

Commerce Independent School District

District Improvement Plan

2017-2018 CES Campus Improvement Plan 2017-2018

Accountability Rating: Met Standard



Mission Statement

In partnership with families and community, CISD will provide all students an exemplary education, preparing them to be successful, productive citizens.

Vision

Commerce ISD is a dynamic learning organization committed to excellence for all students and every program.

Value Statement

We believe that..

- * a strong partnership with Texas A & M University- Commerce is the cornerstone to our tradition-rich district
- * trusting relationships in a safe and caring environment are vital to an innovative learning organization
- * quality education promotes collaboration, adaptability, goal setting, critical thinking, and innovation
- * each student should be empowered to realize the opportunities that they have acquired in our District will help them thrive in a global economy

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Goals













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








Performance Objective 1: CISD will increase scores on state tests that will meet or exceed the state standards for all subpopulations including increasing mastery performance percentages.

Evaluation Data Source(s) 1: STAAR reports, Unit Tests, SLO's,. etc will be evaluated.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2</p> <p>1) Coordinate the alignment and articulation of instruction both vertically and horizontally to deliver a rigorous curriculum to all students.</p>		Assistant Superintendent, Coordinator, Principals, Departments	PLC meetings, agendas				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>2) Teachers/Principals will use Eduphoria Aware and iCAT data to provide indepth data dis aggregation for state and district assessments to target instruction for improvement.</p>		Assistant Superintendent, Coordinator, Principals, Teachers, Department Heads	Assessment results, STAAR released data				
<p>PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>3) Utilize data tools (heat maps, curriculum notebooks) to increase teacher understanding and awareness of achievement gaps.</p>		Assistant Superintendent, Coordinator, Principal, Teachers	Assessment results, STAAR released data				

<p>Critical Success Factors CSF 1 CSF 2</p> <p>4) Conduct walk-throughs to collect classroom instructional data with emphasis on areas targeted in the Fundamental Five</p>		<p>Assistant Superintendent, Principals, Assistant Principals</p>	<p>Records, Eduphoria logs</p>				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>5) Administer, score, and analyze data on TRS unit tests for grades 1-12</p>		<p>Principals, Assistant Principals, Teachers, Department Heads</p>	<p>State test accountability reports</p>				
<p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>6) Develop and implement district wide RtI Intervention procedures that provide small group and one on one support for struggling students</p>		<p>Assistant Superintendent, Coordinator, Reading Specialists</p>	<p>Student performance data</p>				
<p>PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>7) Fully implement the TRS curriculum and unit assessments</p>		<p>Assistant Superintendent, Coordinator, Principals, Teachers</p>	<p>Lesson plans, Eduphoria</p>				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>8) Utilize Mentoring Minds and STEMscopes curriculum supplements to address Science, emphasis on subgroups African American, Hispanic, ELL, and Special Education</p>		<p>Principals Teachers</p>	<p>STAAR scores</p>				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 3 CSF 4</p> <p>9) Utilize Instructional aide and provide pull out instruction for target areas to address Social Studies, emphasis on African American and Special Education.</p>							

<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>10) Review Math data and allow for opportunities for teachers to attend Professional Development. We will specifically look at African American and SpEd sub-categories.</p>							
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

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










Performance Objective 2: Title 1 as well as other state and federal fund sources will be used to implement programs and provide support for students who are at-risk as well as students with disabilities.

Evaluation Data Source(s) 2: Use of Data reports will yield what monetary resources were utilized to make progress in specific programs and areas of concern.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>System Safeguard Strategy Critical Success Factors CSF 1</p> <p>1) Develop instructional support to accelerate the Reading/ELA achievement of At Risk students using Fountas and Pinnell phonics, spelling, and word study system</p>		Assistant Superintendent, Coordinator, Principals, Dept. Heads	Student products, teacher notebooks, ELA test results				
<p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>2) Students in At Risk situations will receive accelerated instructional strategies during before/after school tutorials and summer session to improve their performance on local assessments, and state tests</p>		Assistant Superintendent, Coordinator, Principals, Department Heads	Skyward Grades and reports, Local Assessment data				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>3) Ensure that ESL program is research based, responsive to the needs of students, designed, implemented, supported and monitored for impact on student learning.</p>		ESL Teachers	TELPAS results, LPAC logs				

