks CEI data	TAKS ITBS Data Analysis		
JH1- N/A								
HS1 – N/A								

## Goals and Objectives

<b>Goal:</b>	<b>1</b>	<b>CISD will strive to close all achievement gaps.</b>
<b>Objective:</b>	<b>8</b>	<b>The State Assessment passing rate for male and female students in the All Subjects Passed category will remain within five percentage points as reported on the AEIS report.</b>

Year	07-08	08-09	09-10	10-11
Percent Passing all Tests by Gender	Males 71% Females 73%	Males 69% Females 76% (W/O TPM)	Males 70% Females 76% (W/O TPM)	Males % Females %

Activity/Strategy (Goal 1/Objective 9)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
EL 1 - Students will receive intervention methods when performing below standard on curriculum.	Campus Administration	Aug. 2011- May 2013	S. Hagel K. Divin	\$2,000 Local Funding	Curriculum Assessments Benchmarks	ITBS TAKS TPRI Benchmarks		
El 2 - Faculty will utilize best practices of instruction pervasively.	Campus Administration	Aug. 2011- July 2013	S. Hagel Workshops	\$3,000 Local Funding	Staff Dev. Logs Current Literature	TAKS PDAS Eval.		
JH1- At-Risk tutorial program and Academic Language Skills classes will be used to reinforce content.	S. Klump D. Brown	Sept. 2011 – May 2013	All Teachers	\$15000 State Comp	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
JH2 – Before and after school tutorials, Activity/Advisory Tutorials will take place to aid in student concept mastery.	G. Leopold	Aug. 2011– May 2013	All Teachers	Local Funding	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
JH3 – Benchmark testing and Practice STAAR tests will be given to assess student mastery levels.	G. Leopold	Sept. 2011 – May 2013	All Teachers C-Scope	\$0	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
HS 1 – New Faculty will utilize the Gender Equity presentations that are available in the CHS Counseling Center.	Counselor	Fall Semesters	Presentation Materials	\$1,000 Local Budget	Resource check out sheets	Resource check out sheets TAKS/EOC		

## Goals and Objectives

<b>Goal:</b>	1	CISD will strive to close all achievement gaps.
<b>Objective:</b>	9	Students in the pre-kindergarten program will improve reading readiness as determined by a pre and post assessment.

Average Improvement Per Student	07-08	08-09	09-10	10-11
Phonemic Awareness	95%	100%	93%	92%
Language and Early Literature	97%	100%	95%	95%

Activity/Strategy (Goal 1/Objective 10)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
EL1- Transition activities will be provided for students to prepare the Pre-K students for Kindergarten. This includes orientations, provide with aide support in the classroom, and maintaining low teacher to student ratio in each section.	Teacher Inclusion Support	Aug. 2011- May 2013	A. Oppermann D. Lewis C. Pavlicek E. Hoots P. Malota Aides	5 FTE, Local Funding, State Compensatory, Title 3 & Title 1 Funding	Orientation sign in sheets  TPRI Benchmarks	TPRI ITBS Benchmarks PPVT		
JH- N/A								
HS- N/A								

## Goals and Objectives

<b>Goal:</b>	<b>1</b>	<b>CISD will strive to close all achievement gaps.</b>
<b>Objective:</b>	<b>10</b>	<b>The district will meet Adequate Yearly Progress.</b>

Year	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
AYP Status	Did not meet AYP	Did not meet AYP	Met AYP	Did not meet AYP	Did not meet AYP

Activity/Strategy (Goal 1/Objective 10)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 – CISD will serve to meet the needs of students identified as Homeless in compliance with the McKinney Veto Act.	Student Services Director-Homeless Liaison	Aug 2011- May 2013	E. Chandler Peims Personnel Counselors	\$800 Title 1 and Local Funding	Review services utilized	Review Services Utilized and letters sent to parents		
D2- CISD will use the required 10% of the Title 1 Allocation as directed by TEA – providing professional development as indicated in the District Snapshot	Superintendent	Aug 2011- May 2013	Region 3, The Dana Center, Region 4 and Region 6	\$32,200.00	Invoices	Invoices and Teacher Feedback		
EL1- Physical activity will be provided thirty minutes daily to stimulate brain activity and learning.	Teacher	Aug. 2011- May 2013	A. Oppermann D. Lewis C. Pavlicek E. Hoots P. Malota Aides	5 FTE, Local Funding, State Compensatory, Title 3 & Title 1 Funding	Schedules Lesson Plant	TPRI ITBS Benchmarks PPVT		
JH1 - At-Risk tutorial program and NJHS peer helping program will provide assistance to students.	S. Klump	Aug. 2011 – May 2013	Administration Counselor All Teachers	\$1500 Local Funding & State Compensatory	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
JH2 - Mentor/Mentee program, Academic Language Skills class will be used to reinforce content.	D. Boehme D. Brown L. Kobersky	Aug. 2011 – May 2013	Core Teachers L. Kobersky	\$0	Student Benchmark Data Six Week Grades	Student Data Summaries State Assessment Scores		
JH3 – Before and after school tutorials, Targeted	G. Leopold	Aug. 2011 – May 2013	All Teachers.	\$0	Student Benchmark Data	Student Data Summaries		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 10)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
Word Instruction and Targeted Number Instruction classes will be used to reinforce content.					Six Week Grades	State Assessment Scores		
HS1 - The Academic Support Lab will provide assistance to students who receive modifications.	ASL Teacher	August 2011 – May 2013	SPED Teachers Computers Software Materials	Local Budget \$40,000 FTE = 1.0	Sign In Sheets	Sign In Sheets		
HS2 - The ARD committee will recommend appropriate testing.	Principal/AP Counselors, ARD Committee	August 2011 – May 2013	Student Information Past ARD minutes	\$0	Testing Status Reports	Testing Status Reports		
HS3 - Provide inclusion support for mainstreamed students.	Inclusion Teacher	August 2011 – May 2013	Inclusion Aide	Local Budget \$15,000 FTE = 1.0	Student Schedules Master Schedule	Student Schedules Master Schedule		

## Goals and Objectives

<b>Goal:</b>	1	<b>CISD will strive to close all achievement gaps.</b>
<b>Objective:</b>	11	<b>The district will support and monitor ongoing curriculum alignment in order to increase student achievement as indicated in the All Tests All Students passing percentage as reported in the AEIS Report.</b>

	2007	2008	2009	2010	2011
All Tests All Students Passing Percentage	70%	72%	69%	73%	%

Activity/Strategy (Goal 1/Objective 11)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - Campuses will implement CSCAPE to create valid and appropriate curriculum alignment and rigor.	Superintendent, Student Services Director, Campus Administration	May 2011 May 2013	District Instructional Technologist and Teacher Leaders	Approximately, \$15,000	Benchmark scores	State Assessment Scores		
D2 - CISD Administrators will receive training and expand utilization of Eduphoriam the lesson plan program.	District Instructional Technologist	August 2011 and 2013	V. Anderson	Approximately. \$3000	Completion certificates and sign-in sheets.	Completion certificates and sign-in sheets.		
EL1- An inclusion model will be used when applicable through ARD decision in order to increase the exposure of students to grade level curriculum. The inclusion support in both math and reading will also extend to the At Risk population.	Special Education Director	Aug. 2011- July 2013	B. Meyer T. Masek T. Jurek F. Turner E. Bonner Aides ARI/AMI lab ELS/MLS	5 FTE \$40,000 ARI funds, Local funding	ARI data TPRI STAR Study Island	TAKS ITBS AYP AEIS		
EL2- The C-Scope scope and sequence and year-at-a-glance will be utilized to write lesson plans and draw benchmarks in order to avoid curricular overlaps or gaps.	Campus Administration	August 2011 – May 2013	S. Leopold S. Hagel GLC's C-Scope	\$200 Local Funding C-Scope Eduphoria	Lesson plans in Eduphoria Walk-throughs	Disaggregated data from TAKS Test folders Benchmarks Walk-throughs		
JH1 – Teachers will follow	G. Leopold	Aug. 2011 –	All Teachers.	\$0	Walk-through logs,	Walk-through logs,		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 11)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
the curriculum that was developed by the district for their classes. C-Scope Academic Language Skills and Targeted Number and Word Instruction classes.	D. Brown	May 2013	Lesson Plans  C-Scope		Eduphoria, District Scope & Sequence and Skill Sheets	Eduphoria Lesson Plan Program Reports, District Scope & Sequence and Skill Sheets		
JH2 – Teachers will edit and revise core content scope and sequence as needed based on student benchmarks.	G. Leopold	May 2013	Core Teachers G. Leopold	\$0	Teacher data on revisions	Revised Curriculum Documents		
HS1 - Implement the district scope and sequence using C-Scope.	Principal Teachers	August 2011 – May 2013	Teachers  Scope and Sequence	\$0	CSCOPE Eduphoria Benchmark Exams	Eduphoria Benchmark Exams		
HS2 - Use Aware in Eduphoria	Principal Teachers	August 2011 – May 2013	Eduphoria Computers	Approximately. \$3000	Lesson Plans reviewed by Dept. Heads and Administration	Lesson Plans reviewed by Dept. Heads and Administration		

## Goals and Objectives

<b>Goal:</b>	1	CISD will strive to close all achievement gaps.
<b>Objective:</b>	12	The percentage of all students and student subgroups who meet 90% passing in reading/ELA will increase as reported on the State Assessment Summary Report.

