

Cameron Independent School District

District Improvement Plan

2016-2017



Mission Statement

The Cameron Independent School District, in partnership with parents and community, will provide a quality education for all of our students, empowering them to pursue productive and fulfilling lives in an ever-changing, interdependent world.

Vision

Students will take intellectual risks and set personal goals

Students will experience a diverse education to include the arts, character development, and physical activities

Students will effectively use technology as a learning resource

Students will exhibit confidence, adaptability, strong character, and balance in life

Students will graduate with the prerequisite skills needed for post-secondary entry, military qualification, and/or workforce entry

Table of Contents

Comprehensive Needs Assessment	4
Needs Assessment Overview	4
Comprehensive Needs Assessment Data Documentation	7
Goals	9
Goal 1: Establish a culture of academic excellence.	9
Goal 2: Provide a safe and disciplined environment.	21
Goal 3: Develop a climate to maximize individual potential.	25
Goal 4: Utilize innovative technology to stimulate continuous learning.	32
Goal 5: Foster success while maintaining fiscal responsibility.	35
State System Safeguard Strategies	38
Federal System Safeguard Strategies	41
State Compensatory	43
Budget for District Improvement Plan:	43
Personnel for District Improvement Plan:	44
Title I Personnel	46
District Funding Summary	47
Addendums	51

Comprehensive Needs Assessment

Needs Assessment Overview

CAMERON ISD

COMPREHENSIVE NEEDS ASSESSMENT 2016-2017

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Strengths

1. A strong technology lending program at the secondary levels.
2. Data disaggregation software is provided to all campuses.
3. Communication with families and community through social media, Alert Now, and websites.
4. Improving district attendance rate
5. Addressing at-risk population through Communities in Schools, Backpacks, Kid's Café, and services at the Community Learning Center
6. 8th Grade Reading Scores above the state averages
7. K-5 Bilingual Education
8. Strong student participation in extra-curricular programs.
9. iPads deployed at 2:1 ratio in the lower elementary grades
10. Classrooms well-equipped with technology

11. Strong emphasis on student safety across the district: safe and secure facilities, regular and effective practice of safety drills
12. Community pride in and support of the school district
13. Frequent recognition of student achievements
14. Increased effectiveness of the prekindergarten program

Areas of Need

1. Train principals and teacher -leaders to analyze and act upon multiple data sources throughout the school year to increase student performance.
2. Develop a school-wide approach to literacy at the secondary levels.
3. Train principals and teachers in planning and implementing effective Tier I, Tier II, and Tier III instruction.
4. Effective utilization of the TEKS Resource System (TCMPC).
5. Improve after school programs on all campuses.
6. Decrease the number of students referred to special education on all campuses.
7. Increase the academic progress of all special education students.
8. Establish measures of growth for students and a measurement tool for students for each subject/grade level. Use the tool to measure growth each six weeks.

9. Increase/improve policies and procedures to structure all school settings for success on each campus.
10. Ensure effective classroom management in all classrooms.
11. Increase the number of opportunities for students to earn certifications leading to employment.
12. Increase the number of students participating in dual credit courses and improve support to those students.
13. Increase student participation/performance in SAT and ACT testing.
14. Align college and career readiness programs at the junior high and high school.
15. Ensure that each high school student has a college and career readiness plan.
16. Support students and parents with awareness of what it takes to be a successful student.
17. Digitally track the progress of each student in each core subject and include a student goal-setting component in the tracking device.
18. Increase the number of Chromebooks available to students in the fourth and fifth grade.
19. Increase the total number of teachers effectively integrating technology.
20. Expansion of the prekindergarten program
21. Improve the performance of at-risk students in reading and math
22. Improve writing skills across the district

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating data
- Annual Measurable Achievement Objectives (AMAO) data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- SAT and/or ACT assessment data
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data

- Local benchmark or common assessments data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject

Employee Data

- Staff surveys and/or other feedback
- Highly qualified staff data
- Teacher/Student Ratio
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback

Goals

Goal 1: Establish a culture of academic excellence.






Performance Objective 1: The percentage of students performing at the Level II Satisfactory Standard on the STAAR reading assessment will improve by 10%

Summative Evaluation: TPRI, STAAR, SAT, ACT, TMSFA

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p> <p>1) Wilson Foundations will be implemented as a core reading program in Grades PK-3</p>	2	Assistant Superintendent BME Principal CES Principal	TPRI, STAAR Results, Renaissance Star Test			
Funding Sources: Comp ed - \$4300.00, Grant - \$1350.00						
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p> <p>2) Wilson Reading System will be utilized as dyslexia intervention program at CES and CJH.</p>	2	Dyslexia Teacher	Individual Records			
Funding Sources: Local - \$44672.00						
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p> <p>3) Tiered Intervention will be used in Grades K-12 to address students who are not meeting established learning targets</p>	9	Principals	RtI Records STAAR			
Funding Sources: Comp ed - \$27762.00, Title 1 - \$172401.00, Local - \$43898.00						
<p>State System Safeguard Strategy Critical Success Factors CSF 4</p> <p>4) Today a Leader...Tomorrow a Reader initiative will be implemented.</p>	2	Superintendent	TPRI, STAAR Reading			

<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1 CSF 4</p> <p>5) Customized Edgenuity plans will be developed for intervention during school and Cameron Prep</p>	9	Principals	Edgenuity reports, STAAR Results			
<p>Funding Sources: Rural Schools - \$5100.00</p>						
<p align="center">State System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1</p> <p>6) Full day PreK will be provided to four-year olds and half-day PreK to three-year-olds as a means to ensure academic readiness</p>	3	BME Principal	Literacy Assessments			
<p>Funding Sources: Comp ed - \$43339.00, Title 1 - \$47408.00, Local - \$317041.00</p>						
<p align="center">Critical Success Factors CSF 7</p> <p>7) University job fairs will be attended to seek qualified bilingual educators.</p>	6	Assistant Superintendent	Sign-in Sheets			
<p>Funding Sources: Title 2 - \$500.00</p>						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 4</p> <p>8) Summer school will be provided for students needing additional assistance.</p>	9	Assistant Superintendent	Enrollment Records/SSI Records/Promotion Records			
<p>Funding Sources: Local - \$57350.00, Title 1 - \$20000.00</p>						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 4</p> <p>9) Before and after school tutoring will be provided to assist students</p>	9	Campus Principals	Local assessments STAAR			
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1</p> <p>10) Bilingual reading materials will be purchased for grades 3 through 5 classrooms</p>	9	CES Principal	Local Assessments STAAR TELPAS			
<p>Funding Sources: Title III - \$4479.00</p>						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 2</p> <p>11) Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction</p>	4, 8	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	Local Assessments STAAR			

<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p> <p>12) The primary, elementary, and junior high campuses will implement Accelerated Reader and use the Renaissance Star to track reading progress</p>	2	Campus Principals Assistant Superintendent	Renaissance Star data STAAR Local Assessments			
Funding Sources: Local - \$17000.00						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 2 CSF 3</p> <p>13) Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.</p>	8	Assistant Superintendent Principals Teachers	STAAR Local Assessments			
Funding Sources: Local - \$5700.00, Title 1 - \$500.00, Title 2 - \$500.00						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 7</p> <p>14) PreK teachers will receive ongoing professional development through ESC Region 6.</p>	4	Campus Principal Assistant Superintendent	CIRCLE Assessment			
Funding Sources: Grant - \$1500.00						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 7</p> <p>15) All core teachers will receive training in the effective implementation of the TEKS Resource System.</p>	2	Superintendent Assistant Superintendent Campus Principals	Local Assessments TPRI TEMI STAAR			
Funding Sources: Local - \$2100.00						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 7</p> <p>16) All CISD teachers will receive training in differentiated instruction.</p>	4	Campus Principals	Local Assessments STAAR			
Funding Sources: Local - \$7200.00						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>17) Professional development days will be devoted to curriculum alignment throughout the school year.</p>	4	Assistant Superintendent Principals	local assessments STAAR			