<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>4) On assessments, focus on sub group Hispanic and ESL students. TIER Organization and specific focus on improving success in Writing</p>		<p>Assistant Superintendent, Coordinator, Principals, Teachers</p>	<p>Writing examples, student products, state assessment results</p>				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>5) Develop a District Writing plan for all sub groups including African Americans, Hispanic, Economically Disadvantaged, Special Education, and English Language Learners.</p>	<p>1, 9</p>	<p>Assistant Superintendent, Coordinator, Principals, Teachers</p>	<p>Writing examples, student products, state assessment results</p>				
<p>PBMAS Critical Success Factors CSF 4</p> <p>6) Partner with TAMU-C students and organizations to provide tutoring to individual students</p>		<p>Administrators, TAMU-C students</p>	<p>Logs</p>				
<p>PBMAS Critical Success Factors CSF 1 CSF 4</p> <p>7) Involve staff in devising placement options for students with disabilities</p>		<p>Teachers, Principals, Tri-County CoOp</p>	<p>Meeting agendas</p>				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>8) Provide training to teachers working with Special Education students to analyze data to determine goals in curriculum and instruction. Strategies will be developed to meet identified needs.</p>		<p>Assistant Superintendent, Director, Coordinator, Campus Intervention Coach</p>	<p>Training agendas, Sign in Sheets</p>				
<p>PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>9) Provide equipment, materials, software and new technology to campuses to increase the numbers of students with disabilities included in the general ed setting</p>		<p>Principals, Assistant Superintendent, Instructional Technologist</p>	<p>Purchase orders</p>				

<p>System Safeguard Strategy</p> <p>PBMAS</p> <p>Critical Success Factors</p> <p>CSF 1 CSF 2 CSF 3 CSF 4</p> <p>10) CISD will collaborate with Tri-County Coop to provide programs and services to struggling students prior to placement in special education through the CEIS initiative</p>		<p>Tri County Cooperative, Assistant Superintendent, Coordinator, Special Ed. Staff</p>	<p>Meeting minutes</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

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

Performance Objective 3: Students will be offered a curriculum that includes state of the art technology and programs so that classes simulate real world learning

Evaluation Data Source(s) 3: Use of Eduphoria, TEKS Resource System, Supplemental resources, etc. will drive decisions on quality of curriculum.

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 4</p> <p>1) Integrate instructional technology (iPads, netbooks, Promethean boards) into classroom instruction K-2 to support student achievement</p>		Teachers, Principals, Technology Staff	Lesson plans, teacher observations, training, results from state and local assessments				
<p>Critical Success Factors CSF 4</p> <p>2) Inclusion of technology integration efforts in the classroom with both teacher and student by the Instructional Technology Coordinator. Continued support by campus technology integration specialists, or iCoaches.</p>		Teachers, Technology Staff	Training agendas				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>3) Utilize iPad initiative at CHS to increase student engagement in learning</p>		Technology Director, Assistant Superintendent, Principals, Teachers	Classwork Walkthrough data targeting integration of technology, Results from state assessments				
<p>Critical Success Factors CSF 5</p> <p>4) Partner with the Northeast Texas Children's Museum to provide extended learning opportunities for elementary students.</p>	1	Principals Teachers	Schedule				
		Funding Sources: 211 - Title I, Part A - \$5,000.00					
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

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

Performance Objective 4: All students will develop skills for transition from high school to successful, productive citizenship through employment of post secondary education.

Evaluation Data Source(s) 4:

Summative Evaluation 4:














Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6</p> <p>1) Partnership with TAMU-C to address college readiness</p>		Assistant Superintendent, Superintendent, TAMU-C personnel	Monthly meeting agendas	✓	✓	✓	
<p>Critical Success Factors CSF 1</p> <p>2) CISD will pay student tuition for dual credit courses</p>		Assistant Superintendent, Superintendent, Principals	Budget summary allocation	✓	✓	✓	
<p>Critical Success Factors CSF 1</p> <p>3) Focus on HB 5, Endorsements, Graduation Plans</p>		Assistant Superintendent, High School Principals, counselors	Multiple endorsement options	✓	✓	✓	
<p>Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>4) Develop awareness of post secondary options through college trips and career days to promote a college going culture</p>		Community in schools personnel, counselors, principals	Agendas				
<p>Critical Success Factors CSF 1</p> <p>5) Offer SAT/ACT preparation course for CHS juniors and seniors</p>		Assistant Superintendent, Principal, Teachers, Counselors	Student enrollment in SAT/ACT course	✓	✓	✓	
<p> = Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue </p>							