	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011
Grade	ALL	ALL	ALL	AA	AA	AA	H	H	H	W	W	W	Eco Dis	Eco Dis	Eco Dis
3	92%	89%	94%	95%	79%	85%	92%	84%	95%	91%	96%	95%	88%	83%	92%
4	75%	78%	82%	65%	73%	60%	73%	67%	73%	82%	84%	93%	68%	73%	70%
5	81%	90%	87%	83%	87%	65%	78%	84%	80%	82%	95%	97%	70%	84%	81%
6	83%	73%	78%	72%	60%	60%	80%	73%	79%	88%	77%	87%	77%	66%	73%
7	89%	78%	72%	88%	61%	70%	65%	61%	71%	81%	90%	74%	69%	62%	64%
8	92%	94%	92%	88%	93%	100%	86%	95%	86%	94%	94%	97%	92%	87%	85%
9	96%	92%	91%	91%	94%	80%	91%	83%	86%	99%	94%	96%	91%	85%	85%
10	89%	92%	92%	56%	53%	88%	83%	97%	87%	92%	97%	96%	82%	84%	88%
11	83%	92%	98%	83%	92%	80%	88%	81%	97%	95%	95%	100%	89%	90%	95%

Activity/Strategy (Goal 1/Objective 12)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will require teachers to acquire 6 additional staff development hours in their core content area.	Superintendent	May 2011 and May 2013	Workshop providers, Title 2 A allotment dollars	Campus Staff Development dollars	Completion certificates	Staff Development Logs and campus totals		
EL1- Strategies will be incorporated for reading improvement and remediation including 3 tier model of instruction, Neuhaus, Zoophonics, Reading Plus, Frog Street and project/ cooperative learning.	ARI Teacher	Aug. 2011- May 2013	T. Smothers Aide Zoophonics Neuhaus CEI data Reading Plus Frog Street	\$4,500 Local Funding & State Compensatory Frog Street Cost	TPRI DIBELS Benchmarks INNOVA	TAKS ITBS AEIS AYP		
EL2- ARI lab established to service students w/ reading difficulties using a three tier approach to reading intervention. After school	ARI Teacher	Aug. 2011- May 2013	T. Smothers Aide CEI data	2.5 FTE OEY, State Comp and Local Funding	ARI data STAR TPRI DIBELS Benchmarks	TAKS ITBS AEIS AYP		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 12)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
tutorials will be offered for targeted students based on data.					INOVA			
JH1 – At-Risk tutorial Program, Mentor/ Mentee program and Academic Language skills classes will be offered.	D. Boehme D. Brown	Sept. 2011 – May 2013	All Reading/ ELA Teachers. All Teachers Students	\$15000 State Compensatory	Student Service Logs and Student Benchmark Results	State Assessment Scores		
JH2- Benchmark Testing, Walk Throughs, and Targeted Word Instruction classes will be used as a tool to assess student learning.	G. Leopold	Sept. 2011 – May 2013	Core Teachers Administrators C-Scope	\$0	Benchmark Scores, Walk-through logs	Benchmark Scores, Walk-through logs		
JH3- STAAR scores will be reviewed as a planning component for student growth.	S. Klump	Sept. 2011 – May 2013	Region 3 S. Klump	\$1500 Local Funding & State Compensatory	Campus Charts and Individual Response Logs	Campus Charts and Individual Response Logs Student State Assessment Scores		
JH4 AR Reading Program will be implemented.	R. Partridge	Sept. 2011- May 2013	R. Partridge	Local Funding	AR Individual Student Reports	AR Individual Student Reports		
HS1 - Administer benchmark tests and semester exams to monitor progress.	English Teachers	1 <sup>st</sup> & 2 <sup>nd</sup> Six weeks of each semester	Eduphoria	Local Funding	Data Analysis & Action Plan	TAKS/EOC Scores		
HS2 - Utilize data driven decision making to plan instruction.	Principal Dept. Chairs	August 2011 – May 2013	Eduphoria	Local Funding	Lesson Plans  Student IEP's	Lesson Plans  Student IEP's		
HS4 - Provide tutorials before/after school	English teachers	August 2011 – May 2013	ELA study materials  Time	SCE  \$250	Sign in Sheets	Sign in Sheets		

## Goals and Objectives

<b>Goal:</b>	1	CISD will strive to close all achievement gaps.
<b>Objective:</b>	13	The percentage of all students and student subgroups who meet 90% passing in math will increase as reported on the State Assessment Summary Report.

	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011
Grade	ALL	ALL	ALL	AA	AA	AA	H	H	H	W	W	W	Eco Dis	Eco Dis	Eco Dis
3	79%	86%	92%	80%	64%	85%	63%	81%	93%	86%	98%	93%	68%	79%	90%
4	91%	90%	87%	78%	86%	60%	88%	89%	86%	100%	91%	96%	88%	87%	81%
5	86%	84%	81%	74%	61%	70%	81%	77%	66%	92%	100%	92%	79%	74%	74%
6	63%	62%	69%	44%	40%	40%	50%	60%	71%	74%	69%	85%	52%	56%	63%
7	75%	81%	72%	73%	58%	70%	50%	67%	75%	83%	95%	71%	59%	64%	69%
8	95	85%	86%	64%	71%	80%	82%	78%	81%	85%	90%	92%	89%	74%	80%
9	72%	72%	87%	11%	59%	80%	68%	65%	90%	76%	76%	90%	53%	60%	82%
10	77%	80%	78%	29%	50%	63%	78%	79%	70%	84%	85%	84%	58%	71%	67%
11	85%	90%	95%	82%	62%	88%	78%	85%	88%	87%	96%	99%	83%	81%	89%

Activity/Strategy (Goal 1/Objective 13)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will require teachers to acquire 6 additional staff development hours in their core content area.	Superintendent	May 2011 and May 2013	Workshop providers, Title 2 A allotment dollars	Campus Staff Development dollars	Completion certificates	Staff Development Logs and campus totals		
EL1- Strategies are implemented within the classroom to address the needs of struggling math students. These include Sharon Wells, TMDS, and AM. Inclusion and aide support will be provided within the classroom. After school tutorials will be offered to targeted students based upon test data.	CIP Committee Members	Aug. 2011- May 2013	K. Divin Inclusion Teachers GLC's Accelerated math TMDS (4 <sup>th</sup> /5 <sup>th</sup> ) Sharon Wells	\$7,500 \$5,000 Local Funding and Title 1	Benchmarks TMDS Sharon Wells tests STAR WebCCat	TAKS ITBS AYP AEIS		
EL 2 – At Risk students -needs of struggling with math will be provided during enrichment and class time with Reasoning Minds.	Teachers	Aug. 2011- May 2013	Reasoning Minds Computer Labs RM Lead Teachers	Approximately, \$7000.	Reasoning Minds	Reasoning Minds		
JH1- At-Risk tutorial program will be used to reinforce content.	S. Klump	Sept. 2011 – May 2013	All Teachers	\$15000 State Compensatory	Benchmark Data	State Assessment Data for Student Participants		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 13)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
JH2 – Targeted Word and Targeted Number Instruction will be offered.	G. Leopold	Sept. 2011– May 2013	Core Teachers C-Scope	\$0	Benchmark Data	State Assessment Data for Student Participants		
JH3 - Benchmark Testing, TAKS, and STAAR scores will be used to assess student progress..	S. Klump	Sept. 2011 – May 2013	Region 3 S. Klump	\$1500 Local Funding & State Compensatory	Campus Charts and Individual Response Logs	Campus Charts and Individual Response Logs Student State Assessment Scores		
JH4- Mentor/ Mentee Program will be used to motivate students.	D. Boehme	Sept. 2011 – May 2013	Math, Reading, and ELA teachers. Students	\$0	Benchmark Data	State Assessment Data for Student Participants		
HS1 - Provide TAKS labs as an intervention for TAKS exit level retakes and EOC Prep	Principal Core Dept. Chairs	August 2011 – May 2013	TAKS release tests TEA Website Study Island	Local Budget \$2,500.00	Lesson Plans	Lesson Plans		
HS2 - Provide Algebra I A (class) and Algebra I B (lab) for non-Pre-AP math students	Math Teachers	August 2011 – May 2013	Carnegie Math Software and Textbook	HS Allotment \$20,000	Lesson Plans Admin. Software reports	Lesson Plans Admin. Software reports		
HS3 - Administer benchmark tests to monitor progress.	Math Teachers	Each six weeks	Eduphoria	\$0	Data Analysis	Data Analysis		
HS4 - Benchmark/Semester Exams	Principal	Dec. & May through 2013	Release Test from TEA or Eduphoria	\$0	Data Analysis	Data Analysis		
HS5 - Utilize data driven decision making to plan instruction.	Principal Dept. Chair	August 2011 – May 2013	Eduphoria	\$0	Lesson Plans Student IEP's	Lesson Plans Student IEP's		
HS6 - Provide tutorials before/after school	Math teachers	August 2011 – May 2013	Math study materials Time	SCE \$250	Sign in Sheets	Sign in Sheets		

## Goals and Objectives

<b>Goal:</b>	<b>1</b>	<b>CISD will strive to close all achievement gaps.</b>
<b>Objective:</b>	<b>14</b>	<b>The percentage of all students and student subgroups who meet 90% passing standard in writing will increase as reported on the State Assessment Summary Report.</b>

	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011
Grade	ALL	ALL	ALL	AA	AA	AA	H	H	H	W	W	W	Eco Dis	Eco Dis	Eco Dis
4	88%	92%	91%	82%	91%	70%	89%	81%	89%	89%	97%	98%	84%	89%	85%
7	86%	87%	78%	81%	89%	55%	85%	80%	81%	87%	90%	85%	74%	79%	72%

Activity/Strategy (Goal 1/Objective 14)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will require teachers to acquire 6 additional staff development hours in their core content area.	Superintendent	May 2011 and May 2013	Workshop providers, Title 2 A allotment dollars	Campus Staff Development dollars	Completion certificates	Staff Development Logs and campus totals		
EL1- Implementation of Writing Academy on a campus wide basis. This will include the use of graphic organizers, implementation of a writing lab, and the 6 traits writing strategies. It will also be used for extension of creative writing. After school tutorials will be offered to targeted students based on test data.	CIP Committee Members	Aug. 2011- May 2013	The Writing Academy Write traits Six traits model F. Turner K. Pavlicek C. Burleson	4 FTE \$850 \$3,500 Local Funding and Title 1	Benchmarks TAKS practice Lab portfolio	TAKS AYP AEIS		
JH1- At-Risk before and after school tutorials will be provided.	S. Klump	Aug. 2011- May 2013	All Teachers	\$15000 State Compensatory Local Funding	Benchmark Data	State Assessment Data for Student Participants		
JH2- Writing Benchmarks, Writing Academy	G. Leopold	Sept. 2011 - May 2013	Writing/ELA Teachers.	Local Funding	Benchmark Data	State Assessment Data		
JH3 - TAKS/STAAR	S. Klump	Aug. 2011-	Region 3	\$1500 Local	Campus Charts	Campus Charts and		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 14)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
scores will be used to assess student progress.		May 2013	Core Teachers.	Funding & State Compensatory	and Individual Response Logs	Individual Response Logs Student State Assessment Scores		