<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 5</p> <p>18) Representatives from the bilingual program will attend a Latino Family Literacy training.</p>	6	Assistant Superintendent BME Principal	Family Literacy Trainings sign-in sheets Tejas Lee Data			
Funding Sources: Title III - \$1000.00						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 7</p> <p>19) Bilingual program representatives will attend the NABE convention.</p>	4	Assistant Superintendent BME Principal	TEMI Data Tejas Lee Data Renaissance Star Data			
Funding Sources: Title III - \$3000.00						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 4</p> <p>20) Bilingual books, leveled readers, and nonfiction titles will be purchased for bilingual classrooms.</p>		Assistant Superintendent Principals	Tejas Lee STAAR Renaissance Star			
Funding Sources: Title III - \$1000.00						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 4</p> <p>21) PreK Students will take field trips that build background knowledge and vocabulary.</p>		BME Principal Assistant Superintendent	Circle Assessment Kindergarten Readiness Assessment			
Funding Sources: Grant - \$5000.00						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 4</p> <p>22) PreK classrooms will be equipped with effective center materials.</p>		Assistant Superintendent BME Principal	CIRCLE Assessment Kindergarten Readiness Assessment			
Funding Sources: Grant - \$22000.00						
<p align="center">State System Safeguard Strategy Critical Success Factors CSF 7</p> <p>23) PreK teachers will be trained in effective early childhood instruction.</p>	4	Assistant Superintendent Campus Principal	CIRCLE Assessment Kindergarten Readiness Assessment			
Funding Sources: Grant - \$4500.00						
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: Establish a culture of academic excellence.

Performance Objective 2: The percentage of students performing at the Level II Satisfactory Standard on the STAAR writing assessment will improve by 10%.

Summative Evaluation: District Assessments, STAAR, SAT

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>State System Safeguard Strategy Critical Success Factors CSF 7</p> <p>1) ELA teachers at YHS, CJH, and CES will attend training at ESC 6 related to preparing students for EOC English/STAAR exams.</p>	4	Campus Principals	District Benchmarks STAAR EOC English I and II STAAR Writing grades 4 and 7			
Funding Sources: Title 2 - \$1000.00						
<p>Critical Success Factors CSF 1</p> <p>2) Writing instruction will be aligned and will be incorporated across the curriculum</p>	2	Principals Assistant Superintendent	Classroom Walkthroughs, Lesson Plans			
Funding Sources: Local						
<p>State System Safeguard Strategy Critical Success Factors CSF 1 CSF 2</p> <p>3) EOC intervention course will be provided at YHS</p>	9	YHS Principal	STAAR			
Funding Sources: Comp ed - \$23125.00						
<p>State System Safeguard Strategy Critical Success Factors CSF 7</p> <p>4) A ESC Region 6 writing consultant will work with writing instructors at CJH and YHS.</p>	4	Campus Principals Assistant Superintendent	Local assessments STAAR			
Funding Sources: Title 1 - \$1600.00						
<p>State System Safeguard Strategy Critical Success Factors CSF 2 CSF 3</p> <p>5) Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.</p>	2, 4	Teacher Leaders Principals Assistant Superintendent Superintendent	Local Assessments STAAR/EOC			

<p align="center">State System Safeguard Strategy Critical Success Factors CSF 2</p> <p>6) Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction</p>	8	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	Local Assessments STAAR/EOC			
<p align="center">State System Safeguard Strategy Critical Success Factors CSF 7</p> <p>7) All core teachers will receive training in the effective implementation of the TEKS Resource System.</p>	2	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	Local Assessments STAAR			
<p align="center">State System Safeguard Strategy Critical Success Factors CSF 7</p> <p>8) All CISD teachers will receive training in differentiated instruction.</p>	2	campus principals	local assessments STAAR			
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>9) Professional development days will be devoted to curriculum alignment throughout the school year.</p>	4	Assistant Superintendent Principals	local assessments STAAR			






 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 1: Establish a culture of academic excellence.

Performance Objective 3: The percentage of students performing at the Level II Satisfactory Standard on the STAAR math assessment will improve by 10%.

Summative Evaluation: TEMI, District Benchmarks, STAAR, SAT, ACT

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p> <p>1) Teachers will utilize lessons designed by Region 6 mathematics cohort as an instructional resource.</p>	9	Assistant Superintendent Campus Principals	Benchmark Results, STAAR Results			
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p> <p>2) TEKSing to the STAAR will be implemented in Grades 3-8 as a means to promote problem-solving skills</p>	9	Campus Principals	District Benchmarks, STAAR			
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 7</p> <p>3) Attend university job fairs to recruit qualified secondary mathematics teachers.</p>	5	Assistant Superintendent Campus Principals	Sign-in sheets			
	Funding Sources: Title 2 - \$500.00					
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 4</p> <p>4) Individualized tutoring will be provided during the school day, before school, and after school prior to state exams.</p>		Principals	STAAR			
	Funding Sources: Title 1 - \$10000.00					






<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 7</p> <p>5) Algebra I teachers at YHS and CJH will attend training at ESC Region 6</p>	4	Campus Principals	EOC Algebra I			
Funding Sources: Title 1 - \$1500.00						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 2</p> <p>6) Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction</p>	4	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	Local Assessments STAAR			
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 2</p> <p>7) Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.</p>	4	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	Local Assessments STAAR			
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 7</p> <p>8) All CISD teachers will receive training in differentiated instruction.</p>	4	Campus Principals	Local Assessments STAAR			
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 7</p> <p>9) All core teachers will receive training in the effective implementation of the TEKS Resource System.</p>	4	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	Local Assessments STAAR			
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>10) Professional development days will be devoted to curriculum alignment throughout the school year.</p>	4	Assistant Superintendent Principals	local assessments STAAR			
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: Establish a culture of academic excellence.

Performance Objective 4: The percentage of students performing at the Level II Satisfactory Standard on the STAAR science assessment will improve by 10%.

Summative Evaluation: District assessments, STAAR, ACT

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>State System Safeguard Strategy Critical Success Factors CSF 4</p> <p>1) Hands-on science will be facilitated at Cameron Elementary and Ben Milam Elementary.</p>	2	Campus Principals	District Benchmarks, STAAR			
Funding Sources: Local - \$2500.00						
<p>Critical Success Factors CSF 4</p> <p>2) YHS students will be provided the opportunity to advance to various levels of science fair competition</p>	4	Campus Principal	Participation Records, Student Advancement			
Funding Sources: Local - \$2500.00						
<p>State System Safeguard Strategy Critical Success Factors CSF 7</p> <p>3) All core teachers will receive training in the effective implementation of the TEKS Resource System.</p>	4	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	Local Assessments STAAR			
<p>State System Safeguard Strategy Critical Success Factors CSF 7</p> <p>4) All CISD teachers will receive training in differentiated instruction.</p>	2	Campus Principals	Local Assessments STAAR			
<p>State System Safeguard Strategy Critical Success Factors CSF 2</p> <p>5) Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction</p>	4	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	Local Assessments STAAR			






<p align="center">State System Safeguard Strategy</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 2</p> <p>6) Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.</p>	2	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	Local Assessments STAAR			
<p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 3 CSF 7</p> <p>7) Professional development days will be devoted to curriculum alignment throughout the school year.</p>	4	Assistant Superintendent Principals	local assessments STAAR			
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: Establish a culture of academic excellence.

