



# Cameron ISD Campus Improvement Plan 2024-2025

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Date of School Board Approval

## Legal References

- Each school **district** shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee. (Section 11.251 of the Texas Education Code)
- Each school year, the principal of each school **campus**, with the assistance of the campus-level committee, shall develop, review, and revise the campus improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Subchapter A, Chapter 29, with respect to the student achievement indicators adopted under Section 39.051 and any other appropriate performance measures for special needs populations. (Section 11.253 of the Texas Education Code)

### District Vision Statement

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.

### District 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.

### State Board of Education Mission, Goals, and Objectives

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child. The goals of public education are:

1. The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
2. The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
3. The students in the public education system will demonstrate exemplary performance in the understanding of science.
4. The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

The objectives of public education are:

1. Parents will be full partners with educators in the education of their children.

2. Students will be encouraged and challenged to meet their full educational potential.
3. Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
4. A well-balanced and appropriate curriculum will be provided to all students.
5. Qualified and highly effective personnel will be recruited, developed, and retained.
6. Texas students will demonstrate exemplary performance in comparison to national and international standards.
7. School campuses will maintain a safe and disciplined environment conducive to student learning.
8. Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.
9. Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.
10. Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society.
11. The State Board of Education, the agency, and the commissioner shall assist school districts and charter schools in providing career and technology education to students.

**Equal Educational Opportunity**

No officer or employee of the District shall, when acting or purporting to act in an official capacity, refuse to permit any student to participate in any school program because of the student's race, religion, color, sex, or national origin.

**Campus Advisory Committee**

**2024-2025**

**Principal, Brian Stork**

<b>Staff Members</b>	<b>Parents</b>	<b>Community Members</b>	<b>Business</b>
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**Alma Zandate**

**Samantha Leifeste**

**Ed Wells**

**Lorena Carrillo**

**Laci Wimmer**

**Donnette Manley**

**Mallory Patzke**

**Quennesha Lavan**

**Jeannette Jacoby**

**Lindsey Summers**

**Maritza Flores**

**COMPREHENSIVE NEEDS ASSESSMENT (TIA 13.1)**

The Cameron Independent School District conducted a comprehensive needs assessment based on TAPR data such as STAAR performance, attendance rates, dropout rates, CTE certification completion, TSI data, and SAT/ACT data, and formative assessments. In addition, for general education and for special programs, the data was disaggregated for all population groups, including male and female. Individual student's strengths and weaknesses were identified by disaggregating STAAR data by grade level, subject area, and objectives. The needs assessment also consisted of identifying needs for all subject areas, grade levels, and each special program considering the six areas of decision making (planning, curriculum/instruction, staffing, staff development, school organization, budgeting) and through the Effective Schools Correlates (Instructional Leadership, Instructional Focus, High Expectations, School Climate, and Parental Involvement). District needs identified through surveys and PBMAS analysis were also considered.

District and campus improvement plans from the 2022-2023 school year were reviewed and revised based on the achievement of specific goals and objectives. As a result, the 2023-2024 district and campus improvement plans include all identified priority needs.

### **CAMERON ISD NEEDS ASSESSMENT 2024-2025**

- The district has not been successful in finding ESL/bilingual-certified teachers to serve the EL population at the required grade levels to implement the programs.
- Emergency Operations Plan for the district requires annual monitoring
- Dyslexia Plan for the district requires annual monitoring
- Continuous updates are required of the College, Career, & Military Readiness Plan for the district
- Continue education is required on suicide awareness and vaping/tobacco for YHS and add CJH to the plan.
- Establish a digital citizenship education program for PK-12.
- Need for additional incentives and expectations for students with chronic attendance issues.
- Student achievement is not above the state average in the meets level for all student groups.
- Continue to utilize the parent and family engagement coordinator to work with students and parents.
- District instructional planning continues to need improvement in "backward-design".
- RTI process needs improvement with universal screener, data, and progress monitor tools.
- Use of the TEKS Resource System unit assessments in appropriate grade levels needs improvement.