## Goals and Objectives

<b>Goal:</b>	<b>1</b>	<b>CISD will strive to close all achievement gaps.</b>
<b>Objective:</b>	<b>15</b>	<b>The percentage of all students and student subgroups who meet 90% passing in social studies will increase as reported on the State Assessment Summary Report.</b>

	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011
Grade	ALL	ALL	ALL	AA	AA	AA	H	H	H	W	W	W	Eco Dis	Eco Dis	Eco Dis
8	89%	99%	89%	75%	93%	81%	81%	100%	79%	98%	100%	98%	85%	97%	79%
10	89%	94%	91%	71%	60%	69%	91%	93%	91%	93%	99%	96%	81%	88%	81%
11	98%	98%	99%	100%	92%	100%	94%	100%	97%	99%	99%	100%	94%	94%	97%

Activity/Strategy (Goal 1/Objective 15)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will require teachers to acquire 6 additional staff development hours in their core content area.	Superintendent	May 2011 and May 2013	Workshop providers, Title 2 A allotment dollars	Campus Staff Development dollars	Completion certificates	Staff Development Logs and campus totals		
EL1- Integrate the relevance of social studies curriculum into other core subjects.	Campus Administration	August 2011 – May 2013	Teacher Lesson Plans & Walk-Throughs	Eduphoria Lesson Plan Program	Lesson Plans Walk-through Documentation	Lesson Plans Walk-through Documentation		
JH1- At-Risk program Before and after school Tutorials will be offered and attendance recruited.	S. Klump	Sept. 2011 – May 2013	All Teachers	Local Funding \$15000 State Compensatory 1FTE	Benchmark Data	State Assessment Data for Student Participants		
JH2 – Walk Throughs will be used to monitor instruction.	G. Leopold	Aug. 2011– May 2013	Administrators	\$0	Walk-through Data Benchmark Data	Walk-through Data Benchmark Data		
JH3 – Benchmark Testing will be evaluated to monitor student mastery.	G. Leopold	Sept. 2011 – May 2013	Social Studies Teachers. C-Scope	\$0	Benchmark Data	State Assessment Data for Student Participants		
HS1 - Practice TAKS/EOC for Social Studies	Principal SS Dept Chair	August 2011 – May 2013	Release test from TEA	\$0	Date Scheduled	Date Scheduled		
HS2 - Utilize data driven decision making to plan	Principal	August 2011 – May 2013	Eduphoria	\$0	Lesson Plans	Lesson Plans		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 15)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
instruction.	Dept. Chairs				Student IEP's	Student IEP's		
HS3 - Administer benchmark tests to monitor progress.	Social Studies Teachers	Each six weeks	Eduphoria		Data Analysis	State Assessment Data for Student Participants		
HS4 - Provide tutorials before/after school	Social Studies teachers	August 2011 – May 2013	Social Studies study materials Time	SCE \$250	Sign in Sheets	Sign in Sheets		
HS5 - Provide supplemental TAKS/EOC resources	Dept. Chair	August 2011 – May 2013	Teacher generated materials	Local Budget \$100	List of available materials	List of available materials		
HS6 - Establish routine of utilizing TAKS/EOC type test questions daily as a warm up activity.	Dept. Chair	August 2011 – May 2013	Release test questions Eduphoria Glencoe exam questions	\$0	Bank of test questions Daily performance	Bank of test questions Daily performance		

## Goals and Objectives

<b>Goal:</b>	<b>1</b>	<b>CISD will strive to close all achievement gaps.</b>
<b>Objective:</b>	<b>16</b>	<b>The percentage of all students and student subgroups who meet 90% passing in science will increase as reported on the State Assessment Summary Report.</b>

	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011
Grade	All	All	All	AA	AA	AA	H	H	H	W	W	W	W	W	W
5	87%	87%	%	71%	87%	%	87%	78%	%	93%	93%	%	93%	81%	%
8	76%	87%	78%	50%	71%	50%	62%	87%	60%	86%	91%	95%	86%	84%	58%
10	72%	76%	77%	29%	40%	50%	52%	70%	70%	87%	83%	85%	87%	61%	62%
11	89%	94%	93%	82%	85%	86%	67%	95%	81%	95%	96%	99%	95%	89%	84%

Activity/Strategy (Goal 1/Objective 16)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will require teachers to acquire 6 additional staff development hours in their core content area.	Superintendent	May 2011 and May 2013	Workshop providers, Title 2 A allotment dollars	Campus Staff Development dollars	Completion certificates	Staff Development Logs and campus totals		
EL1- Strategies will be emphasized within a laboratory model that will inspire greater development of critical thinking/ problem solving. Software will be utilized to assess on a STAAR style format. Science tutorials will be offered after school to a targeted population. Lab equipment will be purchased for hands-on learning.	Teachers CIP Committee Member	Aug. 2011- May 2013	J. Templeton L. Harris Laboratory TSDS Science Cooperative- Region III	\$2,000 \$2,500 Local Funding, Title 1	TSDS Benchmarks Lab portfolio	TAKS AEIS		
JH1- Before and after school tutorials. At-Risk program will be provided and attendance encouraged.	S. Klump	Sept. 2011 – May 2013	All Teachers.	State Compensatory 1 FTE	Benchmark Data	State Assessment Data for Student Participants		

## Goals and Objectives

Activity/Strategy (Goal 1/Objective 16)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
				\$1500 Local Funding & State Compensatory				
JH2 - Benchmark Testing data will be evaluated to assess student mastery.	G. Leopold	Sept. 2011 – May 2013	Science Teachers. C-Scope	\$0	Benchmark Data	State Assessment Data for Student Participants		
JH3 – Walk Throughs	G. Leopold	Aug. 2011 – May 2013	Administrators	\$0	Walk-through Data Benchmark Data	Walk-through Data Benchmark Data		
HS1 - Provide Science Lab for all IPC students in addition to IPC class.	Principal	August 2011 – May 2013	Textbook Lab Activities	Local Budget  1 FTE – \$35,000	Class rosters  Lab results	Class rosters  Lab results		
HS2 - Provide TAKS labs as an intervention for TAKS exit level retakes.	Principal	August 2011 – May 2013	TAKS release tests  Rosetta Stone	Local Budget  \$250	Lesson Plans	Lesson Plans		
HS3 - Administer benchmark tests to monitor progress.	Science Teachers	Each six weeks	Eduphoria		Data Analysis	Data Analysis		
HS4 – Semester Exams	Principal Dept. Chairs	December & May through 2013	Eduphoria	\$0	Data Analysis	Data Analysis		
HS5 - Utilize data driven decision making to plan instruction.	Principal Dept. Chair	August 2011 – May 2013	Eduphoria		Lesson Plans  Student IEP's	Lesson Plans  Student IEP's		
HS6 - Provide tutorials before/after school and during designated periods.	Science teachers	August 2011 – May 2013	Science study materials  Study Island	SCE  \$250	Sign in Sheets  My Satori	Sign in Sheets  My Satori		

## Goals and Objectives

<b>Goal:</b>	<b>1</b>	<b>CISD will strive to close all achievement gaps.</b>
<b>Objective:</b>	<b>17</b>	<b>Ninety percent of all students who take the State Assessment Alternate and Modified will meet expectations.</b>

2009 TAKS Alternate: Math 25% ; Reading 50%  
 2010 TAKS Alternate: Math 100% ; Reading 100%  
 2011 TAKS Alternate: Math 100% ; Reading 100%

2009 TAKS Modified: Math 80% ; Reading 60%  
 2010 TAKS Modified: Math 69% ; Reading 78%  
 2011 TAKS Modified: Math 82% ; Reading 92%

Activity/Strategy (Goal 1/Objective 17)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will require teachers to acquire 6 additional staff development hours in their core content area.	Superintendent	May 2011 and May 2013	Workshop providers, Title 2 A allotment dollars	Campus Staff Development dollars	Completion certificates	Staff Development Logs and campus totals		
EL1- Inclusion model will bring more students instruction on grade level and raise ARD expectations for performance.	Special Education Director Inclusion Teachers	Aug. 2011- July 2013	Aide support P. Geisler A. Gross T. Masek T. Jurek F. Turner C. Bundy	5 FTE IDEA-B Funding, State Compensatory, Title 1	TPRI ARI assessment Classroom Grades Benchmark/	TAKS-Alt, TAKS-M TAKS-A AEIS PBMAS		
JH1 Tutorials before and after school tutorials. At-Risk tutorial program will be provided ad attendance encouraged.	S. Klump	Aug. 2011 – May 2012	All Teachers	State Compensatory 1 FTE \$1500 Local Funding & State Compensatory	Benchmark Data	State Assessment Data for Student Participants		
JH2 – Benchmark testing along with Targeted Number and Work Instruction classes will be provided.	G. Leopold	Sept. 2011 – May 2013	Core Teachers. C-Scope	\$0	Benchmark Data	State Assessment Data for Student Participants		
JH3 – Walk Throughs will be used to monitor instruction.	G. Leopold	Aug. 2011 – May 2013	Administrators	\$0	Walk-through Data Benchmark Data	Walk-through Data Benchmark Data		
HS1 - Utilize data driven decision making to plan instruction.	Principal SPED Teachers	August 2011 – May 2013	Eduphoria Adaptive learning resources	\$0	Lesson Plans Student IEP's	Lesson Plans Student IE		

## Goals and Objectives

<b>Goal:</b>	<b>2</b>	<b>CISD will support and maintain a safe and supportive environment for the school community.</b>
<b>Objective:</b>	<b>1</b>	<b>All students will meet or exceed a 97% attendance rate, a less than 1% drop-out rate and meet or exceed a 95% completion rate (with GED) as indicated on the AEIS report.</b>