Performance Objective 5: The percentage of students performing at the Level II Satisfactory Standard on the STAAR social studies assessment will improve by 10%.

Summative Evaluation: District Benchmarks, STAAR

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p align="center">State System Safeguard Strategy Critical Success Factors CSF 7</p> <p>1) CJH social studies teachers will attend Lead4ward trainings and participate in Lead4ward's ePLC.</p>	4	Campus Principal	local assessments STAAR			
Funding Sources: Title 1 - \$640.00						
<p align="center">State System Safeguard Strategy Critical Success Factors CSF 7</p> <p>2) All core teachers will receive training in the effective implementation of the TEKS Resource System.</p>	4	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	local assessments STAAR			
<p align="center">State System Safeguard Strategy Critical Success Factors CSF 7</p> <p>3) All CISD teachers will receive training in differentiated instruction.</p>	4	Campus Principals	local assessments STAAR			
<p align="center">State System Safeguard Strategy Critical Success Factors CSF 2</p> <p>4) Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction</p>	2	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	local assessments STAAR			
<p align="center">State System Safeguard Strategy Critical Success Factors CSF 2</p> <p>5) Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.</p>	2	Superintendent Assistant Superintendent Campus Principals Teacher Leaders	local assessments STAAR			






<p align="center">Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>6) Professional development days will be devoted to curriculum alignment throughout the school year.</p>	4	Assistant Superintendent Principals	local assessments STAAR			
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 2: Provide a safe and disciplined environment.

Performance Objective 1: Students will be educated in learning environments that are safe and conducive to learning.

Summative Evaluation: PEIMS Discipline Data; Educators' Handbook Reports

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>Critical Success Factors CSF 6</p> <p>1) Use visitor check-in system(Safety Net) at all campuses to identify registered sex offenders.</p>	1	Operations Manager	Alerting of Sex Offenders through Check-In System			
Funding Sources: Local - \$4000.00						
<p>Critical Success Factors CSF 6</p> <p>2) Continue evaluating, revising, and implementing the safe and secure emergency response plan.</p>		YHS Assistant Principal	Performance during simulated drills and actual events.			
<p>Critical Success Factors CSF 4 CSF 6</p> <p>3) Educator Handbook will be used for efficient reporting of discipline incidents and tracking of students</p>		YHS Assistant Principal	System Reports			
Funding Sources: Local - \$3000.00						
<p>4) Bullying policies and procedures will be implemented to include parent notification. Training will be provided to staff on state law associated with bullying.</p>		Campus Discipline Coordinators	Filed Reports using district forms			
<p>Critical Success Factors CSF 6</p> <p>5) Blackboard Connect will be used to notify parents of school events, information about their child, school closings, etc.</p>	5	Assistant Superintendent Campus Principals	Parent Surveys			
Funding Sources: Title 1 - \$4600.00						
<p>6) Class size reduction teachers will be assigned to Grades 1 and 4 to enhance the quality of instruction.</p>	10	Superintendent Assistant Superintendent	Discipline Reports			
Funding Sources: Title 2 - \$85655.00						
<p>Critical Success Factors CSF 6</p> <p>7) Teen Dating Violence education will be implemented</p>		YHS Principal	Curriculum			






<p align="center">Critical Success Factors CSF 6</p> <p>8) Bullying policy and procedures will be implemented to include parental notification.</p>		Campus Discipline Coordinators	Bullying Incident Reports			
<p align="center">Critical Success Factors CSF 6</p> <p>9) Red ribbon week will be conducted in Grades 3-8 to as a means to address drug and violence prevention</p>		CIS Representatives Counselors	Drug-related disciplinary records			
<p align="center">Critical Success Factors CSF 6</p> <p>10) Campus response teams will remain current in CPI annual trainings</p>		Principals	Training records			
<p align="center">Critical Success Factors CSF 3 CSF 4</p> <p>11) Safe and Civil Schools' Foundations program will be implemented with fidelity on all campuses to create more instruction time and create a team problem-solving atmosphere on all campuses.</p>	2	Campus Principals	Staff Surveys Parent Surveys Student Surveys			
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 2: Provide a safe and disciplined environment.

Performance Objective 2: Support services will be provided to students to maximize learning readiness.

Summative Evaluation: Program participation records, Attendance Rates, Discipline Reports

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>Critical Success Factors CSF 6</p> <p>1) Breakfast in the Classroom will continue in Grades PK-5</p>		Food Services Director	Participation Rates			
<p>Critical Success Factors CSF 6</p> <p>2) Free breakfast offered to all students in Grades 6-12</p>		Abbie Hanke	Participation Records			
<p>Critical Success Factors CSF 6</p> <p>3) Kids Cafe offered through Capital Area Foodbank will provide third daily meals to students in After-School Program in Grades 3-8</p>		Food Services Director	Participation Records			
	Funding Sources: Grant - \$15000.00					
<p>Critical Success Factors CSF 6</p> <p>4) Weekend food distribution to students in Cameron Prep offered through the Capital Area Food Bank</p>		CIS Representatives CJH Counselor	Distribution Records			
	Funding Sources: Grant - \$4000.00					
<p>Critical Success Factors CSF 6</p> <p>5) Two social workers provided by Central Texas Communities in Schools</p>		Assistant Superintendent Campus Principals	Discipline Records, Case Management Records			
	Funding Sources: Local - \$36000.00					
<p>Critical Success Factors CSF 6</p> <p>6) Holiday Shoe Drive coordinated by Communities in Schools</p>		CIS Representatives	Distribution Records			
<p>Critical Success Factors CSF 6</p> <p>7) Dental screenings will be provided to students in Grades PreK-3 in partnership with private supporter</p>		District Nurse	Number served.			






<p align="center">Critical Success Factors CSF 6</p> <p>8) Staff will be trained in child abuse prevention and awareness</p>		Assistant Superintendent Campus Principals	Training Records			
Funding Sources: Title 1 - \$1500.00						
<p align="center">Critical Success Factors CSF 6</p> <p>9) A DAEP will be staffed that provides with an opportunity for students to academically and behaviorally progress</p>		YHS Assistant Principal	Placement Records			
Funding Sources: Comp ed - \$59000.00						
<p align="center">Critical Success Factors CSF 6</p> <p>10) Staff will receive training on adolescent suicide prevention</p>		Assistant Superintendent Campus Principals	EduHero Training records			
Funding Sources: Title 2 - \$500.00						
<p align="center">Critical Success Factors CSF 5</p> <p>11) Parents of prekindergarten children will be supported with parent trainings and involvement activities.</p>	6	Campus Principal	CIRCLE Assessment Kindergarten Readiness Assessment			
Funding Sources: Grant - \$500.00						
<p>12) The Blackboard Connect system will be used to communicate with parents.</p>	6	Assistant Superintendent Campus Principals and Assistant Principals	Blackboard Connect records			
Funding Sources: Title 1 - \$3750.00						
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 3: Develop a climate to maximize individual potential.

Performance Objective 1: Establish systems to emphasize and track growth of individual students.

Summative Evaluation: State Accountability Index 2






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 2</p> <p>1) Campuses will use data boards and/or electronic forms to track individual progress</p>	8	Assistant Superintendent Campus Principals	Improved district Index 2 results			
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p> <p>2) Academic conferences will be conducted to discuss the tracking of student progress, instructional initiatives, resource and training needs, etc.</p>	8	Superintendent	Improved district Index 2 results			
<p>3) Students will establish individual learning goals and receive recognition for meeting individual progress.</p>		Principals	Improved district Index 2 results			
Funding Sources: Local - \$400.00						
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 5</p> <p>4) Parents will be involved in decisions regarding their child.</p>	9	Campus Principals Classroom Teachers	Parent Conference/RtI Records Index 2 results			
<p>Critical Success Factors CSF 1 CSF 7</p> <p>5) Highly effective teachers will be recruited and retained through the support of a Higher Education Reimbursement.</p>	5	Assistant Superintendent Business Manager	Financial Records Transcripts			
Funding Sources: Title 2 - \$1500.00						
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 3</p> <p>6) Principals and central office administration will be trained in the effective use of data.</p>	2	Assistant Superintendent	Index 2			
Funding Sources: Title 2 - \$5584.00						

<p style="text-align: center;">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p>		Assistant Superintendent Campus Principals Classroom Teachers	Index 2 STAAR			
7) DMAC will be used to gather data for individual students.		Funding Sources: Title 1 - \$4000.00				
<div style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </div>						

Goal 3: Develop a climate to maximize individual potential.