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

Performance Objective 5: Enhance Career and Technical (CTE) opportunities for students

Evaluation Data Source(s) 5: CTE reports, PD evaluations from CTE Co-Op, etc.

Summative Evaluation 5:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 4</p> <p>1) Conduct comprehensive review of current CTE offerings, student interest in additional offerings, and facilities to increase CTE programming</p>		Assistant Superintendent, Vocational Counselor, CHS Principal	CTE course offerings				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) Monitor academic progress of CTE students in the core content areas and provide intensive support for students who are underperforming</p>		Teachers, Principals, Vocational Counselor	Results from TRS unit assessments				
<p>PBMAS Critical Success Factors CSF 1 CSF 4</p> <p>3) Ensure CTE representation in ARDS involving CTE students</p>		CTE instructor, Special Education Staff, Principal	Notifications of ARDs, CTE's signature of attendance at ARDs				
<p> = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue</p>							

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

Performance Objective 6: Students will show continuous improvement on primary assessments instruments including STAR and TEMI

Evaluation Data Source(s) 6: Data Reports

Summative Evaluation 6:







Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4 1) K-2 teachers will use of STAR assessment and software to monitor students' reading performance		Consultants, Coordinator, Technology staff	Attendance logs	✓	✓	✓	
System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 2) Use Texas Go Math, IXL, Think Through Math, and Lift Off to monitor student progress in mathematics. Emphasis on sub groups African American, Economically Disadvantaged, Special Education, and English Language Learners.		Coordinator, Teachers, Principals	Lesson plans	✓	✓	✓	
Critical Success Factors CSF 1 CSF 2 CSF 4 3) Administer EOY assessments to K-2 students to determine mastery of grade level TEKS		Teachers, Assistant Superintendent, Coordinator	results from Benchmarks and assessments				
Critical Success Factors CSF 5 CSF 6 4) Facilitate the transition of preschool children into public school by campus visitation and parent communication		Early Childhood Teachers	Lesson plans, Agendas, sign in sheets	✓	✓	✓	

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

Performance Objective 7: Title 1 as well as other state and federal fund sources will be used to implement school wide programs at grades PreK-Grade 5.

Evaluation Data Source(s) 7: Evaluation of Programs, survey, and look at Data Reports.

Summative Evaluation 7:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Federal, State, and local funds will be coordinated to achieve the most effective use of these resources when implementing programs and services.</p>		Assistant Superintendent, Coordinator, Principals, Teachers, Federal Programs Coordinator	Budge summary sheets	✓	✓	✓	
Funding Sources: 211 - Title I, Part A - \$32,000.00							
<p>System Safeguard Strategy PBMAS</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>2) Programs and services will be designed to meet the needs of all students and include tutorials, remediation and special materials.</p>		Principals, Teachers, Rtl Team	Lesson plans	✓	✓	✓	
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) Provide facilities for Boys and Girls' Club</p>		B & G staff, Principal, teachers	Program Activities, Attendance logs	✓	✓	✓	
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 1: CISD will provide a safe and orderly environment where students are safe and secure.