Attendance Table		Drop Out Table		Completion Rate	
2001-2002	96.6%	2001-2002	.9%	Class of 2002	99.1%
2002-2003	96.4%	2002-2003 (7 <sup>th</sup> and 8 <sup>th</sup> )	0%	Class of 2003	97.9%
2003-2004	96.7%	2003-2004	0%	Class of 2004	99.1%
2004-2005	96.5%	2004-2005 (7 <sup>th</sup> -12 <sup>th</sup> )	0%	Class of 2005	100%
2005-2006	96.3%	2005-2006 (7 <sup>th</sup> -12 <sup>th</sup> )	.3%	Class of 2006	98.5%
2006-2007	96.2%	2006-2007 (7 <sup>th</sup> -12 <sup>th</sup> )	.4%	Class of 2007	99.2%
2007-2008	95.7%	2007-2008 (7 <sup>th</sup> -12 <sup>th</sup> )	.3%	Class of 2008	99.2%
2008-2009	96.2%	2008-2009 (7 <sup>th</sup> -12 <sup>th</sup> )	1.6%	Class of 2009	95.8%
2009-2010		2009-2010		Class of 2010	

Activity/Strategy (Goal 2/Objective 1)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
EL1- Implementation of an incentive program which includes attendance incentive rewards and certificates, tickets to events, and local merchandise gifts. Counseling and /or make up time is assigned to chronic attendance problems.	Campus Administration	Aug. 2011- July 2013	K. Divin Attendance committee PEIMS	\$1000 – PTO Local Funds	Attendance letters Committee reports	PEIMS AEIS AYP		
JH1- Attendance Incentives & Certificates will be given to students with good attendance.	G. Leopold	Aug. 2011 – May 2013	Incentive program, Awards Ceremonies, Field Trip	Local Funding	Attendance Reports	Attendance Reports		
JH2 – Students will be filed on for excessive absences.	G. Leopold	Aug. 2011 – May 2013	Attendance Committee	Local Funding for Certified Mailings	Parent Letters sent home Make up data	Parent Letters sent home Make up data		
JH3 – Parent /School communication will continue to increase.	G. Leopold	Aug. 2011– May 2013	Attendance Committee Peims Reports Counselor Parental Involvement	Local Funding for Certified Mailings	Parent Contact Logs	Parent Contact Logs		

## Goals and Objectives

Activity/Strategy (Goal 2/Objective 1)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
			Committee Marquee Sign School Reach Website Facebook					
HS1 - Recognize students for perfect attendance for all four years of high school at the Academic Banquet.	Principal	May 2012 & 2013	TxEIS attendance data	\$0	Attendance Record	Attendance Record		
HS2 - Policies and procedures for dealing with truancy and poor attendance will be followed.	Assistant Principal	August 2011 – May 2013	Attendance letters Court filings	Local Budget \$500	Six Weeks Percentages	Six Weeks Percentages		
HS4 - Offer exam exemption policy as an attendance incentive.	Principal	August 2011 – May 2013	Grades Attendance Records	\$0	% of students exempt from each exam	% of students exempt from each exam		

## Goals and Objectives

<b>Goal:</b>	<b>2</b>	<b>CISD will support and maintain a safe and supportive environment for the school community.</b>
<b>Objective:</b>	<b>2</b>	<b>The district will improve the systems of communication and participation among and between the district, parents and community.</b>

Approximate hits on District Web Site per month	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
	4,000	5,000	7,500	8,300	63,000	65,000

Activity/Strategy (Goal 2/Objective 2)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 – Each campus will have and utilize a campus created parent involvement policy/procedure.	Campus Principals	Aug 2011-2013	Superintendent	0	Communication to Superintendent it has been disseminated	Campus/Parent Feedback		
EL1- Provide parent newsletters as well as calendars, information on marquee sign, automated message system and teacher web-pages that informs parents of upcoming events at CES. The school webpage and Facebook gives internet access to information for home.	District Instructional Technologist	Aug. 2011- May 2013	Network School Reach S. Hagel J. Gonzalez V. Anderson	\$250 Local Funding	Agendas Documentation	Survey Web counter		
EL2- Encourage parent involvement/ communication through AR/ PTO meetings, Meet the Teacher nights, orientations, and good news phone calls and cards. Reading and Parent Involvement newsletter is sent home periodically. PTO newsletter on CES website.	District Instructional Technologist	Aug. 2011- July 2013	V. Anderson K. Divin GLC's PTO	\$450 Local Funding	Agendas Logs Bulletins	Survey		

## Goals and Objectives

Activity/Strategy (Goal 2/Objective 2)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
JH1 – 3, 5, and 9 day letters sent to guardians regarding attendance.	G. Leopold	Aug. 2011 – May 2013	Peims Reports	Local Funding for Certified Mailings	Parent Letters sent home Make up data	Parent Letters sent home Make up data		
JH2 - School Reach Parent Contact System, Newsletter, Marquee, and RSVP for Open House will be used as a resource to increase communication.	G. Leopold	Aug. 2011 – May 2013	G. Leopold ELA Teachers	\$1500 Local Funding	Calls Made Report	Calls Made Report Feedback from Parents		
JH3 – Teachers will make individual calls to parents each six weeks as determined by the Principal.	G. Leopold	Aug. 2011 – May 2013	Administration Peims Reports Counselor Teachers S. Klump	\$0	Parent Contact Logs	Parent Contact Logs		
HS1 - Mail parent letter providing information for TX Gradebook parent portal access.	PEIMS Clerk	August 2011 & 2012	RSCCC Parent Portal on TX Gradebook		Information Distributed	Information Distributed		
HS2 - Encourage parental involvement.	Principal Counselors Teachers	August 2011 – May 2013	Parent letters Newspaper Website		Agendas Open House	Agendas Open House		
HS3 - Expand the website information.	Principal Teachers Webmaster	August 2011 – May 2013	CISD Website		Information submitted for publication	Information submitted for publication		

## Goals and Objectives

<b>Goal:</b>	<b>2</b>	<b>CISD will support and maintain a safe and supportive environment for the school community.</b>
<b>Objective:</b>	<b>3</b>	<b>The district will continue to implement and strengthen a character education program, emphasizing violence and abuse prevention, conflict resolution, anti-bullying behaviors and a positive sense of self worth that includes the prevention of dating violence and suicide.</b>

### Safe School Survey – Student Results from grades 6 - 12

<b>Inquiry</b>	<b>Percent</b>
How safe do you feel at school?	94% feel safe/very safe (95%)
This school year, has someone physically threatened, attached, or hurt you at school?	75% responded Never (70%) 18 % responded one or two times (15%)
This year, has someone sexually assaulted you at school?	89% responded Never (96%) 7% responded 1 or 2 times
Have you ever seen a student carrying a weapon at school?	40% responded Yes (58%) , with 48% identifying it as a knife or scissors (76%)

<b>Activity/Strategy (Goal 2/Objective 3)</b>	<b>Person Responsible/ Position</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost Estimate &amp; Fund Source</b>	<b>Formative Evaluation (data reviewed)</b>	<b>Summative Evaluation (data reviewed)</b>	<b>Activity Completed (y/n)</b>	<b>Recommended for next year (y/n)</b>
D1 - CISD will continue to implement Character Counts initiatives on each campus through classroom activities and announcements.	Campus Administrators	May 2011 and May 2013	Campus Assistant Principals Character education materials	\$500	Lesson plans and copies of announcements	Lesson plans and copies of announcements		
D2 - CISD will designate 3 days a year as “Prevention Days” where prevention and character information is disseminated to students in each classroom and tied to course content.	Student Services Director	Ongoing through May 2013	Campus Administration Counselors	\$200 per campus out off campus local funding	Lesson Plans	Lesson Plans		
D3 - CISD will provide information to faculty and staff regarding the signs of and reporting requirements of child abuse, inclusive of sexual abuse of a child.	Student Services Director	Aug 2011 and Aug 2012	Educational handouts	\$50 printing cost	Sign in sheets from training	Sign-in sheets from training		
EL1- Continued implementation of Character Counts program	Campus Administration	Aug. 2011- July 2013	S. Hagel K. Divin K. Heffley	\$500 Local Counselor Supplies	Bulletins Announcements Web site	Lesson plans Referrals PEIMS		

## Goals and Objectives

Activity/Strategy (Goal 2/Objective 3)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
within the classroom and through announcements. Mini-lessons and class projects integrated into the classroom will correspond to the character trait of the month.			G. Boman GLC's		Marquee			
JH1 –Colorado County Extension Agency will present programs on Bullying, Conflict Resolution and Tolerance to all grades.	C. Tilotta	Aug. 2011 – May 2013	Colorado County Extension Agency.	\$0	Lesson Plans	Lesson Plans		
JH2 – Teen Leadership class will cover these topics in depth.	S. Prause	Aug. 2011 – May 2013	S. Prause	\$0	Lesson Plans	Lesson Plans		
JH3 – Character Counts Program continues implementation.	S. Kallina	Aug. 2011 – May 2013	All Teachers	\$0	School Activities	School Activities		
JH4 Taking Advantage of Jr. High will be presented to students.	C. Tilotta	Aug. 2011- May 2013	K Heffley	Grant	School Activities	School Activities		
HS1 – Use A&E Investigative Reports: Teenage Suicide – The Silent Threat” in health classes.	Health teacher	August 2011 – May 2013	A & E Investigate Reports Video	Local Budget	Lesson Plans Class Discussion	Lesson Plans Class Discussion		
HS2 - Offer an incentive reward each semester for students who have not received any discipline referrals or ISS/OSS for the previous semester.	Principal Assistant Principal	August 2011 – May 2013	Incentive awards	Local Budget Student Activity \$500	Discipline referrals	Discipline referrals		
HS3 - Integrate the “Character Counts” curriculum into the video announcements.	Counselor Video Tech Dept.	August 2011 – May 2013	“Character Counts” curriculum	SCE \$250	Purchase order for materials	Purchase order for materials		
HS4 - Show Teen prevention 3 screen video presentation on making	Special Programs Director	August 2011 – May 2013	Motivational productions, Inc.	Local Budget \$1250	Student attendance at presentation	Student attendance at presentation		