Performance Objective 2: Students will be provided learning opportunities that match their unique talents.

Summative Evaluation: Enrollment records






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>Critical Success Factors CSF 4</p> <p>1) Guest speakers will be scheduled at Ben Milam Elementary as a means to introduce students to various jobs.</p>	5	Campus Principal	List of Speakers and Careers			
<p>Critical Success Factors CSF 4</p> <p>2) Health Science will be expanded to include a Certified Nursing Assistant program as a means to provide students with industry licensure.</p>	10	Campus Principal	Enrollment Records, Performance on CNA exam			
			Funding Sources: Local - \$11800.00			
<p>Critical Success Factors CSF 4</p> <p>3) Educator preparation courses will be offered as a means to provide students with employability skills in human services field</p>	10	Campus Principal	Enrollment records			
<p>4) Teachers who work with GT students will receive 30 hour GT endorsement and annual 6 hour updates</p>		Principals	Training Records			
			Funding Sources: State GT Funds - \$5500.00			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 3: Develop a climate to maximize individual potential.

Performance Objective 3: Effective transitions will occur for students throughout our system to include postsecondary preparation

Summative Evaluation: Retention Records, Graduation Rates






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p align="center">Critical Success Factors CSF 1</p> <p>1) A MOU will be developed with Hill Country Action to place a district teacher in the local Head Start facility</p>	10	Assistant Superintendent	Readiness reports			
Funding Sources: Local - \$46000.00						
<p align="center">Critical Success Factors CSF 4</p> <p>2) Students will have the opportunity to pursue specific course offerings through TxVSN</p>		YHS Assistant Principal	Enrollment/Completion Records			
Funding Sources: Local - \$10000.00						
<p align="center">Critical Success Factors CSF 1</p> <p>3) YHS will serve as an ACT testing site three times during the school year.</p>	9	YHS Counselors	Participation Records			
<p align="center">Critical Success Factors CSF 4</p> <p>4) All students at CJH will take career exploration courses.</p>		Principal Counselor	Career Interest Inventories			
Funding Sources: Perkins - \$1000.00						
<p align="center">Critical Success Factors CSF 2</p> <p>5) Success Ed will be used to track the records of RtI, special Education, Section 504. and ELL students</p>	7	Assistant Superintendent Campus Principals	Digital Records			
Funding Sources: Local - \$5000.00						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 4 CSF 7</p> <p>6) Bilingual education, to include associated training, will be implemented and expanded in Grades PreK-5 as a means to transition second language learners</p>	4	Assistant Superintendent Campus Principals	Reading Records, STAAR, TELPAS			
<p align="center">Critical Success Factors CSF 4</p> <p>7) Homebound services will be provided to students after childbirth to promote reentry into schools</p>		YHS Counselors	Graduation rates			
Funding Sources: Comp ed - \$750.00						

Critical Success Factors CSF 4 8) Edgenuity will be provided as a credit recovery opportunity for students who lack sufficient academic credits to graduate in four years		YHS Assistant Principal	Graduation rate			
	Funding Sources: Rural Schools - \$10000.00					
Critical Success Factors CSF 4 9) CTE Courses will be supported with supplies, tools, and equipment.		Assistant Superintendent YHS Principal CTE Teachers	certification records			
	Funding Sources: Perkins - \$14000.00					
Critical Success Factors CSF 7 10) CTE teachers will attend professional development relative to the courses that they teach.	4	Assistant Superintendent YHS Principal	certifications records			
	Funding Sources: Perkins - \$3000.00					
Critical Success Factors CSF 1 11) Students will be supported in their efforts to take certification tests.		Assistant Superintendent YHS Principal CTE Teachers	certification records			
	Funding Sources: Perkins - \$600.00					
Critical Success Factors CSF 4 12) CTE courses will be supported with tools, supplies, and equipment.		Assistant Superintendent YHS Principal CTE Teachers	certification records			
	Funding Sources: Perkins - \$14000.00					
Critical Success Factors CSF 4 13) CJH Students and YHS Students will participate in online CTE classes and earn certifications.						
	Funding Sources: Local - \$14000.00					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: Develop a climate to maximize individual potential.

Performance Objective 4: Index 4 performance will improve by 8%.






Summative Evaluation: Index 4 Data

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>Critical Success Factors CSF 1 CSF 4</p> <p>1) SAT/ACT prep courses will be offered to YHS Students.</p>		YHS Principal YHS Counselors	Sign-in sheets			
<p>Critical Success Factors CSF 4</p> <p>2) CTE students will be enrolled in a coherent sequence of courses.</p>		YHS Principal YHS Counselor	individual graduation plans student transcripts			
<p>Critical Success Factors CSF 4</p> <p>3) Students will have the opportunity to pursue specific course offerings through TxVSN.</p>		YHS Assistant Principal YHS Counselors	Enrollment/course completion records			
<p>Critical Success Factors CSF 1</p> <p>4) YHS will serve as an ACT testing site three times during the school year.</p>		YHS Counselors	Participation records			
<p>Critical Success Factors CSF 2</p> <p>5) Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.</p>	4	Superintendent Assistant Superintendent Campus Principals	Index 4			
<p>Critical Success Factors CSF 7</p> <p>6) All CISD teachers will receive training in differentiated instruction.</p>		Assistant Superintendent Campus Principals	STAAR local assessments			
<p>Critical Success Factors CSF 1</p> <p>7) ACT/SAT vocabulary will be taught in English III and English IV.</p>	9	YHS Principal Classroom Teachers	ACT/SAT Scores			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 3: Develop a climate to maximize individual potential.

Performance Objective 5: Academic Meet participation will increase by 15% across the district.






Summative Evaluation: Participation records

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>Critical Success Factors CSF 4</p> <p>1) The high school and junior high will utilize a schedule that allows for UIL periods.</p>		Principals	UIL records			
<p>Critical Success Factors CSF 4</p> <p>2) UIL coaches will ensure that all teams include three student participants.</p>		Principals	UIL records			
<p>Critical Success Factors CSF 4</p> <p>3) High school students will be rewarded with scholarships for placing in the top three places at district, regional, and state competitions.</p>	10	YHS Principal	Callaway Scholarships Records			
<p>Critical Success Factors CSF 4</p> <p>4) Students will be rewarded for participation in UIL events.</p>	10	Campus Principals UIL Coordinators	UIL participation records.			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 4: Utilize innovative technology to stimulate continuous learning.

Performance Objective 1: Technology proficiency will increase among all instructional staff.






