



**Community Independent School District
District Improvement Plan
2009-2010**

Vision Statement

**Developing tomorrow's leaders and productive citizens by
cultivating a passion for learning and a desire for excellence.**

Mission Statement

With the commitment that all students can learn, we will provide adequate opportunities and educational strategies to enable our students to be productive citizens in a challenging society. Our goal is to help each child develop mentally, physically, and aesthetically. Community Independent School District will provide instruction at the highest level of quality for all students. In a cooperative effort of home and community, our youth will be prepared to meet the challenge of the future.

Community ISD District Goals 2009-2010

CISD Vision

Developing tomorrow's leaders and productive citizens by cultivating a passion for learning and a desire for excellence.

CISD Mission Statement

With the commitment that all students can learn, we will provide adequate opportunities and educational strategies to enable our students to be productive citizens in a challenging society. Our goal is to help each child develop mentally, physically, and aesthetically. Community Independent School District will provide instruction at the highest level of quality for all students. In a cooperative effort of home and community, our youth will be prepared to meet the challenge of the future.

CISD Goals

Goal 1 – Community ISD will receive *Recognized* district status from the Texas Education Agency and have all campuses rated either Exemplary or Recognized in 2010. CISD will meet all requirements for Adequate Yearly Progress under NCLB.

Objective 1 – Community Independent School District will attain 90% passing on TAKS for all students.

Objective 2 – Community ISD will strive to attain grade level or above achievement of all students on local, state and national assessments.

Goal 2 – Community ISD will promote and encourage improved attendance rates to students and parents district wide.

Objective 1 – Community ISD will improve from 95.4% to 97% by the end of the 2010 school year.

Goal 3 – Community ISD will work towards our district having a 0% dropout rate and a completion rate of 95%.

Objective 1 – Ensure that students have access to special programs to help the district maintain a 0% dropout rate and that all students graduate within four years of entering High School.

Objective 2 – Community ISD will provide a safe and orderly environment for learning.

Objective 3- All Community ISD Seniors will pass all areas of TAKS.

Goal 4 – Community ISD will continue to be fiscally responsible and improve efficiency and operations in the business administration department.

Objective 1 – Community ISD will analyze and evaluate different strategies and methods to improve the fiscal efficiency of the school district.

Goal 5 – Community ISD will recruit and retain highly qualified personnel and continually provide quality staff development.

Objective 1 – Community ISD will encourage all personnel to take advantage of staff development opportunities.

Goal 6 – Community ISD will emphasize parent and community involvement.

Objective 1- Community ISD will improve parent and community involvement at all campuses during 2009-2010.

**Community ISD
District Educational Improvement Committee
2008-09**

Chairperson	John Reves	Business Representative	Damon Sams 08-10
Parent	Lorena Leyva 08-09	Business Representative	Clay Barkley 08-09
Parent	Carissa Brophy 08-09	Community Member	John Roderick 08-09
Principal NeSmith Elem.	Julie Meek 08-09	Community Member	Laura Kennemer 08-10
Teacher NeSmith Elem.	Beth Sams 08-10	Teacher Community MS	Wanda Poindexter 08-09
Teacher NeSmith Elem.	Patricia Mayes 08-09	Teacher Community MS	Virginia Turner 08-10
Librarian Community HS	Christy Turney 08-10	Principal Community MS	Rodney Rainey 08-10
Teacher Community HS	Mary Long 08-10	Librarian McClendon Elem.	Tamera NeSmith 08-09
Teacher Community HS	Kay Gage 08-09	Teacher McClendon Elem.	Tana Scott 08-09
Technology Coordinator Community ISD	Sue Pederson 08-10	Teacher McClendon Elem.	Janis Barefoot 08-10

Meeting Dates:

October 15, 2008

December 10, 2008

January 14, 2009

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY

Data Reviewed:

A. Quantitative Data

1. Preliminary TAKS test results (May 2008)
2. CISD Individual Student & Class Performance Reports (Summer 2008)
3. 2007-2008 AEIS District Performance Report (Fall 2008)
4. 2007-2008 AEIS Campus Performance Report (Fall 2008)
5. Benchmark Testing Results