## Goals and Objectives

Activity/Strategy (Goal 2/Objective 3)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
right choices - "The Truth about Lies"	Principal		Auditorium					

## Goals and Objectives

<b>Goal:</b>	<b>2</b>	<b>CISD will support and maintain a safe and supportive environment for the school community.</b>
<b>Objective:</b>	<b>4</b>	<b>The number of truancies will decrease.</b>

<b>2006-2007 truancy charges</b>	<b>23</b>
<b>2007-2008 truancy charges</b>	<b>45</b>
<b>2008-2009 truancy charges</b>	<b>34</b>
<b>2009-2010 truancy charges</b>	<b>75</b>
<b>2010-2011 truancy charges</b>	<b>74</b>

Activity/Strategy (Goal 2/Objective 4)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will designate 3 days a year as "Prevention Days" where prevention and character information is disseminated to students in each classroom and tied to course content.	Student Services Director	Ongoing through May 2013	Campus Administration Counselors	\$200 per campus from local campus funding	Lesson Plans	Lesson Plans		
EL1- Attendance committee will monitor student attendance and take appropriate steps to combat truancy such as phone call, home visits, and attendance letters outlining the Compulsory attendance law.	Campus Administration 1	Aug. 2011- July 2013	PEIMS clerk Attendance committee K. Divin K. Heffley S. Hagel	\$200 postage Local Funding	PEIMS data	PEIMS AEIS		
JH1 – Attendance incentives will be awarded.	G. Leopold	Aug. 2011 – May 2013	Attendance Committee. PEIMS	Local Funding	Perfect Attendance Lists	Perfect Attendance Lists		
JH2 - Charges will be filed for excessive absences resulting from truancy.	S. Kallina	Aug. 2011 – May 2013	Attendance Committee Peims	Peims Reports	Local Funding for Certified Mailings	Parent Letters sent home Make up data		
HS1 - Address truancy on a regular basis.	Assistant Principal	August 2011 – May 2013	Attendance Data	Local Budget \$500	Attendance Letters	Attendance Letters		
HS2 - Provide At-risk counselor to counsel truant students	Principal	August 2011 – May 2013	Attendance Data	HS Allotment \$55,000 FTE = 1.0	Counselor logs	Counselor logs		

## Goals and Objectives

<b>Goal:</b>	2	<b>CISD will support and maintain a safe and supportive environment for the school community.</b>
<b>Objective:</b>	5	<b>The number of discipline referrals will decrease.</b>

Campus	09-10 student #'s	09-10 student #'s	10-11 student #'s	08-09 referral total	09-10 referral total	10-11 referral total
CHS	117	117	97	450	310	287
CJHS-RC	73	73	87	149	196	212
CES	78	78	22	168	137	74

Activity/Strategy (Goal 2/Objective 5)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will designate 3 days a year as "Prevention Days" where prevention and character information is disseminated to students in each classroom and tied to course content.	Student Services Director	Ongoing through May 2013	Campus Administration Counselors	\$200 per campus from local campus funding	Lesson Plans	Lesson Plans		
D2 - CISD Transportation staff will receive training on bus safety, discipline management and anti-bullying strategies.	Superintendent, Operations Director	August 2011 and 2013	Brenda Krchnak	\$0	Sign-in Sheets	Sign-in Sheets		
D3 - CISD will provide training for campus administrative staff that includes discipline data submission information, purpose and structure of alternative education settings, effective classroom management techniques and updates regarding the code of conduct.	Superintendent	August 2011 and 2013	Superintendent	\$0	Sign-in Sheets	Sign-in Sheets		
D4 - CISD will continue to support the activities and strategies of the Texas Behavior Support Initiative and will provide Mandt Training.	Special Education Director	August 2011 and 2013	Gigi Boman	\$0	Mandt Training Sign-in sheets Input from AEP staff and classroom teachers	Mandt Training Sign-in sheets Input from AEP staff and classroom teachers		
EL1-- Campus wide discipline plan used to establish steps for the referral process.	Campus Administration	Aug. 2011- May 2013	S. Leopold S. Hagel L. Templeton G. Boman GLC	\$1000 Local Funding	Detention log ISS log PIC/PAC log	PEIMS AEIS		

## Goals and Objectives

Activity/Strategy (Goal 2/Objective 5)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
EL2- Develop a reward system which stimulates positive behavior through strategies such as Counselor mini sessions, Character counts, token system, and good behavior days.	Campus Administration	Aug. 2011- May 2013	GLC K. Divin G. Boman	\$1800 Local Funding	Counselor log Referrals	Detention log ISS log PEIMS PIC/PAC log		
EL3-Provide administrative presence in hallways, classrooms, cafeteria, playground, etc. to encourage appropriate behavior.	Campus Administration	Aug. 2011- May 2013	S. Leopold S. Hagel	\$0	Detention log ISS log PIC/PAC log	PEIMS AEIS		
JH1 – Student Supervi. Character Counts Program	S. Kallina	Aug. 2011 – May 2013	CJHS Staff	\$0	425 Discipline Report	425 Discipline Report		
JH2 – Walk Throughs by Administration.	G. Leopold	Aug. 2011 – May 2013	Administration	\$0	Walk-through Data Benchmark Data	Walk-through Data Benchmark Data		
HS1 - Offer an incentive reward each semester for students who have not received any discipline referrals or ISS/OSS for the previous semester.	Principal/AP	August 2011 – May 2013	TxEIS reports per semester  Incentive awards	\$300	Video Announcements	Video Announcements		
HS2 - Freshmen orientation meetings to discuss campus information and expectations with the students and parents.	Principal	August 2011 & 2012	Enrollment forms  Code of Conduct	\$0	Agenda  Orientation announcement	Agenda  Orientation announcement		
HS3 - Monitor the number, grades, behavior, and proportions of students placed in AEP.	Principal  Counselor	August 2011 – May 2013	AEP facility  Instructors	SCE  \$55,000  FTE = 1.5	Student placement order  Student schedule of classes	Student placement order  Student schedule of classes		
HS4 - Utilize electronic discipline referral program	Principal  Assistant Principal	August 2011 – May 2013	Educator’s Handbook Software	Local Budget  \$495 per year	Efficiency increased  Paper work decreased	Efficiency increased  Paper work decreased		

## Goals and Objectives

<b>Goal:</b>	<b>2</b>	<b>CISD will support and maintain a safe and supportive environment for the school community.</b>
<b>Objective:</b>	<b>6</b>	<b>Each campus will strengthen the implementation of a Campus Safety Plan/Procedure.</b>

### Staff Awareness Survey Averages (1- not familiar to 5 very familiar)

	08-09	09-10	10-11	CES	CJH	CHS
Are you aware of your responsibility in a campus lockdown?	4.4	4.6	4.6	4.8	4.6	4.3
Are you are aware of the action required from each sequence of bells?	3.8	3.5	4.0	4.3	3.6	3.9
Are you familiar with the chain of command referencing information that is given to students?	3.8	4.0	3.8	4.0	3.9	3.7
Are you aware of the designated meeting place in case of a school evacuation?	4.3	4.4	4.2	4.6	4.4	3.8

Activity/Strategy (Goal 2/Objective 6)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will provide EOP training to all new staff	Student Services Director	September 2011 and 2012	Copies of plan	\$0	Training agendas and sign-in sheets	Training agendas and sign-in sheets		
D2 - CISD will provide EOP updates/revisions to all faculty and staff and report it to various district committees, such as the HEAC.	Student Services Director	September 2011 and 2011	Plan Updates	\$100	Copies of handouts and memos.	Flip charts in classes		
EL1- The Campus Safety committee will facilitate a series of drills that will address fire, tornado, lock down, and intruder in the building.	Campus Administration	Aug. 2011- May 2013	Emergency Drills City emergency radio 100% attendance	\$0	Faculty handbook Drill log of dates In-service agenda EOP	Survey		
JH1 - Will continue to have emergency drills and update procedures when needed.	G. Leopold	Aug. 2011 – May 2013	Copy of plans and procedures.	\$0	Emergency Drill Logs EOP	Emergency Drill Logs EOP		
HS1 - Ensure campus evacuation maps are posted in classrooms and throughout the building.	Assistant Principal	August 2011 & 2013	Campus maps	\$0	Evacuation maps posted	Evacuation maps posted		

## Goals and Objectives

Activity/Strategy (Goal 2/Objective 6)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
HS2 - CHS administration will set a timeline for monthly safety drills to be held on campus.	Principal/AP	August 2011 – May 2013	Emergency Bells Public Address System	\$0	Timeline and type of drill	Timeline and type of drill		
HS3 - Review emergency operation procedures.	Principal/AP	September 2011 & 2012	Emergency Operations Plan	\$0	Meeting Sign-in	Meeting Sign-in		
HS4 - All faculty/staff will wear identification badges at CHS.	Principal Assistant Principal	August 2011 – May 2013	Pictures Badges	\$1000	ID's made and Distributed	ID's made and Distributed		

## Goals and Objectives

<b>Goal:</b>	2	<b>CISD will support and maintain a safe and supportive environment for the school community.</b>
<b>Objective:</b>	7	<b>The district will educate students on the negative effects of drugs, alcohol and tobacco.</b>

### School Safety Survey – Student Results from grades 6-12

Inquiry	
Have you, without permission of your parents, consumed any alcoholic beverages in the past 12 months?	22% responded Yes (39%)
In your opinion, how serious is illegal and inappropriate drug use?	46% believe it to be a problem (53%)
In your opinion, how serious is alcohol use?	36% believe it to be a problem (49%)
In your opinion, how serious is tobacco use?	40% believe it to be a problem (54%)