Summative Evaluation: Technology Development Plans, Classroom Walkthroughs

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>Critical Success Factors CSF 7</p> <p>1) Technology Integration Specialist(s) will guide K-12 teachers toward implementing instruction that incorporates various technologies.</p>	2	Assistant Superintendent Campus Principals Technology Integration specialist	Classroom Walkthroughs			
Funding Sources: Local - \$48978.00						
<p>Critical Success Factors CSF 7</p> <p>2) An onsite technology integration agreement will be approved with Region 6 allowing for ongoing professional development.</p>		Technology Integration Specialist	Training Records, Classroom Walkthroughs			
Funding Sources: Title 1 - \$8500.00						
<p>Critical Success Factors CSF 7</p> <p>3) Teachers and paraprofessionals will continue to receive training through a Technology Academy.</p>	2	Technology Integration Specialist Campus Principals	Training Records, Classroom Walkthroughs			
Funding Sources: Title 2 - \$1000.00						
<p>Critical Success Factors CSF 7</p> <p>4) Technology Team consisting of two teachers from each campus will lead district implementation initiatives and attend Texas Computer Educators Association conference.</p>	4	Assistant Superintendent Technology Integration Specialist	Training Records, Evaluations from Summer Technology Conference			
Funding Sources: Title 1 - \$2000.00, Rural Schools - \$2000.00						
<p>Critical Success Factors CSF 6</p> <p>5) Instructional staff will use social media, Web 2.0 tools, websites, and other electronic means to communicate with parents.</p>	6	Principals Technology Integration Specialist	Parent Survey			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 4: Utilize innovative technology to stimulate continuous learning.

Performance Objective 2: Technology Equipment will be provided that allows for students to learn real-world applications.






Summative Evaluation: Purchasing Records, Technology Inventory

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>Critical Success Factors CSF 4</p> <p>1) Chromebooks will be used in a one-to-one initiative for students in Grades 6-12.</p>		Operations Manager	Academic Records, Inventories			
Funding Sources: Comp ed - \$15000.00						
<p>Critical Success Factors CSF 4</p> <p>2) 3D Printers will be provided at CES, CJHS, YHS</p>		Principals	3D Products			
<p>Critical Success Factors CSF 4</p> <p>3) Plasma cutter will be used in YHS Agriculture Science courses</p>		YHS Principal	Student Products			
<p>Critical Success Factors CSF 4</p> <p>4) Discovery Education will be used toward students digitally viewing course content.</p>		Campus Principals	Classroom walkthroughs, Lesson plans			
Funding Sources: Local - \$3700.00						
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 4: Utilize innovative technology to stimulate continuous learning.

Performance Objective 3: Student participation in the annual Technology Showcase will increase.

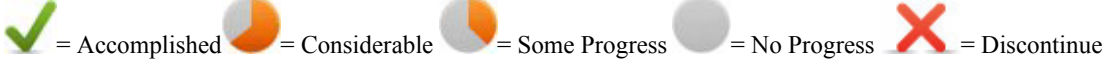
Summative Evaluation: Participation records

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>Critical Success Factors CSF 5</p> <p>1) The Technology Showcase format will be changed to a "fair" type of format at the secondary level.</p>	6	Campus Principals	Participation records			
<p>Critical Success Factors CSF 5</p> <p>2) Students will share their technology projects with their parents in their classrooms on Technology Showcase Night.</p>	6	Campus Principals	Participation Records			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 5: Foster success while maintaining fiscal responsibility.


Performance Objective 1: The annual audit will be free of major discrepancies.

Summative Evaluation: Budget Records, Inventory Records, Annual Audit

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>Critical Success Factors CSF 3</p> <p>1) Monthly reports will be provided to the Board of Trustees related to the expenditure of budgeted funds</p>		Business Manager	Budget-to-Actual report			
<p>Critical Success Factors CSF 3</p> <p>2) Capital Outlay Inventory will be maintained and updated.</p>		Business Manager	Inventory Records			
<p>Critical Success Factors CSF 3</p> <p>3) The Business Manager will maintain close contact with the auditing firm throughout the school year in order to proactively maintain effective accounting systems.</p>		Business Manager	annual audit report			
						

Goal 5: Foster success while maintaining fiscal responsibility.






Performance Objective 2: Processes will be used to anticipate future expenditures

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
1) Anticipated capital expenditure plan will be maintained and updated		Superintendent	Plan			
						

Goal 5: Foster success while maintaining fiscal responsibility.

Performance Objective 3: Cameron ISD will maintain a Superior Financial Integrity Rating

Summative Evaluation: FIRST Report

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	May
<p>Critical Success Factors CSF 3</p> <p>1) The district will maintain strong internal controls over financial reporting and compliance for local, state, or federal funds.</p>		Business Manager	FIRST report			
<p>Critical Success Factors CSF 3</p> <p>2) Financial reports and data will be submitted to TEA in a timely manner.</p>		Business Manager	FIRST Report			
<p>Critical Success Factors CSF 3</p> <p>3) The district will maintain cash on hand and current investments in the general fund to sufficiently cover operating expenses.</p>		Business Manager	FIRST Report			
<p>Critical Success Factors CSF 3</p> <p>4) The district will maintain a ratio of long-term liabilities to total assets that supports long-term solvency.</p>		Business Manager	FIRST Report			
<p>Critical Success Factors CSF 3</p> <p>5) The superintendent will conduct regular meetings with the business manager in order to proactively collaborate regarding accounting systems.</p>		Superintendent Business Manager	FIRST Report			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Wilson Foundations will be implemented as a core reading program in Grades PK-3
1	1	2	Wilson Reading System will be utilized as dyslexia intervention program at CES and CJH.
1	1	3	Tiered Intervention will be used in Grades K-12 to address students who are not meeting established learning targets
1	1	4	Today a Leader...Tomorrow a Reader initiative will be implemented.
1	1	5	Customized Edgenuity plans will be developed for intervention during school and Cameron Prep
1	1	6	Full day PreK will be provided to four-year olds and half-day PreK to three-year-olds as a means to ensure academic readiness
1	1	8	Summer school will be provided for students needing additional assistance.
1	1	9	Before and after school tutoring will be provided to assist students
1	1	10	Bilingual reading materials will be purchased for grades 3 through 5 classrooms
1	1	11	Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction
1	1	12	The primary, elementary, and junior high campuses will implement Accelerated Reader and use the Renaissance Star to track reading progress
1	1	13	Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.
1	1	14	PreK teachers will receive ongoing professional development through ESC Region 6.
1	1	15	All core teachers will receive training in the effective implementation of the TEKS Resource System.
1	1	16	All CISD teachers will receive training in differentiated instruction.
1	1	17	Professional development days will be devoted to curriculum alignment throughout the school year.
1	1	18	Representatives from the bilingual program will attend a Latino Family Literacy training.
1	1	19	Bilingual program representatives will attend the NABE convention.
1	1	20	Bilingual books, leveled readers, and nonfiction titles will be purchased for bilingual classrooms.
1	1	21	PreK Students will take field trips that build background knowledge and vocabulary.
1	1	22	PreK classrooms will be equipped with effective center materials.
1	1	23	PreK teachers will be trained in effective early childhood instruction.
1	2	1	ELA teachers at YHS, CJH, and CES will attend training at ESC 6 related to preparing students for EOC English/STAAR exams.

Goal	Objective	Strategy	Description
1	2	3	EOC intervention course will be provided at YHS
1	2	4	A ESC Region 6 writing consultant will work with writing instructors at CJH and YHS.
1	2	5	Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.
1	2	6	Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction
1	2	7	All core teachers will receive training in the effective implementation of the TEKS Resource System.
1	2	8	All CISD teachers will receive training in differentiated instruction.
1	2	9	Professional development days will be devoted to curriculum alignment throughout the school year.
1	3	1	Teachers will utilize lessons designed by Region 6 mathematics cohort as an instructional resource.
1	3	2	TEKSing to the STAAR will be implemented in Grades 3-8 as a means to promote problem-solving skills
1	3	3	Attend university job fairs to recruit qualified secondary mathematics teachers.
1	3	4	Individualized tutoring will be provided during the school day, before school, and after school prior to state exams.
1	3	5	Algebra I teachers at YHS and CJH will attend training at ESC Region 6
1	3	6	Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction
1	3	7	Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.
1	3	8	All CISD teachers will receive training in differentiated instruction.
1	3	9	All core teachers will receive training in the effective implementation of the TEKS Resource System.
1	3	10	Professional development days will be devoted to curriculum alignment throughout the school year.
1	4	1	Hands-on science will be facilitated at Cameron Elementary and Ben Milam Elementary.
1	4	3	All core teachers will receive training in the effective implementation of the TEKS Resource System.
1	4	4	All CISD teachers will receive training in differentiated instruction.
1	4	5	Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction
1	4	6	Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.
1	5	1	CJH social studies teachers will attend Lead4ward trainings and participate in Lead4ward's ePLC.
1	5	2	All core teachers will receive training in the effective implementation of the TEKS Resource System.