B. Qualitative Data

1. Surveys -Staff Development, Parent, Community, Student, G/T parent and student, special education
2. Minutes from District/Campus Meetings
3. Community ISD Board of Trustees Planning and Goal Setting Meetings
4. Review Organizational Health Inventory Studies and Campus Surveys
5. Review of 2007-2008 Plans
6. Review data from CISD Parents of Special Needs Students Parent Meetings

Significant Findings (results of data analysis)

1. Community ISD did not score 90% in all subject areas in all demographic sub-populations on the state TAKS assessments
2. Community ISD enrollment trends are increasing at 5% a year.
3. Most district scores across subject areas and student groups were above state averages.
4. Science and Math Secondary (10 & 11) scores were below district expectations.
5. Elementary 3rd graders scored 93% on first administration of TAKS reading scores.
6. The most problematic area across the District was in the student group low-socioeconomic.

Probable Causal Factors:

Need to adapt to changing demographics
Need to increase student/parent commitment in subgroups

Need to commit to new teaching strategies to help students from at-risk situations
Need to articulate a K-12 alignment of written, taught, and assessed curriculum

Recommended Initiatives and Strategies:

More focus on subgroups district-wide (i.e. Eco. Disadvantaged)
Use of technology to enhance instruction
Focus on reducing cultural and language barriers
Parent Involvement
Pregnancy and Drop-Out

More tutorial sessions district-wide
Participate in initiatives with Region 10 to focus on Hispanic culture
Prioritize compensatory funds for students in at-risk situations
Alignment of written, taught, assessed curriculum

NCLB Performance Goals

Goal 1	By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
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.
Goal 3	By the required deadline of 2005-2006 school year, all students will be taught by highly qualified teachers.
Goal 4	All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
Goal 5	All students will graduate from high school.

Acronyms

AEIS –Academic Excellence Indicator System

AR- Accelerated Reader

ARI/AMI- Accelerated Reading Instruction / Accelerated Math Instruction

AYP- Annual Yearly Progress

CATE- Career and Technology Education

CFO- Central Financial Officer

CISD- Community Independent School District

EMDA- Elementary Math Diagnostic Assessment

ESL- English as a Second Language

GT- Gifted and Talented

HS- High School

ISD- Independent School District

LEP- Limited English Proficient

MS- Middle School

NCLB- No Child Left Behind

PAPA- Parenting and Pregnancy Awareness

PEIMS- Public Education Information Management System

PK- Pre-Kindergarten

RTI- Response to Intervention

SCE- State Compensatory Education

SRO- School Resource Officer

SSI- Student Success Initiative

TAKS- Texas Assessment of Knowledge and Skills

TAKS-A- Texas Assessment of Knowledge and Skills Accommodated

TAKS-Alt - Texas Assessment of Knowledge and Skills Alternative

TAKS-M- Texas Assessment of Knowledge and Skills Modified

TEA- Texas Education Agency

TEKS- Texas Essential Knowledge and Skills

TELPAS- Texas English Language Proficiency Assessment System

TPRI- Texas Primary Reading Inventory

District Goal 1	Community ISD will receive <i>Recognized</i> district status from the Texas Education Agency and have all campuses either Exemplary or Recognized ratings in 2010. CISD will meet all requirements for Adequate Yearly Progress under NCLB.				
Objective 1	Community Independent School District will attain 90% passing on TAKS for all students.				
Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation	Summative Evaluation
Improve reading through the Accelerated Reading Program.	Instructional Budget – AR funds Accelerated Reader	Grade Level Reading and English teachers Librarians	Daily	Grades and Benchmark Scores	TAKS Results Read Naturally
Provide summer school for students not showing mastery of grade level subject content with emphasis on SSI grade levels in reading and math.	Local funds Tuition State Compensatory Education Funds (SCE) ARI/AMI Funds	Principals	June 2009	Student Report Cards TAKS	TAKS Results Summer School Reports
Provide TAKS tutorials for students in grades 3-12.	Local funds, Instructional funds Staff assignments	Classroom Teachers	Weekly	Student report cards and TAKS results.	TAKS Results.
Continue use of language arts strategies and programs designed for each grade level.	SCE funds Local instructional funds Technology funds ARI/AMI Funds	Principals Classroom Teachers	Daily	Lesson plans and report cards	TAKS Scores TPRI Scores EMDA Scores
Use RTI process to assist with the pre referral process of special ed. students in order to meet the 1% cap in AYP.	SCE funds and local funds Collin County Special Education Cooperative and training	Assistant Superintendent Principals Curriculum Director	Ongoing	Number of students qualifying for special ed. services.	TAKS Scores TAKS-A, TAKS-M, and TAKS Alt. Scores