Activity/Strategy (Goal 2/Objective 7)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will designate 3 days a year as “Prevention Days” where prevention and character information is disseminated to students in each classroom and tied to course content.	Student Services Director	Ongoing through May 2012 and 2013	Campus Administration Counselors	\$200 per campus from campus funding	Lesson Plans	Lesson Plans		
D2 - CISD’s HEAC will meet to address health/prevention needs and issues.	Student Services Director	Ongoing through May 2012 and 2013	Committee Meeting Agendas	\$0	Committee Meeting Agendas and Sign-in sheets	Committee Meeting Agendas and Sign-in sheets		
D3 The Coordinated School Health Program “CATCH” will continue to be implemented at CES and CJH.	Superintendent	Ongoing through May 2012 and 2013	T. Neuendorff and J. Leopold	\$200 Local Funding	Meeting Notes, Lesson Plans and Activity Agendas	Meeting Notes, Lesson Plans and Activity Agendas		
EL1-Drug, alcohol, and tobacco prevention will be addressed in health / PE classes and in school wide	CATCH Coordinator	Aug. 2011-May 2013	J. Leopold D. Loessin E. Gonzalez	\$2200 Local Funding, Title 4 Funding	Program evaluation Lesson plan	Survey Lesson format		

## Goals and Objectives

Activity/Strategy (Goal 2/Objective 7)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
awareness activities such as Red Ribbon Week.			CATCH program Red Ribbon Act.					
JH1 – Teen leadership classes will cover prevention.	S. Prause	Aug. 2011 – May 2013	S. Prause	\$0	Lesson Plans	Lesson Plans		
JH2 – Red Ribbon Week activities will conducted to increase student aware of the importance of good decisions.	S. Prause	Aug. 2011 – May 2013	S. Prause CHS Program	\$800 Title 4 supplies \$300 Title 4 Contracted Services	Copy of Red Ribbon Week Schedule	Copy of Red Ribbon Week Schedule		
JH3 – CATCH program activities will be implemented.	T. Neuendorff	Aug. 2011 – May 2013	T. Neuendorff P.E. Teachers	\$0	Announcements Café Menu Physical Fitness Test	Announcements Café Menu Physical Fitness Test		
HS1 - CHS will provide student mentoring for CES students during Ribbon Week.	SADD Sponsor	October 2011 & 2012	Red Ribbon week materials	Title IV \$250	Schedule of classes to attend	Schedule of classes to attend		
HS2 - Present a program to students about drugs, alcohol, and/or tobacco education.	Counselor	October – November 2011 & 2012	Curbing Project web based instruction	\$0	Schedule for curbing project sessions	Schedule for curbing project sessions		

## Goals and Objectives

<b>Goal:</b>	<b>2</b>	<b>CISD will support and maintain a safe and supportive environment for the school community.</b>
<b>Objective:</b>	<b>8</b>	<b>The district will provide awareness training on abstinence education.</b>

	<b>06-07</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>
Number of Female Students Receiving Pregnancy Related Services	8	8	7	4	4

Activity/Strategy (Goal 2/Objective 8)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will continue to provide abstinence lesson materials and legislative updates to campus health/wellness teachers.	Student Services Director	Ongoing through May 2012 and 2013	Legislative guidance, local and legal policy.	\$200 per campus from local campus funding	Lesson Plans, Copies of emails	Lesson Plans		
D2 - CISD will provide support services and CEHI to students receiving PRS services.	Student Services Director	As needed	Campus Homebound Teacher, PEIMS Coordinator	\$1500 State compensatory	PRS service folders	PRS service folders		
D3 - CISD will provide abstinence lessons in health classes.	Health Teachers	Ongoing through May 2012 and 2013	Abstinence materials J. Leopold S. Prause A. Mikulin	\$500 per campus from local campus funding	Lesson plans	Lesson Plans		
E1 - N/A								
JH1 - Teen Leadership classes will cover this through abstinence lessons.	S. Prause	Aug. 2011 - May 2013	S. Prause	\$0	Lesson Plans	Lesson Plans		
JH2 - Character Counts Program is implemented highlighting the positive effects of good choices.	S. Kallina	Aug. 2011 - May 2013	All Teachers	\$0	Lesson Plans	Lesson Plans		
JH3 Science Curriculum will address consequences of poor choices.	S. Klump	Aug. 2011 - May 2013	S. Klump	\$0	Lesson Plans	Lesson Plans		
HS1 - Attend "Parenting and Paternity Awareness" workshop.	Family Consumer Science Teacher HST Teacher	October 2011 & 2012	Workshop	Region III	Dates scheduled	Dates scheduled		

## Goals and Objectives

Activity/Strategy (Goal 2/Objective 8)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
HS2 - Present "Expect Respect" program in health classes.	Counselor Health Teacher	November February 2011-2013	Prevention materials Family Crisis Center	\$0	Dates scheduled	Dates scheduled		

## Goals and Objectives

<b>Goal:</b>	<b>2</b>	<b>CISD will support and maintain a safe and supportive environment for the school community.</b>
<b>Objective:</b>	<b>9</b>	<b>The climate of each campus will promote a positive learning environment.</b>

**Staff School Climate Survey Averages  
(1= strongly disagree to 5= agree strongly)**

	CES		CJHS		CHS	
	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11
Entire campus is unified toward the goal of educating children	4.6	4.4	3.9	4.2	4.3	4.1
Collaborative efforts between co-workers are ongoing	4.0	4.1	3.7	4.2	3.7	3.7
Administrative support given to academic enrichment efforts for students	4.2	4.4	3.4	4.2	4.3	4.0
Faculty and staff are friendly	4.1	4.2	3.7	4.0	4.1	4.3
Our district promotes a positive learning environment where students come first	4.3	4.4	3.9	4.2	4.1	4.3

Activity/Strategy (Goal 2/Objective 9)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will facilitate a district Wellness Program.	T. Neuendorff, Employee Wellness Coordinator	Ongoing through May 2012 and 2013	T. Neuendorff	\$1000.00	Copies of newsletters and exercise logs	Copies of newsletters and exercise logs		
EL1- Motivational in-services and programs offered throughout the year for faculty and staff. Staff social functions to celebrate successes and instill camaraderie and “Joys and Concerns” updates for events in staff’s personal life.	Campus Administration	Aug. 2011- May 2013	V. Anderson E. Bergfeld S. Hage	\$1200 Local Funding and Title 2A	Faculty updates Lesson plans	Faculty meeting agendas Survey		
JH1 - Positive attitudes with students and co-workers will be the expectation.	G. Leopold	Aug. 2011 – May 2013	CJHS Staff and Students.	\$0	Staff Surveys	Staff Surveys		
JH2 – Mentor/Mentee Program will be used to	D. Boehme	Aug. 2011 – May 2013	Students and Staff	\$0	Benchmark Data	State Assessment Data for Student		

## Goals and Objectives

Activity/Strategy (Goal 2/Objective 9)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year y/n)
motivate students positively.						Participants		
JH3– Student recognition for academic and extracurricular successes will be given.	G. Leopold	Aug. 2011 – May 2013	Announcement Local papers	Local Funding	Copies of Student Lists	Copies of Student Lists		
JH4- Incentive Program for good behavior will continue.	G. Leopold	Aug. 2011 – May 2013	PEIMS All Teachers Administrator	Local Funding	Copies of Student Lists	Copies of Student Lists		
HS1 - Provide presentations that will encourage and motivate faculty and staff.	Principal/AP Dept. Chairs	Aug. 2011 – May 2013			Agendas Sign in sheets	Agendas Sign in sheets		
HS2 - Send notes of appreciation to faculty and staff for outstanding performances.	Principal	Aug. 2011 – May 2013	Notes	\$0	Notes to teachers	Notes to teachers		
HS3 – Recognize faculty and staff at meetings and in weekly bulletins	Principal	Aug. 2011 – May 2013		\$0	Documentation	Documentation		
HS4- Faculty and Staff appreciation days	Principal	Aug. 2011 – May 2013			Documentation	Documentation		

## Goals and Objectives

<b>Goal:</b>	<b>3</b>	<b>CISD will support vocational and career based programs to meet job market demands and trends.</b>
<b>Objective:</b>	<b>1</b>	<b>The district will increase the number of students taking and scoring at or above criterion level on college admissions tests and increase our mean scores to equal that of the nation as indicated on the AEIS report.</b>

% Taking SAT/ACT		% Scoring At/Above Criterion Level	
Class of 2005	57.0%	Class of 2005	24.6%
Class of 2006	56.7%	Class of 2006	25.4%
Class of 2007	49.5%	Class of 2007	35.8%
Class of 2008	54.2%	Class of 2008	13.8%
Class of 2009	60.0%	Class of 2009	22.8%

Mean SAT Score	CHS	State	National
Class of 2005	971	992	1028
Class of 2006	988	991	1021
Class of 2007	1046	992	1017
Class of 2008	947	964	987*
Class of 2009	1013	985	1016 *

Mean ACT Score	CHS	State	National
Class of 2005	20.4	20.0	20.9
Class of 2006	20.8	20.9	21.1
Class of 2007	21.0	20.2	21.2
Class of 2008	19.8	19.7	20.5
Class of 2009	22.4	20.5	21.1

\*Critical Reading and Math

Activity/Strategy (Goal 3/Objective 1)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will designate 3 days a year as "Career Emphasis Days" where career information is disseminated to students in each classroom and tied to course content.	Student Services Director	Ongoing through May 2013	Campus Administration Counselors	\$200 per campus from local campus funding \$250 Carl Perkins	Lesson Plans	Lesson Plans		
EL 1 – N/A								
JH1 - Tech classes will help prepare students for future careers.	R. Partridge	Aug. 2011 – May 2013	Updated technology materials	\$1000 Local Funding Title 2 D – Campus Technology	Lesson Plans	Lesson Plans		
JH 2 – All instruction will help students prepare for future careers by the	G. Leopold	Aug. 2011 – May 2013	All Teachers	Local Funding	Lesson Plans	Lesson Plans		