Goal	Objective	Strategy	Description
1	5	3	All CISD teachers will receive training in differentiated instruction.
1	5	4	Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction
1	5	5	Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.
3	1	1	Campuses will use data boards and/or electronic forms to track individual progress
3	1	2	Academic conferences will be conducted to discuss the tracking of student progress, instructional initiatives, resource and training needs, etc.
3	1	4	Parents will be involved in decisions regarding their child.
3	1	6	Principals and central office administration will be trained in the effective use of data.
3	1	7	DMAC will be used to gather data for individual students.
3	3	6	Bilingual education, to include associated training, will be implemented and expanded in Grades PreK-5 as a means to transition second language learners

Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Wilson Foundations will be implemented as a core reading program in Grades PK-3
1	1	2	Wilson Reading System will be utilized as dyslexia intervention program at CES and CJH.
1	1	3	Tiered Intervention will be used in Grades K-12 to address students who are not meeting established learning targets
1	1	5	Customized Edgenuity plans will be developed for intervention during school and Cameron Prep
1	1	8	Summer school will be provided for students needing additional assistance.
1	1	9	Before and after school tutoring will be provided to assist students
1	1	10	Bilingual reading materials will be purchased for grades 3 through 5 classrooms
1	1	11	Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction
1	1	12	The primary, elementary, and junior high campuses will implement Accelerated Reader and use the Renaissance Star to track reading progress
1	1	13	Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.
1	1	14	PreK teachers will receive ongoing professional development through ESC Region 6.
1	1	15	All core teachers will receive training in the effective implementation of the TEKS Resource System.
1	1	16	All CISD teachers will receive training in differentiated instruction.
1	1	17	Professional development days will be devoted to curriculum alignment throughout the school year.
1	1	18	Representatives from the bilingual program will attend a Latino Family Literacy training.
1	1	19	Bilingual program representatives will attend the NABE convention.
1	1	20	Bilingual books, leveled readers, and nonfiction titles will be purchased for bilingual classrooms.
1	1	21	PreK Students will take field trips that build background knowledge and vocabulary.
1	1	22	PreK classrooms will be equipped with effective center materials.
1	2	9	Professional development days will be devoted to curriculum alignment throughout the school year.
1	3	1	Teachers will utilize lessons designed by Region 6 mathematics cohort as an instructional resource.
1	3	2	TEKSing to the STAAR will be implemented in Grades 3-8 as a means to promote problem-solving skills
1	3	3	Attend university job fairs to recruit qualified secondary mathematics teachers.

Goal	Objective	Strategy	Description
1	3	4	Individualized tutoring will be provided during the school day, before school, and after school prior to state exams.
1	3	5	Algebra I teachers at YHS and CJH will attend training at ESC Region 6
1	3	6	Teachers will participate in the C2L collaborative to create common assessments, analyze data, and plan instruction
1	3	7	Utilization of Lead4ward resources to pinpoint instructional weakness and to plan strategies to address those weaknesses during weekly team meetings on each campus.
1	3	8	All CISD teachers will receive training in differentiated instruction.
1	3	9	All core teachers will receive training in the effective implementation of the TEKS Resource System.
1	3	10	Professional development days will be devoted to curriculum alignment throughout the school year.
3	1	1	Campuses will use data boards and/or electronic forms to track individual progress
3	1	2	Academic conferences will be conducted to discuss the tracking of student progress, instructional initiatives, resource and training needs, etc.
3	1	4	Parents will be involved in decisions regarding their child.
3	1	6	Principals and central office administration will be trained in the effective use of data.
3	1	7	DMAC will be used to gather data for individual students.
3	3	6	Bilingual education, to include associated training, will be implemented and expanded in Grades PreK-5 as a means to transition second language learners

State Compensatory

Budget for District Improvement Plan:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-xx-61xx-00-xxx-630	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$904,400.00
6100 Subtotal:		\$904,400.00
6200 Professional and Contracted Services		
13-63xx.xx-xxx-xxxxxxx	6216 Professional Services - Locally Defined	\$2,900.00
199-11-62xx.xx-xxx-xxxxxxx	6216 Professional Services - Locally Defined	\$4,600.00
199-13-6219-00-xxx-630	6219 Professional Services	\$17,000.00
6200 Subtotal:		\$24,500.00
6300 Supplies and Services		
13-63xx.xx-xxx-xxxxxxx	6390 Supplies and Materials - General	\$2,900.00
199-11-63xx-00-xxx-630	6390 Supplies and Materials - General	\$27,000.00
6300 Subtotal:		\$29,900.00

Personnel for District Improvement Plan:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Abigail Garcia	Classroom Teacher	Class Size Reduction	.95
Adrienne Henderson	Intervention Class	Math	.11
Alana Pinkston	Teacher	PreK	.5
Amy Morgan	Intervention Class	Reading	.11
Andrea Pappas	Classroom Teacher	Class Size Reduction	1.0
Bethany Del Bosque	Teacher	PreK	.47
Brenda Labay	Aide	General Education	1.0
Chester Doughty	Intervention Class	ELAR	.13
Colton Gommert	Intervention Class		.1
Connie Thompson	Interventionist	Reading	1.0
Courteney Janke	Teacher	PreK	.5
Crystal Dockery	Teacher	PreK	.5
Cynthia Thompson	Aide	PreK	1.0
Diedre Fith	Aide	PreK	1.0
Holly Gommert	Teacher	PreK	.5
Jada Parker	Teacher	PreK	.5
Jayce Raspberry	Interventionist	Math	.64
Jenie Huaman Vilca	Aide	Bilingual	1.0
Jennifer Rodriguez	Intervention Class	Reading	.12
Jessica King	Teacher	PreK	.5
Kathryn Barrett	Classroom Teacher	Class Size Reduction	1.0
Kerry Lloyd	Intervention Class	Math	.12
Lacie Raspberry	Intervention Class	Reading	.12
Lance Hause	Intervention Class	Math	.29

Leah Hyvle	Intervention Class	Math	.12
Mary Stone	Intervention Class	Math	.11
McKenzie Broussard	Intervention Class	ELAR	.11
Melinda Byrd	Intervention Class		.10
Michelle Bethel	Intervention Class	ELAR	.14
Ollie O'Connor	Intervention Class	Math	.11
Stephanie Hause	Intervention Class	Math	.9
Vickie Locke	Aide	PreK	1.0

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amy Frausto	Aide	Intervention	1.0
Cynthia Labay	Aide	General Education	1.0
Jerrica Mendoza	Aide	Intervention	1.0
Julie Muniz	Aide	General Educatio	1.0
Kerri Hillman	Interventionist	Reading	1.0
Lee Ann Smith	Interventionist	Grade 2	1.0
Naomi Molina	Aide	PreK	1.0
Ramona Fincher	Interventionist	Grade 1	1.0
Sandra Vaculin	Aide	PreK	1.0
Tommie Christman	Aide	PreK	1.0
Walter Wallace	Aide	General Education	1.0
Wanda Barnes	Aide	PreK	1.0