Use curriculum software district wide to assist in the coordination of vertical and horizontal alignment.	Local funds Forethought Eduphoria Success maker	Principals Curriculum Director	Ongoing	Teacher input, scope & sequence alignment	Improved TAKS Scores Lesson Plans
Continue to increase inclusion services for spec. ed. students at each campus as compared to students being served in resource classes.	Local funds, instructional funds Collin County Special Education Cooperative staff	All teachers Principals Admission, Review, and Dismissal Committees	2009-10 school year	Number of students being served in special ed. inclusion	Improved TAKS Scores Improved TAKS-A, TAKS- M, and TAKS Alt. Scores
Continue to upgrade and improve libraries.	Title V funds Local funds	Librarians Principals Classroom Teachers	Continuous	Accelerated Reading Scores	TAKS Reading Scores
CISD will provide benchmarks in subjects not yet tested for that grade level.	Local Funds	Curriculum Director Principals Classroom Teachers	Annually	Teacher made tests	Benchmark Scores

Objective 2	Community ISD will strive to attain grade level or above achievement of all students on local, state and national assessments.				
Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation	Summative Evaluation
Continue to provide enrichment in all classes.	Region X G/T funds	Curriculum Director Principals Classroom Teachers	Annually	District goals Lesson Plans	Student Projects
Expand advanced and dual credit opportunities.	Collin County Community College College Board	Principals Counselors AP Teachers GT Teachers	Annually	Class Enrollment	Class Credit AP Test Scores

Utilize Nova Net to remediate and tutor students at-risk for failure at the Middle and High Schools.	Local funds Technology funds	Principals Facilitators	Weekly	Student progress Tests	TAKS Results
Coordinate planning for instruction to ensure ESL methodologies in regular classrooms.	Team leaders ESL teacher	Principals	Weekly	Minutes from team planning meeting	ESL TAKS Scores TELPAS Scores
Implement the “English language proficiency standards” at all levels.	TEA Website Eduphoria	Principals Classroom Teachers ESL Teachers	Weekly	Lesson Plans Teacher Observations	Professional Development and Appraisal System
Continue ESL pull out programs on the elementary campus through identification, placement and service.	Local funds ESL funds	ESL teachers	Weekly	Student progress	ESL Program Review
Align district curriculum to TEKS as changes are made at the state level.	TEKS Staff Development Region X Local Funds	Curriculum Director Principals Classroom Teachers	Vertical curriculum meetings throughout year Annually	Attendance Verification Staff Development	Curriculum Document
Identify both Homeless and Migrant students and provide appropriate services	Local funds Title 1	Principals Counselors Curriculum Director	2009-10	Number enrolled	Program review
CISD will investigate ways to expand technology band width through wireless connection.	Local funds E rate Bond Funding	Technology Coordinator	2008-09	Staff /Student Service Staff Input	Service Improvement

District Goal 2		Community ISD will promote and encourage improved attendance rates to students and parents district wide.			
Objective 1		Community ISD will improve from 95.4% to 97% by the end of the 2010 school year.			
Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation	Summative Evaluation
Recognize students with perfect attendance each grading period and semester.	Local instructional and activity funds Attendance records	Principals Teachers	Each grading period	Number of recognized students	AEIS Report
Monitor attendance and communicate attendance issues through the "Automated Phone System."	Telephone system Attendance records and sign-in sheets	Principals Office staff Classroom Teachers	Every six weeks	Attendance Records	AEIS Report Report Cards
Policies and procedures concerning attendance will be communicated through each campuses' student handbook.	Student Handbook	Principals	Annually	Parent Signatures Parent Notes Doctor Notes	% Unexcused Absences
Work with local Justice of the Peace in the filing of truancy charges when necessary.	Attendance records	Principal SRO	When necessary	Number of cases filed	Attendance Rate