## Goals and Objectives

Activity/Strategy (Goal 3/Objective 1)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
infusion of current career information and by holding a College Day initiative each Wednesday.								
JH3 –Teen Leadership classes will cover career education.	S. Prause	Aug. 2011 – May 2013	S. Prause	Local Funding	Lesson Plans	Lesson Plans		
JH4 – CJH Counselor will administer the ACT Explore to all 8 <sup>th</sup> grade students and provide them with a locally developed career planning booklet to compliment the individual ACT Explore results.	C. Tilotta	Aug. 2011– May 2013	C. Tilotta E. Chandler	Local Funding	Test administration schedule	Completed booklets and individual test results for students		
HS1 - Provide information to students through ACT / SAT prep class	Counselor	Aug. 2011 – May 2013	College brochures Testing information	\$500	Lesson Plans	Lesson Plans		
HS2 - Provide information to the parents of secondary students on college admissions, test practice material, and testing information.	Counselor	October 2011 & 2012	Financial Aide information Testing information	\$0	Agendas	Agendas		

## Goals and Objectives

<b>Goal:</b>	<b>3</b>	<b>CISD will support vocational and career based programs to meet job market demands and trends.</b>
<b>Objective:</b>	<b>2</b>	<b>The District will expand the dissemination of Career information to all grade levels.</b>

Number of secondary students who participated in a designated presentation of Career Information: 2009-2010: 91% 2010-2011 100%

Activity/Strategy (Goal 3/Objective 2)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD high school, junior high and special education counselors will give to parents and students information on higher education and financial aid opportunities.	Campus Principals, Special Education and Student Services Directors	Ongoing through May 2012 and 2013	Financial Aid brochures, online search engines and career inventories	Counseling Supplies, Carl Perkins	Expenditure ledgers, training agendas	Expenditure ledgers, training agendas		
EL 1 – Each grade level will utilize field trips and guest speakers to increase awareness of career fields and options including career days.	Campus Administration	Aug. 2011- May 2013	GLC's S. Gerik	\$3,575 Local Funding	Expenditure Ledgers Visitor Sign-in	Expenditure Ledgers Visitor Sign-in		
JH2 – Tech classes will help prepare students for future jobs by presenting current career and post high school information .	R. Partridge	Aug. 2011 – May 2013	L. Walla Technology materials and supplies.	\$1000 Local Funding Title 2 D – Campus Technology	Lesson Plans	Lesson Plans		
HS1 - Give instruction in Career Direction to all juniors and seniors and all CATE students.	CATE Dept. Chair	August – May 2013	Career direction program materials	Local Budget	Lesson Plans	Lesson Plans		
HS2 - Participate in College and Financial Aide Night sponsored by Colorado County	CATE Dept. Chair	October 2011 & 2012	Flyers Financial aid information	\$0	Sign in Sheets	Sign in Sheets		

## Goals and Objectives

<b>Goal:</b>	3	CISD will support vocational and career based programs to meet job market demands and trends.
<b>Objective:</b>	3	Career Cluster awareness will be emphasized in 8 <sup>th</sup> – 12 <sup>th</sup> grades to assist in post high school planning.

Percentage of 8<sup>th</sup> – 12<sup>th</sup> graders who received Career Cluster Information: 100%

Activity/Strategy (Goal 3/Objective 3)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
EL 1 – N/A								
JH1- Technology classes will stress job opportunities in the technology field. Skills will be taught that will be used in future jobs.	R. Partridge	Aug. 2011 – May 2013	L. Walla A. Wessels Tech. Equipment and Software	Local Funding ARI/AMI	Lesson Plans	Lesson Plans		
HS 1 - The Career and Technology Education Department will develop coherent sequences for each career cluster strand.	W. Page	Aug. 2011 – May 2013	Course Offering books, ATC web site, Achieve Texas information.	\$0	Coherent Sequence forms	Coherent Sequence forms		

## Goals and Objectives

<b>Goal:</b>	4	<b>CISD will continue to improve district wide technology development and implementation.</b>
<b>Objective:</b>	1	<b>The district will ensure appropriate access to and use of technology for all students and staff.</b>

STaR Chart Data – Title II Part D Survey	Early Technology Proficiency		Developing Technology Proficiency		Advanced Technology Proficiency		Met Target Technology Proficiency	
Patterns of Classroom Use - TL1			O	X				
Frequent Design of Instructional Setting Using Digital Content - TL2			O			X		
Content Area Connections- TL3			O			X		
Technology Applications TEKS Implementation – TL4			O	X				
Student Mastery of Technology Applications – TL 5			O	X				
Online Learning – TL6			O	X				
Professional Development Experiences – EP1			O	X				
Models of Professional Development – EP 2			O	X				
Capabilities of Administrators – EP 3			O	X				
Access to Professional Development- EP 4			O	X				
Levels of Understanding and Patterns of use – EP5			O	X				
Leadership and Vision- L1				X	O			
Students Per Computer- INF1			O			X		
Technical Support - INF4					O	X		
Distance Learning Capacity – INF6			O			X		

X = 09-10 data

O = 10-11 data

Activity/Strategy (Goal 4/Objective 1)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 – The District will support a district level Instructional Technologist.	Superintendent	Ongoing through May 2011 and 2013	V. Anderson	Local Dollars	Reports from DIT and assistance requests from the <i>Support at CISD</i> tracking system.	Reports from DIT and assistance requests from the <i>Support at CISD</i> tracking system.		
EL1- Continue technology in-service program w/ mini-lessons during faculty meetings.	District Instructional Technologist	Aug. 2011- July 2013	V. Anderson	1FTE \$200- Title IID	Lab sign in Faculty updates	Lesson plans PDAS STAR chart		
EL2- Provide an	District	Aug. 2011-	Lab	.5 FTE	Data base	Star chart		

## Goals and Objectives

Activity/Strategy (Goal 4/Objective 1)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
instructional technologist for the campus to facilitate repair and implementation of technology within the curriculum.	Instructional Technologist	July 2013	Network K. Noska J. Gonzalez V. Anderson L. Portwood	\$11,000- State Tech funds Stimulus Funds	Web site Log in sheets	Technology lesson plans PDAS		
EL3-Provide an instructional technology class for 4 <sup>th</sup> and 5 <sup>th</sup> grade classes using TechKnowledge.	K. Noska	Aug. 2011- May 2013	K. Noska TechKnowledge		Lesson Plans Student Assessment Data	Lesson Plans Student Assessment Data		
JH1 – All teachers will use technology in their instruction. Technology classes for 6 <sup>th</sup> , 7 <sup>th</sup> and 8 <sup>th</sup> grades.	G. Leopold	Aug. 2011 – May 2013	Technology tools and instructional materials.	ARI/AMI Technology budget	Lesson Plans Student Assessment Data	Lesson Plans Student Assessment Data		
JH2 – All teachers will have access to technology software, materials & training approved by administration.	G. Leopold	Aug. 2011 – May 2013	Technology, materials, staff development	ARI/AMI Technology budget	Purchase Orders Lesson Plans	Purchase Orders Lesson Plans		
HS1 - Install mounted LCD projectors in all classrooms	Principal	Aug. 2011 – May 2013	LCD projectors Ceiling mounts	HS Allotment \$2,000	Campus Technology plan	Campus Technology plan		
HS2 - Provide training based on STAR chart findings	Campus Instructional Technologist	Aug. 2011 – May 2013	Training materials Computer labs	\$0	Star Chart Results	Star Chart Results		

## Goals and Objectives

<b>Goal:</b>	<b>5</b>	<b>CISD will continue to maintain and improve district facilities.</b>
<b>Objective:</b>	<b>1</b>	<b>The district will survey all faculty and staff regarding facilities, their utilization and maintenance.</b>

**Faculty and Staff Survey Results**  
based on a 1 to 5 scale (5 is the highest)

	May 2009	May 2010	May 2011
Adequate facility to meet the required need	3.8	3.8	3.8
Timely response to maintenance requests	3.2	3.9	4.2
Appropriate utilization of resources (classrooms, PE facilities used efficiently)	4.2	4.2	4.4
Adequacy of the facility to meet needs for the next 5 years	4.0	3.5	3.5

Activity/Strategy (Goal 5/Objective 1)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
DI - Surveys will be disseminated to Faculty and Staff	Student Services Director	April 2012 and 2013	E. Chandler	\$0	Compiled Data from Survey	Compiled Data from Survey		
D2 - CISD will encourage electrical conservation by reducing consumption by 5% a year for 6 years.	Superintendent, Maintenance Supervisor	Ongoing through May 2011 and 2013	Business Manager, Business Office	\$0	Mid-Year Check of electric bills	End of year chart on electric costs per month		
EL1 – Staff will participate in collection of all data relating to facilities.	Campus Administration	May 2013	Staff	\$0	Survey results	Survey results		
JH1- Staff will follow procedures regarding facility utilization.	G. Leopold	Aug. 2011 – May 2013	Staff	\$0	Maintenance Requests	Maintenance Requests		
JH2 – Staff will participate in collection of all data relating to facilities.	G. Leopold	May 2012 & 2013	Staff	\$0	Weekly Bulletin and Survey Results	Weekly Bulletins and Survey Results		
HS1 - Staff will participate in collection of all data relating to facilities.	Principal	May 2012 & 2013	Staff	\$0	Survey results	Survey results		

## Goals and Objectives

<b>Goal:</b>	<b>6</b>	<b>CISD will recruit and retain qualified employees.</b>
<b>Objective:</b>	<b>1</b>	<b>The district will continue to improve the quality and applicability of staff development.</b>

### Staff Development Survey Results based on a 1 to 10 scale (10 is the highest)

	<b>Aug. 2008</b>	<b>Aug. 2009</b>	<b>Aug. 2010</b>	<b>Aug. 2011</b>
District-wide In-service	8.6	8	7.8	8.2
CHS In-service	7.2	7.9	8.6	8.1
CJHS-RC In-service	7.0	8.2	8.0	8.3
CES In-service	7.8	8.2	7.6	8.3