Evaluation Data Source(s) 1: Data Reports, feedback from Commerce ISD Police Department, and other evaluative measures.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Develop a 5 year plan for replacement, repairs, and upgrades of District facilities, e.g., roofing and HVAC</p>		Superintendent, Maintenance Director, Finance Director	Budget Financial Analysis	✓	✓	✓	
<p>Critical Success Factors CSF 6</p> <p>2) CISD will continue to provide bus drivers and students with training regarding school bus safety</p>		Transportation Director	Sign in Sheets, Training logs, Calendar	✓	✓	✓	
<p>Critical Success Factors CSF 1 CSF 6</p> <p>3) Continue to provide campus based character and drug awareness programs.</p>		Principals	Teacher Lesson Plans, Record of Activities	✓	✓	✓	
<p>Critical Success Factors CSF 5 CSF 6</p> <p>4) Continue School Messenger alerts to emergency notification system</p>		Communications Director, Principal, Superintendent	Logs of Phone calls, Summary of Phone call list, Usage report	✓	✓	✓	
<p>Critical Success Factors CSF 5 CSF 6</p> <p>5) Continue SHAC Committee</p>		Director of Health Services	sign in sheets	✓	✓	✓	
<p>Critical Success Factors CSF 5 CSF 6</p> <p>6) Maintain a multi-hazard emergency action plan that provides staff training, drills for students and coordination with local agencies.</p>		Superintendent, Student Resources Officer	Completed plan, training dates, agendas, Logs of Drills	✓	✓	✓	

Critical Success Factors CSF 1 CSF 5 CSF 6 7) Continue bullying, drug free and dating violence education for students and staff.	Principals, Counselor	Programs, Handouts, agendas				
Critical Success Factors CSF 7 8) Provide training to new employees addressing sexual abuse and maltreatment of children.	Administrators, Counselors	Logs, Sign in Sheets, Meeting agendas				
Critical Success Factors CSF 3 CSF 4 CSF 7 9) Attend discipline management updates provided by Region X and TEA	Assistant Principals	PEIMS report				
Critical Success Factors CSF 3 CSF 5 CSF 6 CSF 7 10) SRO will provide security for the district and conduct safety audit and training	Superintendent, Board of Trustees	Training logs				
Critical Success Factors CSF 6 11) Continue to provide canine detection and services at CHS and CMS	Principals, School Police Department	Inspection reports				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 2: CISD will achieve an attendance rate above 97%.

Evaluation Data Source(s) 2: PEIMS data

Summative Evaluation 2:












Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 3 CSF 7 1) Campuses will provide incentives to encourage attendance		Superintendent, Principals, Teachers	Incentives, awards, ADA report				
Critical Success Factors CSF 5 CSF 6 2) Increase student and parent awareness of EOC/STAAR upcoming test dates		Principals, Director of Communication	Newsletters, District website, E Messenger				
Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7 3) Monitor attendance. Daily reports and contact.		Principals, Attendance clerks	Monitor Attendance, ADA report shows improvement				
Critical Success Factors CSF 5 CSF 6 4) Provide parent communication regarding the importance of good attendance and mail notifications of excessive absences		Principals, Assistant Principal, Counselors	Attendance rate improves				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 3: Students unable to function in the regular classroom due to disciplinary problems will be provided an alternative educational program

Evaluation Data Source(s) 3: PEIMS reports, comparing last year's data to current school year, Professional Development surveys.

Summative Evaluation 3:















Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 4</p> <p>1) Academic instruction will be monitored and coordinated with the student's teacher of record to insure that the student continues to make progress while in DAEP.</p>		Teachers and Principals	Lesson Plans				
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>2) Counseling services will be provided to individual students to prevent future violations of the Code of Conduct or felony violations.</p>		Counselors	Student Logs, Counseling session logs				
<p>Critical Success Factors CSF 1</p> <p>3) Utilize A+ software to maintain course credit and acquisition</p>		Teachers, Counselors, Principals	Skyward grades report				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							










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

Performance Objective 1: Parent and community involvement will increase (i.e., PTO membership, attendance at meeting, events)

Evaluation Data Source(s) 1: Meeting agendas and sign in sheets

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Parent involvement will be encouraged through volunteer programs, book fairs, family nights and meetings and student/parent activities at each campus.</p>		Assistant Superintendent, Principals, Teachers	Sign in logs				
<p>Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6</p> <p>2) Hold Student Success Nights at elementary schools to provide fellowship and information sessions for parents regarding the Title I Schoolwide Program</p>		Assistant Superintendent, Principals, Teachers	Sign in logs				
<p>Critical Success Factors CSF 1 CSF 5</p> <p>3) Provide volunteer opportunities</p>		Principals, Personnel Director	Volunteer logs				
<p>Critical Success Factors CSF 5</p> <p>4) Maintain Skyward web-based parental access to student grades and attendance records</p>		Principals	Usage logs				
<p>Critical Success Factors CSF 5</p> <p>5) Continue centralized and coordinated online student registration</p>		Directors, Principals	Skyward reports				
<p>Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6</p> <p>6) Provide opportunities to showcase student achievement through open houses, special performances such as the Winter Arts Festival, and CSEE Foundation dinner</p>		Superintendent, Communication Director	Sign in logs				