District Goal 3		Community ISD will work towards our district having a 0% dropout rate and a completion rate of 95%.			
Objective 1		Ensure that students have access to special programs to help the district gain a 0% dropout rate and that all students graduate within four years of entering High School.			
Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation	Summative Evaluation

Review and disaggregate all TAKS results.	AEIS, Accountability data tables, PEIMS report	Principals Classroom Teachers Curriculum Director Assistant Superintendent	As soon as reports are available from TEA	Staff Development	AEIS Report TAKS Scores
Optimize student access and success in all campus programs. Ex: special education, CATE, Title I, G/T, ESL, dyslexia, at-risk.	Local Instructional Funds Special Education Funds Title 1 Funds SCE	Principals Counselors	Beginning of each school year and as the need arises	Six week and semester failures, at-risk list Honor Roll Benchmarks	Number of students receiving services TAKS Data
Identify and serve students performing below grade level in core subject areas.	SCE Local Funds Special Education Funds	Principals Special Education Teachers RTI team	Daily	RTI Team Referrals	Number of students receiving services
Identify and serve students that are two grades out of placement in an accelerated program.	SCE and Local Funds	Principals Curriculum Director	2009– 2010 school year	Student Records	TAKS Scores NovaNet Reports
Search for or develop programs to eliminate dropouts and student pregnancy.	SCE Local Funds	Assistant Superintendent HS and MS Principals and Counselors	Summer 2009	Program Participation	AEIS PEIMS Graduation

Objective 2	Community ISD will provide a safe and orderly environment for learning.				
Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation	Summative Evaluation

Participate in Red Ribbon Week, School Resource Officer, and regular visits by trained drug dogs.	SCE Local Funds Collin County Sheriffs Dept.	Counselors SRO	Semester Evaluations	Red Ribbon Week, incident reports	Number of disciplinary referrals related to drugs and alcohol
Update staff members on violence prevention and procedures of the CISD discipline management plan and dating violence.	Local funds Collin County Sheriffs Dept. Region 10- PAPA Training	Principals Counselors Classroom Teachers	Teacher in-service at the beginning of each school year and professional development throughout the year as offered	Staff evaluations <i>Safe School Survey</i>	Incident Reports
Provide counseling services to all students	Local funds	Counselors	Daily	Counselors Records	Number of requests and referrals
Students will be educated in learning environments that are safe, drug free and conducive to learning.	Local Funds Title IV Collin County Sheriff Dept.	Principals SRO	Daily	Discipline Records Observations	Number of referrals
Provide a District SRO.	Local Funds Grant funds	Superintendent	Yearly Agreement	Officer Documentation	Program Review
Provide In School Suspension for those students who demonstrate inappropriate behavior.	Local funds	Principals ISS Facilitator	Daily	Record of discipline referrals	Retention Rate, Drop Out Rate, Graduation Rate
Raise student and employee awareness of drugs and other forms of substance abuse.	Title IV funds Local funds Collin C. Sheriff Dept.	Campus Administrators SRO Counselors	Red Ribbon Week Drug Awareness Week Assemblies	Student Participation	2007-08 Incident Reports.

Conduct Safety Audits.	Local Funds	Principals Curriculum Director M/T Director	Every three years with updates as needed.	Walk through evaluations	Year End Reports
Objective 3	All Community ISD Seniors will pass all areas of TAKS				
Provide necessary remediation for all students who have not passed TAKS.	Exit TAKS results Special Ed. Local funds SCE fund	Principals	As Needed	Number of students being served	TAKS Results
Meet regularly with the departments to analyze student needs regarding benchmark assessments.	AEIS TAKS scores Benchmark tests	Curriculum Director Principals Department / Grade Level Leaders	Periodically through the year up to the test date	Benchmark Tests	TAKS Test AEIS

District Goal 4	Community ISD will continue to be fiscally responsible and improve efficiency and operations in the business administration department.				
Objective 1	Community ISD will analyze and evaluate different strategies and methods to improve the fiscal efficiency of the school district.				
Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation	Summative Evaluation
Effectively use federal programs to ensure students are being served with innovative instruction.	Title Allotments for Federal Programs	Curriculum Director CFO	2009-2010 School Year	Expenditures for each Title fund	Student Achievement
Provide access to the business procedure manual.	Local funds	CFO	Summer 2009	Policies and procedures of subject areas	Business Manual