- Rigor of lesson planning for Tier I instruction needs continual improvement.
- Alignment of resources used across the district in connection to state TEKS needs improvement.
- PLCs increase effectiveness of the team and vertical planning needs for continual improvement.
- More parent engagement and connection to district academic resources is needed.
- Improvement in the area of surveying, equipment upgrades, and drills staff and students regarding school safety is necessary.
- Continual updates to health and safety protocols in response to COVID-19 are needed.
- District has a significant learning loss, due to COVID-19 and the resulting shutdown of in-person instruction during the pandemic.
- The district has experienced high employee turnover and lack of qualified professional instructors, as a result of the pandemic.

[District and Campus Improvement Plans](#)

## **State Compensatory Education**

### **State of Texas Student Eligibility Criteria:**

A student under 21 years of age and who:

1. Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years (students in Pre-K and K that are retained at parent request are not considered at-risk).
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument.

5. Is pregnant or is a parent.
6. Has been placed in an AEP during the preceding or current school year.
7. Has been expelled during the preceding or current school year.
8. Is currently on parole, probation, deferred prosecution, or other conditional release.
9. Was previously reported through PEIMS to have dropped out of school.
10. Is a student of limited English proficiency.
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS.
12. Is homeless.
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

### **Federal, State and Local Funding Sources**

Federal funding sources that will be integrated and coordinated with State and Local funds to meet the needs of all students;

Program/Funding Source
Federal Programs
<i>Title 1, Part A</i> \$569,271
<i>Title I, Part C (Migrant)</i> N/A
<i>Title II, Part A (TPTR)</i> \$46,538
<i>Title IV</i> \$45,487

<i>Title V</i>	<i>\$50,000</i>
<i>Carl Perkins</i>	<i>\$20,544</i>
State Programs/Funding Source	
<i>Career/Technology Education</i>	<i>\$1,614,916</i>
<i>State Compensatory Education</i>	<i>\$1,736,010</i>
<i>Special Education</i>	<i>\$1,239,416</i>
<i>Bilingual/ESL Program</i>	<i>\$114,986</i>

**CISD District Goal(s):** Establish a culture of academic excellence. Foster success while maintaining fiscal responsibility.

**Goal 1:** All district campuses will meet or exceed student performance standards to achieve a campus rating of no less than a “B”.

**Objective 1:** All students and each accountability group will meet or exceed 80% passing rates for each test taken.

**Summative Evaluation:** STAAR results will show that all students and each accountability group exceeded 80% passing rate for all State tests.

<b>YHS Data 2024</b>	<b>All Students</b>	<b>Hispanic</b>	<b>White</b>	<b>African American</b>	<b>American Indian</b>	<b>Asian</b>	<b>Two Or More Races</b>	<b>ECD</b>	<b>ESL</b>	<b>Spec. Ed.</b>
<b>% Approaches Standards and Above ELA I</b>	<b>69%</b>	<b>69%</b>	<b>69%</b>	<b>60%</b>	<b>100%</b>	<b>-</b>	<b>80%</b>	<b>64%</b>	<b>60%</b>	<b>30%</b>