<p>Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6</p> <p>7) Community input and interaction on school wide committees will be encouraged through the development of a Graduate profile</p>		<p>Superintendent, Communication Director, Assistant Superintendent</p>	<p>Committee participation on committees</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

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

Performance Objective 2: CISD will improve communication among school staff, parents, students, and community members

Evaluation Data Source(s) 2: Usage Report for School Messenger.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Provide communication documents to reflect board policy regarding End of Course (EOC) exams</p>		Principals, Counselors	Communication logs	✓	✓	✓	
<p>Critical Success Factors CSF 1</p> <p>2) Provide communication documents to reflect the graduation requirement changes for 2018 graduates and beyond</p>		Director of Communications, Counselors	Graduation Plan documentation, logs, Agendas, sign in sheets	✓	✓	✓	
<p>Critical Success Factors CSF 5</p> <p>3) Continue to develop use of social media such as Facebook, Twitter, etc for parent and community communication</p>		Director of Communications, Principals	Media	✓	✓	✓	
<p>Critical Success Factors CSF 5</p> <p>4) Campuses will provide timely email bulletin to parents and community</p>		Principals	Copies of bulletin	✓	✓	✓	
<p>Critical Success Factors CSF 1 CSF 5</p> <p>5) Partner with Communities in Schools Dallas Region to provide support services to campuses</p>		Superintendent	Contract on File	✓	✓	✓	
<p>Critical Success Factors CSF 1 CSF 3 CSF 5</p> <p>6) Continue to use School Messenger for non-emergency communication</p>		Superintendent, Communication Director, Principals	Call log, School Messenger reports	✓	✓	✓	

<p align="center">Critical Success Factors CSF 5</p> <p>7) Continue to use district website to convey information and report news</p>		<p>Communications Director</p>	<p>Web updates</p>				
<p align="center">Critical Success Factors CSF 5</p> <p>8) Provide reports on board meetings and campus happenings</p>		<p>Communication Director</p>	<p>newsletters online</p>				
<p align="center">Critical Success Factors CSF 1 CSF 5</p> <p>9) Continue Ambassador Program to bring the Commerce ISD story to the community</p>		<p>Superintendent, Assistant Superintendent, Teachers</p>	<p>Meeting agendas</p>				
<p align="center"> = Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue </p>							

Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 1: CISD will achieve 100% HQ staff with a turnover rate of less than, equal to 15%.

Evaluation Data Source(s) 1: Personnel Reports.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Equity Plan Strategy Critical Success Factors CSF 3 CSF 5 CSF 7</p> <p>1) Continue recruiting contact with TAMU-C student observers regarding future employment with CISD</p>		Personnel Director	Letters and contracts on file				
<p>Equity Plan Strategy Critical Success Factors CSF 3 CSF 5 CSF 7</p> <p>2) Provide stipends for advanced degrees to increase teacher retention</p>		Personnel Director, Assistant Superintendent	Budget summary				
Funding Sources: 255 - Title II, Part A - \$36,000.00							
<p>Equity Plan Strategy Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 7</p> <p>3) Central administration and school administrators will recruit and hire highly qualified teachers with a focus on increasing the percent of minority teachers</p>		Personnel Director, Principals	Recruiting documentation				
<p>Equity Plan Strategy Critical Success Factors CSF 3 CSF 5 CSF 7</p> <p>4) Provide mentor teachers for new staff</p>		Personnel Director, Assistant Superintendent	Agendas of meetings				
<p>Equity Plan Strategy Critical Success Factors CSF 3 CSF 6 CSF 7</p> <p>5) Provide stipends for Department Heads, Lead Teachers, Assistant Principals to build capacity and promote leadership.</p>		Personnel Director, Assistant Superintendent, and Federal Programs Coordinator	Budget				
Funding Sources: 255 - Title II, Part A - \$7,000.00							