Develop budget that will continue to increase the financial holdings of the district and be based on per pupil counts per campus.	Budget Development Process	Superintendent CFO	Spring 2010 Summer 2010	Budget packets distributed to each campus	Adopted District Budget
Reconcile Accounts and maintain accurate records including balances, inventories and investments.	Technology Bank Records	Superintendent CFO	Monthly	Board packet each month	Financial Audit each year

District Goal 5	Community ISD will recruit and retain highly qualified personnel and continually provide quality staff development.				
Objective 1	Community ISD will encourage all personnel to take advantage of staff development opportunities.				
Strategies	Resources	Person(s) Responsible	Timeline	Formative Evaluation	Summative Evaluation
CISD will request waiver for 3 additional staff development days.	Region X State waiver process	Superintendent	Request for 3 years Next request will be 2011	Approval Record	TEA Approval
Provide campus specific professional development activities to enhance special programs. Ex. Title I, ESL, CATE, PK, G/T, Comp. Ed. Special Ed. TEKS & TAKS.	Region X CCSEC SCE funds Title II	Assistant Superintendent Principals Curriculum Director	Periodic dates during the year	Staff development attendance	TAKS Scores AEIS Reports
Provide staff development for behavior management of students with special needs.	Title II part D CCSEC Region X	Principals Superintendent	Beginning of school year	Staff development attendance record	Discipline Referrals Dropout Rate

Enhance CATE program by retaining a qualified staff and providing quality staff development. Ex. Professional conferences for Ag., Business and Home Ec.	CATE funds Local funds State CATE Conferences Carl Perkins Funds Region X	Principals CATE Teachers	Fall 2010	Certificates of Training	Improved instructional skills, participation in local and State student activities
Community ISD will establish procedures for identifying staff development priorities.	Campus Improvement Committees Staff input	Assistant Superintendent Principals Curriculum Director	Each Semester	Staff Input	TAKS Scores Dropout Rates Improved Instruction
District representatives will attend job fairs to promote the district and recruit quality personnel.	Local funds	Assistant Superintendent Campus Administrators	Spring 2010 Summer 2010	Sign in Sheet at district table	Number of hires from job fairs
All students will be taught by highly qualified teacher or teachers that meet the permit requirements.	Local budget (salaries)	Superintendent Assistant Superintendent Personnel Dept. Principals	2009-2010	Number of teachers on permit	All teachers certified in the areas they are teaching or appropriate number of hours to permit
Analyze salary schedules for all employees to remain competitive with surrounding districts.	Local budget	Superintendent Assistant Superintendent CFO School Board	Spring 2010 Summer 2010	Salary Analysis information	Adopted Budget
Encourage campus principals to attend State professional development conferences with district administration.	Local funds Title II part D	Superintendent	January 2010	Registration of Mid Winter Conference	Principal Participation and use of what they learned

District Goal 6	Community ISD will emphasize parent and community involvement				
Objective 1	Community ISD will improve parent and community involvement at all campuses during 2009-2010.				
Conduct the Pre-School Round up to include, registration, classroom visitation/orientation.	Registration materials, Parent packets, Local publication Title I funds Local funds	Elementary Principals	Spring/Summer	Attendance Records	Student Enrollment
Conduct "Meet the Teacher Night."	Campus Marques Web Site Newspaper Student handouts	Campus Principals	Each semester	Attendance record Sign in sheets	Parent/Teacher Rapport
Use the District web site as a line of communication between district, staff, community, and parents.	Software for web page construction	District Webmaster Campus Webmasters	Weekly	District Website Campus Links	Number of visits and comments on the district web site
Increase communication with parents through the web site and campus as well as teacher postings. Ex. ESL, CATE< special Ed. Dyslexia, G/T.	Web page Software LPAC committee Advisory committees ARD committees District and campus committees	Technology Coordinator Principals Teachers Campus Program Coordinators	Daily	Campus Websites Teacher Websites	Campus Surveys
Maintain a School Health Advisory Council at the district level and implement CATCH curriculum.	Local Funds Title IV funds Region X	Curriculum Director Principals District Nurse SHAC Members	Throughout School Year	Lesson Plans	Safe and Drug Free School Survey