District Funding Summary

Title 1					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$172,401.00
1	1	6	Teachers/Aides		\$47,408.00
1	1	8			\$20,000.00
1	1	13			\$500.00
1	2	4			\$1,600.00
1	3	4	Contracted Services		\$10,000.00
1	3	5			\$1,500.00
1	5	1			\$640.00
2	1	5	Subscription		\$4,600.00
2	2	8	Eduhero		\$1,500.00
2	2	12			\$3,750.00
3	1	7			\$4,000.00
4	1	2	AllTech Training Agreement		\$8,500.00
4	1	4	Travel/Registration		\$2,000.00
Sub-Total					\$278,399.00
Title 2					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7	Registration/Travel		\$500.00
1	1	13			\$500.00
1	2	1	Registration/Travel		\$1,000.00
1	3	3	Registration/Travel		\$500.00
2	1	6	Teachers		\$85,655.00
2	2	10	Eduhero		\$500.00
3	1	5			\$1,500.00

3	1	6			\$5,584.00
4	1	3	Trainers		\$1,000.00
Sub-Total					\$96,739.00
Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$44,672.00
1	1	3			\$43,898.00
1	1	6			\$317,041.00
1	1	8	Teachers		\$57,350.00
1	1	12			\$17,000.00
1	1	13			\$5,700.00
1	1	15			\$2,100.00
1	1	16			\$7,200.00
1	2	2			\$0.00
1	4	1	Materials/Supplies		\$2,500.00
1	4	2	Travel		\$2,500.00
2	1	1	Subscription/Supplies		\$4,000.00
2	1	3	Subscription		\$3,000.00
2	1	9	Supplies		\$250.00
2	1	10	Travel		\$250.00
2	1	11			\$18,000.00
2	2	5			\$36,000.00
3	1	3	Supplies		\$400.00
3	2	2	Supplies		\$11,800.00
3	3	1			\$46,000.00
3	3	2	Registration		\$10,000.00
3	3	5	Subscription		\$5,000.00
3	3	13			\$14,000.00

4	1	1	Employee		\$48,978.00
4	2	4	Subscription		\$3,700.00
Sub-Total					\$701,339.00
Comp ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$4,300.00
1	1	3	Teacher		\$27,762.00
1	1	6	Teachers/Aides		\$43,339.00
1	2	3			\$23,125.00
2	2	9	Teachers/Counselor/Administrator		\$59,000.00
3	3	7	Teacher		\$750.00
4	2	1	Devices		\$15,000.00
Sub-Total					\$173,276.00
Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$1,350.00
1	1	14			\$1,500.00
1	1	21			\$5,000.00
1	1	22			\$22,000.00
1	1	23			\$4,500.00
2	2	3	Food		\$15,000.00
2	2	4	Backpacks of Food		\$4,000.00
2	2	11			\$500.00
Sub-Total					\$53,850.00
Perkins					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	3	4	Career Cruising Subscription		\$1,000.00
3	3	9			\$14,000.00

3	3	10			\$3,000.00
3	3	11			\$600.00
3	3	12			\$14,000.00
Sub-Total					\$32,600.00
Rural Schools					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5			\$5,100.00
3	3	8	Subscription		\$10,000.00
4	1	4	Travel/Registration		\$2,000.00
Sub-Total					\$17,100.00
Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	10			\$4,479.00
1	1	18			\$1,000.00
1	1	19			\$3,000.00
1	1	20			\$1,000.00
Sub-Total					\$9,479.00
State GT Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	2	4			\$5,500.00
Sub-Total					\$5,500.00
Grand Total					\$1,368,282.00

Addendums

TEXAS EDUCATION AGENCY
2016 System Safeguards - Status Report
 CAMERON ISD (166901)

CONFIDENTIAL

	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ Disadv	Special Ed	ELL (Current & Monitored)	ELL +	Total Met	Total Eligible	Percent of Eligible Measures Met
Performance Status - State															
State Target	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%				
Reading	Y	N	Y	Y					N	N	N		3	7	43
Mathematics	Y	N	Y	Y					Y	N	N		4	7	57
Writing	N	N	N	Y					N				1	5	20
Science	Y	N	Y	Y					Y	N			4	6	67
Social Studies	N	N	N	Y					N	N			1	6	17
Total													13	31	42

Performance Status - Federal															
Federal Target	87%	87%	87%	87%					87%	87%	87%				
Reading	N	N	N	N	n/a	n/a	n/a	n/a	N	N		n/a			
Mathematics	N	N	N	N	n/a	n/a	n/a	n/a	N	N		n/a			

Participation Status															
Target	95%	95%	95%	95%	95%	95%	95%	95%	95%	95%		95%			
Reading	Y	Y	Y	Y					Y	Y		Y	7	7	100
Mathematics	Y	Y	Y	Y					Y	Y		Y	7	7	100
Total													14	14	100

Federal Graduation Status (Target: See Reason Codes)															
Graduation Target Met	Y		Y	Y					Y				4	4	100
Reason Code ***	a		a	a					a						
Total													4	4	100

District: Met Federal Limits on Alternative Assessments															
Reading															
Alternate 1%	Y														
Number Proficient	4														
Total Federal Cap Limit	12														
Mathematics															
Alternate 1%	Y														
Number Proficient	4														
Total Federal Cap Limit	10														
Total													1	1	100

Overall Total **32** **50** **64**

+ Participation uses ELL (Current), Graduation uses ELL (Ever HS).

*** Federal Graduation Rate Reason Codes:

a = Graduation Rate Goal of 90%

b = Four-year Graduation Rate Target of 88%

c = Safe Harbor Target of a 10% decrease in difference from the prior year rate and the Goal

d = Five-year Graduation Rate Target of 90%

Blank cells above represent student group indicators that do not meet the minimum size criteria.

n/a Indicates the student group is not applicable to System Safeguards.

TEXAS EDUCATION AGENCY
2016 System Safeguards - Performance and Participation Data Table
CAMERON ISD (166901)

CONFIDENTIAL

	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ Disadv	Special Ed	ELL (Current & Monitored)	ELL (Current)
Performance Rates												
Reading												
# at Level II Satisfactory Standard	688	87	320	267	0	4	0	10	460	19	46	n/a
Total Tests	1,070	185	517	349	0	4	0	15	784	112	79	61
% at Level II Satisfactory Standard	64%	47%	62%	77%	-	100%	-	67%	59%	17%	58%	n/a
Mathematics												
# at Level II Satisfactory Standard	595	75	279	233	0	2	0	6	403	17	43	n/a
Total Tests	864	141	418	291	0	2	0	12	637	84	75	57
% at Level II Satisfactory Standard	69%	53%	67%	80%	-	100%	-	50%	63%	20%	57%	n/a
Writing												
# at Level II Satisfactory Standard	137	15	65	55	0	0	0	2	98	3	14	n/a
Total Tests	238	37	113	85	0	0	0	3	183	19	25	22
% at Level II Satisfactory Standard	58%	41%	58%	65%	-	-	-	67%	54%	16%	56%	n/a
Science												
# at Level II Satisfactory Standard	261	34	109	113	0	3	0	2	159	12	13	n/a
Total Tests	356	58	162	130	0	3	0	3	246	36	23	16
% at Level II Satisfactory Standard	73%	59%	67%	87%	-	100%	-	67%	65%	33%	57%	n/a
Social Studies												
# at Level II Satisfactory Standard	123	9	57	54	0	0	0	3	72	7	0	n/a
Total Tests	217	30	107	75	0	1	0	4	149	26	9	8
% at Level II Satisfactory Standard	57%	30%	53%	72%	-	0%	-	75%	48%	27%	0%	n/a
Participation Rates												
Reading: 2015-2016 Assessments												
Number Participating	1,121	195	545	362	0	4	0	15	822	115	n/a	69
Total Students	1,132	197	548	368	0	4	0	15	831	116	n/a	69
Participation Rate	99%	99%	99%	98%	-	100%	-	100%	99%	99%	n/a	100%
Mathematics: 2015-2016 Assessments												
Number Participating	907	149	442	302	0	2	0	12	671	85	n/a	64
Total Students	911	149	442	306	0	2	0	12	675	85	n/a	64
Participation Rate	100%	100%	100%	99%	-	100%	-	100%	99%	100%	n/a	100%

- Indicates there are no students in the group.
n/a Indicates the student group is not applicable to System Safeguards.