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












Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 2: All staff will be provided high quality, research based, sustained professional development

Evaluation Data Source(s) 2: Sign in Sheets and Surveys.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 CSF 7 1) Staff Development opportunities will be provided for teachers, administrators, and paraprofessionals concerning the TRS curriculum/best practices.		Assistant Superintendent, Coordinator, Site based committees	Sign in sheets, Professional development logs				
	Funding Sources: 255 - Title II, Part A - \$20,000.00						
Equity Plan Strategy Critical Success Factors CSF 1 CSF 3 CSF 7 2) Provide training opportunities for teachers to acquire additional certifications (ESL,). Provide training opportunities for CTE teachers who do not hold Teacher certification, to have training in Classroom Management.		Assistant Superintendent, Coordinator, Personnel Director	Certifications				
	Funding Sources: 263 - Title III LEP - \$1,000.00						
Equity Plan Strategy Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7 3) Provide professional development to support strategies for differentiation of instruction and second language learners		ESL Teachers, Assistant Superintendent, Coordinator, Principals	Classroom observations				
	Funding Sources: 263 - Title III LEP - \$1,000.00						
Equity Plan Strategy Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7 4) Teachers will receive high quality, intensive, sustained professional development that is classroom focused and is coordinated with ESEA, through Region X Professional Development Cooperative.		Assistant Superintendent/Region 10	Sign in sheets, Professional Development logs				
	Funding Sources: 255 - Title II, Part A - \$10,400.00						

<p>System Safeguard Strategy PBMAS Equity Plan Strategy Critical Success Factors CSF 1 CSF 7</p> <p>5) Provide staff development for all teachers to implement new technologies in the classroom and allow additional accommodations for special education students in regular education classrooms.</p>		Assistant Superintendent, Principals	Staff Development Records				
<p>Equity Plan Strategy Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>6) The District will assist campuses in developing and implementing plans to recruit and train teachers to maintain 100% of core academic subject area classes taught by highly qualified teachers</p>		Personnel Director, Principals	Recruitment records				
<p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>7) Staff Development opportunities will be provided for teachers and administrators with Restorative Discipline Practices to decrease negative student behaviors, increase attendance and provide relationship building.</p>		Assistant Superintendent, Administrators, Teachers	Lesson Plans, Attendance logs, Office Referrals				
<p> = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue</p>							

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

Performance Objective 1: CISD will implement measures to ensure efficient and effective fiscal responsibility.

Evaluation Data Source(s) 1: Evaluation of Budget reports.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Monitor the student transportation program for its safety, security and efficiency and make adjustments as needed</p>		Transportation Director, Finance Director, School Resource Officer	TXDot and local safety inspection records, continuing ed certificates, reports filed with Railroad commission, EP and other government agencies, safety audit reports, evaluations of route descriptions aligned to ridership	✓	✓	✓	
2) Campuses will comply with nutrition policy		Finance Director, Food Services Director	Year End Review	✓	✓	✓	
<p>Critical Success Factors CSF 1 CSF 6</p> <p>3) Administer procedures required to keep schools clean, safe, and secure through effective custodial services and preventative maintenance</p>		Finance Director, GCA Supervisor, Director of Operations	Year End Review				
<p>Critical Success Factors CSF 6</p> <p>4) Manage an integrated e-purchasing process that complies with all government regulations (Skyward)</p>		Director of Operations and Director of Finance	Annual Audit Report, Plans to Superintendent, FIRST report				
<p>Critical Success Factors CSF 6</p> <p>5) Continue working with Energy Education Specialist to oversee District Comprehensive Energy Management Plan/Process started for the CISD Retrofit</p>		Finance Director, Energy Management Specialist	Reduced energy costs				
<p>Critical Success Factors CSF 6</p> <p>6) EDGAR compliance for all federal programs</p>		Finance Director, Administrators	Financial reports				
<p> = Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue </p>							

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

Performance Objective 2: CISD will extend a full day Kindergarten.

Evaluation Data Source(s) 2: PEIMS data.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 1) Implement a full day Kindergarten to address needs and extended services for Early Childhood students.		Coordinator of Family Services/Head Start Principal Coordinator of Federal Programs	Circle Assessments	✓	✓	✓	