<b>Activity/Strategy (Goal 6/Objective 1)</b>	<b>Person Responsible/ Position</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost Estimate &amp; Fund Source</b>	<b>Formative Evaluation (data reviewed)</b>	<b>Summative Evaluation (data reviewed)</b>	<b>Activity Completed (y/n)</b>	<b>Recom- mended for next year (y/n)</b>
D1 - CISD will solicit input on staff development from faculty and administration.	Student Services Director	Ongoing through May 2012 and 2013	Email, memos, DIPC meetings	\$0	Email, memos, DIPC meetings	Email, memos, DIPC meetings		
D2 - CISD Program Directors will offer district generated workshops based on assessed district needs.	Student Services Director, Special Education Director	Ongoing through May 2011 and 2013	Program Directors, Staff Development Dollars	\$500	Workshop Flyers	Sign-In sheets and workshop evaluations		
EL1- Develop a research based staff development plan that outlines the identified strategies needed to improve areas of academic concern.	Campus Administration	Aug. 2011 & 2012	Neuhaus Eduphoria C-Scope Sharon Wells Region III	\$12,000 Local Funding, Title 2A, Title 3	Survey Lesson plans Contracted services	Survey Lesson plans Campus plan		

## Goals and Objectives

Activity/Strategy (Goal 6/Objective 1)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
			Conferences In-service					
JH1 – All teachers will be highly qualified.	G. Leopold	Aug. 2011– May 2013	Region 3	Local Funding	HQ reports from TEA	HQ Reports from TEA		
JH2 – Teachers and Staff will attend In-service to improve instruction.	G. Leopold	Aug. 2011– May 2013	In- Service Opportunities.	\$500 ARI/AMI \$500 Local Funding \$1500 Title 2A	“Request to Attend” forms reviewed	Staff Development Logs		
HS1 - Provide staff development sessions to enhance teaching strategies for TAKS improvement, curriculum alignment, and EOC	Principal Dept. Chairs Region III	May 2012 & 2013	Program materials  TAKS/EOC information	Title II, A \$3000	Registration  Purchase Orders  Agendas	Registration  Purchase Orders  Agendas		

## Goals and Objectives

<b>Goal:</b>	<b>6</b>	<b>CISD will recruit and retain qualified employees.</b>
<b>Objective:</b>	<b>2</b>	<b>The district will monitor and improve the mentor program.</b>

<b>Averages based on a scale from 1 to 5 (5 is the highest)</b>	<b>2008-2009 data</b>	<b>2009-2010 data</b>	<b>2010-2011 data</b>
My mentor helped me acclimate to my new assignment	4.0	4.3	4.5
My mentor provided me support with the grading program	3.5	4.0	4.6
My mentor aided me with school procedures and paperwork	3.2	4.2	4.6
My mentor kept in contact with me at least weekly	2.7	4.2	4.4
I feel the Mentor Program is beneficial overall	3.8	4.3	4.7

<b>Activity/Strategy (Goal 6/Objective 2)</b>	<b>Person Responsible/ Position</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost Estimate &amp; Fund Source</b>	<b>Formative Evaluation (data reviewed)</b>	<b>Summative Evaluation (data reviewed)</b>	<b>Activity Completed (y/n)</b>	<b>Recom- mended for next year (y/n)</b>
DI - Program implementation will be evaluated annually	Student Services Director	Ongoing through May 2012 and 2013	E. Chandler	\$0	Input from Mentors/Mentees	Survey data		
D2 - New Teacher Staff Development will be reviewed in order to remain relevant to the needs of new faculty.	Student Services Director	Ongoing through May 2012 and 2013	E. Chandler	\$0	Input from Mentors/Mentees and Administration	Survey data		
EL1 – New staff will be monitored and advised by mentor for effective transition to new position.	Campus Administration	Aug. 2011- May 2013	Mentors Administration	Local Funding for Mentor Stipends	Surveys from Mentees	Surveys from Mentees		
JH1 – Mentors will continue to work with new teachers in the district.	G. Leopold	Aug. 2011 – May 2013	Mentors Administration	Local Funding for Mentor Stipends	Surveys from Mentees	Surveys from Mentees		
HS1 – Provide planning time for new teachers and their mentors	Principal	May 2012 & 2013	Mentors Administration	Local Funding for Mentor Stipends	Surveys from Mentees	Surveys from Mentees		

## Goals and Objectives

<b>Goal:</b>	<b>6</b>	<b>CISD will recruit and retain qualified employees.</b>
<b>Objective:</b>	<b>3</b>	<b>All CISD Students will be taught by a Highly Qualified Teacher and all Title 1 Instructional Aids will be Highly Qualified.</b>

### Performance Measures:

- The district will meet the state target and have 100% Highly Qualified teachers in their primary teaching assignment and in all classes taught for both Regular Education and Special Education as reflected on the TEA generated Highly Qualified Teacher summary report at the end of each school year.

Regular Education	State Target	CISD			CES			CJHS			CHS		
		09-10	10-11	11-12	09-10	10-11	11-12	09-10	10-11	11-12	09-10	10-11	11-12
Percentage of HQ Teachers (Primary Assignment)	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percent of classes taught by HQ Teachers	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Special Education	State Target	CISD			CES			CJHS			CHS		
		09-10	10-11	11-12	09-10	10-11	11-12	09-10	10-11	11-12	09-10	10-11	11-12
Percentage of HQ Teachers	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percent of classes taught by HQ Teachers	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

- CISD will increase the percentage of highly qualified core academic subject area teachers on each campus to meet the 100% target.
- CISD will increase the percentage of core academic subject area classes taught by highly qualified teachers on each campus to meet the 100% target.
- CISD will maintain the percentage of teachers receiving high quality professional development on each campus at 100%.
- CISD will ensure that low-income students and minority students are not taught at a higher rate than other student groups by inexperienced, out-of-field, or non-highly qualified teachers.
- Assist teachers not currently highly qualified to meet the highly qualified requirements in a timely manner.

## Goals and Objectives

Activity/Strategy (Goal 6/Objective 3)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will send all federally funded instructional aides to a Paraprofessional Academy to become highly qualified if needed.	Campus Principals	Fall 2011 and Fall 2012	Region 3	\$800 Local Funding Title 1 Professional Development	Registration Forms	Completion Certificates		
E1 - All CES staff will teach in their highly qualified area or receive training to be highly qualified in this area.	Campus Administration	Aug. 2011- May 2013	E. Chandler Region III	Report from E. Chandler on highly qualified	Documentation that necessary HQ action was completed	1,2,3,5,6 as listed above		
JH1 – All teachers will be highly qualified at CJHS	G. Leopold	Aug. 2011 – May 2013	Region 3	Staff Development and Contracted Services budget lines	Staff Development and Contracted Services budget lines	Staff Development Logs		
HS1 - CHS will work to employ 100% of teachers meeting highly qualified status.	Principal	May 2012 & 2013	Personnel Files Staff Development folders	Time	Employment opportunity notices	Employment opportunity notices		

## Goals and Objectives

<b>Goal:</b>	<b>6</b>	<b>CISD will recruit and retain qualified employees.</b>
<b>Objective:</b>	<b>4</b>	<b>The District will monitor Exit Interview and Teacher Retention Inquiry data.</b>

	06-07	07-08	08-09	09-10	10-11	11-12
New Teachers to the District	20	14	11	10	21	19

Percentage of Faculty left due to:			
	2008-09	2009-10	2010-11
Salary	6%	29%	20%
Retirement	0%	43%	60%
Other	56%	57%	20%

New Employees chose Columbus ISD due to:			
	2008-09	2009-10	2010-11
Salary	12%	6%	9%
District Attributes	25%	21%	27%
Family	25%	35%	32%
Other	38%	35%	32%

Activity/Strategy (Goal 6/Objective 4)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will participate in job fairs at a diverse range of universities and colleges	Superintendent	Ongoing through May 2013	R. O'Connor T. Portwood	\$500 Local Funding	Accumulated Data	Data Compilation		
D2 - Review Exit Interview and Previous Employee Survey data	Superintendent	Ongoing through May 2013	R. O'Connor E. Chandler	\$0	Accumulated Data	Data Compilation		
EL - N/A								
JH - N/A								
HS - N/A								

Goals and Objectives

<b>Goal:</b>	6	CISD will recruit and retain qualified employees.
<b>Objective:</b>	5	The district will monitor non instructional staff exit data.

Newly Hired

	06-07	07-08	08-09	09-10	10-11	11-12
Clerical, Technical and Paraprofessionals	2	4	5	5	1	2
Manual Trade	0	0	0	0	1	1

Activity/Strategy (Goal 6/Objective 5)	Person Responsible/ Position	Timeline	Resources Needed	Cost Estimate & Fund Source	Formative Evaluation (data reviewed)	Summative Evaluation (data reviewed)	Activity Completed (y/n)	Recommended for next year (y/n)
D1 - CISD will review & solicit input from non-instructional staff through exit interviews with supervisors.	Supervisors	Ongoing through May 2013	R. O'Connor T. Portwood	\$0	Any submitted data	Any submitted data		
EL- N/A								
JH - N/A								
HS - N/A								

Goals and Objectives

<b>Goal:</b>	<b>6</b>	<b>CISD will recruit and retain qualified employees.</b>
<b>Objective:</b>	<b>6</b>	<b>The district will recruit and employ recent university graduates that are reflective of the CISD student population as reflected on the AEIS report.</b>

<b>Percentage of Teaching Staff by Ethnicity</b>	<b>2006-2007</b>	<b>2007-2008</b>	<b>2008-2009</b>	<b>2009-2010</b>
African American	4.8	3.4	3.4	4.2
Hispanic	2.0	2.6	2.5	1.7
White	94.0	94	94.1	94.2
Native American	0	0	0	0
Pacific Islander	0	0	0	0

<b>Activity/Strategy (Goal 6/Objective 6)</b>	<b>Person Responsible/ Position</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost Estimate &amp; Fund Source</b>	<b>Formative Evaluation (data reviewed)</b>	<b>Summative Evaluation (data reviewed)</b>	<b>Activity Completed (y/n)</b>	<b>Recommended for next year (y/n)</b>
D1 - Participate in Job Fairs at a diverse range of universities and colleges.	Superintendent	Ongoing through May 2013	Job Fair recruitment packets	\$500	Sign-In Sheets	Resumes and applications of candidates for employment		
EL - N/A								
JH - N/A								
HS -N/A								