TEXAS EDUCATION AGENCY
2016 System Safeguards - Graduation and Federal Limits Data Table
 CAMERON ISD (166901)

CONFIDENTIAL

	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ Disadv	Special Ed	ELL (Ever HS)	ELL (Current)
Federal Graduation Rates												
4-year Longitudinal Cohort Graduation Rate (Gr 9-12): Class of 2015												
Number Graduated	83	15	32	34	0	0	0	2	51	5	0	n/a
Total in Class	88	17	34	35	0	0	0	2	56	6	1	1
Graduation Rate	94.3%	88.2%	94.1%	97.1%	-	-	-	100.0%	91.1%	83.3%	0.0%	n/a
4-year Longitudinal Cohort Graduation Rate (Gr 9-12): Class of 2014												
Number Graduated	91	17	26	47	0	1	0	0	44	13	2	n/a
Total in Class	96	18	29	48	0	1	0	0	49	14	3	2
Graduation Rate	94.8%	94.4%	89.7%	97.9%	-	100.0%	-	-	89.8%	92.9%	66.7%	n/a
5-year Extended Graduation Rate (Gr 9-12): Class of 2014												
Number Graduated	92	17	27	47	0	1	0	0	45	14	3	n/a
Total in Class	96	18	29	48	0	1	0	0	49	14	3	2
Graduation Rate	95.8%	94.4%	93.1%	97.9%	-	100.0%	-	-	91.8%	100.0%	100.0%	n/a
District: Met Federal Limits on Alternative Assessments												
Reading												
Number Proficient	4											
Total Federal Cap Limit	12											
Mathematics												
Number Proficient	4											
Total Federal Cap Limit	10											

- Indicates there are no students in the group.
 n/a Indicates the student group is not applicable to System Safeguards.

Note: This policy addresses bullying of District students. For provisions regarding discrimination and harassment involving District students, see FFH. Note that FFI shall be used in conjunction with FFH for certain prohibited conduct. For reporting requirements related to child abuse and neglect, see FFG.

BULLYING
PROHIBITED

The District prohibits bullying as defined by this policy. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

DEFINITION

Bullying occurs when a student or group of students engages in written or verbal expression, expression through electronic means, or physical conduct that occurs on school property, at a school-sponsored or school-related activity, or in a vehicle operated by the District and that:

1. Has the effect or will have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or of damage to the student's property; or
2. Is sufficiently severe, persistent, and pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student.

This conduct is considered bullying if it:

1. Exploits an imbalance of power between the student perpetrator and the student victim through written or verbal expression or physical conduct; and
2. Interferes with a student's education or substantially disrupts the operation of a school.

EXAMPLES

Bullying of a student may include hazing, threats, taunting, teasing, confinement, assault, demands for money, destruction of property, theft of valued possessions, name calling, rumor spreading, or ostracism.

RETALIATION

The District prohibits retaliation by a student or District employee against any person who in good faith makes a report of bullying, serves as a witness, or participates in an investigation.

EXAMPLES

Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

STUDENT WELFARE
FREEDOM FROM BULLYING

FFI
(LOCAL)

FALSE CLAIM	A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a District investigation regarding bullying shall be subject to appropriate disciplinary action.
TIMELY REPORTING	Reports of bullying shall be made as soon as possible after the alleged act or knowledge of the alleged act. A failure to immediately report may impair the District's ability to investigate and address the prohibited conduct.
REPORTING PROCEDURES	To obtain assistance and intervention, any student who believes that he or she has experienced bullying or believes that another student has experienced bullying should immediately report the alleged acts to a teacher, counselor, principal, or other District employee.
STUDENT REPORT	
EMPLOYEE REPORT	Any District employee who suspects or receives notice that a student or group of students has or may have experienced bullying shall immediately notify the principal or designee.
REPORT FORMAT	A report may be made orally or in writing. The principal or designee shall reduce any oral reports to written form.
PROHIBITED CONDUCT	The principal or designee shall determine whether the allegations in the report, if proven, would constitute prohibited conduct as defined by policy FFH, including dating violence and harassment or discrimination on the basis of race, color, religion, gender, national origin, or disability. If so, the District shall proceed under policy FFH. If the allegations could constitute both prohibited conduct and bullying, the investigation under FFH shall include a determination on each type of conduct.
INVESTIGATION OF REPORT	The principal or designee shall conduct an appropriate investigation based on the allegations in the report. The principal or designee shall promptly take interim action calculated to prevent bullying during the course of an investigation, if appropriate.
CONCLUDING THE INVESTIGATION	Absent extenuating circumstances, the investigation should be completed within ten District business days from the date of the initial report alleging bullying; however, the principal or designee shall take additional time if necessary to complete a thorough investigation. The principal or designee shall prepare a final, written report of the investigation. The report shall include a determination of whether bullying occurred, and if so, whether the victim used reasonable self-defense. A copy of the report shall be sent to the Superintendent or designee.
NOTICE TO PARENTS	If an incident of bullying is confirmed, the principal or designee shall promptly notify the parents of the victim and of the student who engaged in bullying.

STUDENT WELFARE
FREEDOM FROM BULLYING

FFI
(LOCAL)

DISTRICT ACTION BULLYING	If the results of an investigation indicate that bullying occurred, the District shall promptly respond by taking appropriate disciplinary action in accordance with the District's Student Code of Conduct and may take corrective action reasonably calculated to address the conduct.
DISCIPLINE	<p>A student who is a victim of bullying and who used reasonable self-defense in response to the bullying shall not be subject to disciplinary action.</p> <p>The discipline of a student with a disability is subject to applicable state and federal law in addition to the Student Code of Conduct.</p>
CORRECTIVE ACTION	Examples of corrective action may include a training program for the individuals involved in the complaint, a comprehensive education program for the school community, follow-up inquiries to determine if any new incidents or any instances of retaliation have occurred, involving parents and students in efforts to identify problems and improve the school climate, increasing staff monitoring of areas where bullying has occurred, and reaffirming the District's policy against bullying.
TRANSFERS	The principal or designee shall refer to FDB for transfer provisions.
COUNSELING	The principal or designee shall notify the victim, the student who engaged in bullying, and any students who witnessed the bullying of available counseling options.
IMPROPER CONDUCT	If the investigation reveals improper conduct that did not rise to the level of prohibited conduct or bullying, the District may take action in accordance with the Student Code of Conduct or any other appropriate corrective action.
CONFIDENTIALITY	To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation.
APPEAL	A student who is dissatisfied with the outcome of the investigation may appeal through FNG(LOCAL), beginning at the appropriate level.
RECORDS RETENTION	Retention of records shall be in accordance with CPC(LOCAL).
ACCESS TO POLICY AND PROCEDURES	This policy and any accompanying procedures shall be distributed annually in the employee and student handbooks. Copies of the policy and procedures shall be posted on the District's Web site, to the extent practicable, and shall be readily available at each campus and the District's administrative offices.