<b>Meets Standard or Above</b>	<b>49%</b>	<b>47%</b>	<b>53%</b>	<b>40%</b>	<b>100</b>	<b>-</b>	<b>100%</b>	<b>43%</b>	<b>25%</b>	<b>20%</b>
<b>Masters Standard</b>	<b>9%</b>	<b>6%</b>	<b>14%</b>	<b>5%</b>	<b>0%</b>	<b>-</b>	<b>40%</b>	<b>7%</b>	<b>0%</b>	<b>0%</b>
<b>% Approaches And Above ELA II</b>	<b>77%</b>	<b>77%</b>	<b>79%</b>	<b>70%</b>	<b>-</b>	<b>-</b>	<b>100%</b>	<b>72%</b>	<b>62%</b>	<b>33%</b>
<b>Meets Standard or Above</b>	<b>63%</b>	<b>63%</b>	<b>67%</b>	<b>50%</b>	<b>-</b>	<b>-</b>	<b>100%</b>	<b>58%</b>	<b>38%</b>	<b>33%</b>
<b>Masters Standard</b>	<b>6%</b>	<b>6%</b>	<b>10%</b>	<b>0%</b>	<b>-</b>	<b>-</b>	<b>0%</b>	<b>2%</b>	<b>0%</b>	<b>20%</b>
<b>% Approaches Standards and Above Algebra I</b>	<b>74%</b>	<b>74%</b>	<b>78%</b>	<b>65%</b>	<b>100%</b>	<b>-</b>	<b>75%</b>	<b>71%</b>	<b>63%</b>	<b>20%</b>
<b>Meets Standard or Above</b>	<b>30%</b>	<b>33%</b>	<b>26%</b>	<b>12%</b>	<b>100%</b>	<b>-</b>	<b>75%</b>	<b>32%</b>	<b>21%</b>	<b>0%</b>
<b>Masters Standard</b>	<b>8%</b>	<b>10%</b>	<b>4%</b>	<b>6%</b>	<b>0%</b>	<b>-</b>	<b>0%</b>	<b>9%</b>	<b>11%</b>	<b>0%</b>
<b>% Approaches Standards and Above Biology</b>	<b>91%</b>	<b>87%</b>	<b>100%</b>	<b>94%</b>	<b>100%</b>	<b>-</b>	<b>100%</b>	<b>89%</b>	<b>85%</b>	<b>64%</b>
<b>Meets Standard or Above</b>	<b>48%</b>	<b>37%</b>	<b>77%</b>	<b>29%</b>	<b>100%</b>	<b>-</b>	<b>100%</b>	<b>42%</b>	<b>25%</b>	<b>9%</b>
<b>Masters Standard</b>	<b>4%</b>	<b>0%</b>	<b>10%</b>	<b>6%</b>	<b>0%</b>	<b>-</b>	<b>25%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>
<b>% Approaches Standards</b>	<b>96%</b>	<b>100%</b>	<b>97%</b>	<b>89%</b>	<b>-</b>	<b>-</b>	<b>100%</b>	<b>95%</b>	<b>100%</b>	<b>80%</b>



<b>and Above U.S. History</b>										
<b>Meets Standard or Above</b>	<b>66%</b>	<b>67%</b>	<b>79%</b>	<b>50%</b>	-	-	<b>100%</b>	<b>57%</b>	<b>43%</b>	<b>20%</b>
<b>Masters Standard</b>	<b>30%</b>	<b>31%</b>	<b>35%</b>	<b>17%</b>	-	-	<b>100%</b>	<b>23%</b>	<b>0%</b>	<b>20%</b>

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b> <i>(Local Funds, State, SCE, Title, etc.)</i>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>
District staff will disaggregate & analyze STAAR data, unit assessments & benchmark data for each testing area & focus on objective weaknesses below 80% mastery for all students including, at-risk, EL, migrant, CTE, dyslexia, GT, & SPED.	Core subject teachers  curriculum coordinators  principals  Assistant Supt.	Every six weeks and at the end of each unit.	State and Local Funds	Record of PLC meetings and data from discussions and data analysis.	Improved six weeks' grades  Reduced failure rate  Improved performance on State assessments.
<b>Utilize PLC to analyze and discuss data</b>  <b>Use data to form instructional groups for remediation and intervention groups to target during enrichment period</b> <b>Track students' progress through data wall chart</b> <b>Train teachers and utilize SLO process</b>	Teachers Principals Teachers	Weekly		<b>Record data for remediation and enrichment assignments</b>  <b>SLO training added to staff development calendar</b>  <b>SLO Forms and Student trackers completed</b>	Principal's review of lesson plans to confirm alignment.  Walkthroughs showing alignment
Continue vertical/horizontal curriculum teams for each core content area and implement the district's vertical alignment plan	Teachers Principals Curriculum Coordinators,Supt. Asst. Supt.	Every six weeks and at the end of each unit.	State and Local Funds	Record of PLC meetings and data from discussions and data analysis	

Campuses will use DMAC & Lead4Ward to identify objective deficiencies for each individual student and develop accelerated programs to target those deficiencies. A variety of resources will be used to develop objective specific assessments.	Teachers Principals Curriculum Coordinators Superintendent, Asst. Supt.	Every six weeks and at the end of each unit.	State and Local Funds	DMAC & Lead4Ward data will be discussed at PLC's. Principal and C&I Coordinators will confirm DMAC & Lead4Ward usage.	Improved performance on identified deficient objectives.
Ensure prof. development plans are meaningful & relevant to the classroom: Teachers with identified pedagogical deficiencies will work collaboratively with the campus principal in developing an individual professional development plan. Each CAC will include professional development needs in the campus plans. Each campus principal will submit a "needs driven" prof. development plan to the superintendent for budgetary considerations.	Teachers Principals Curriculum Coordinators Superintendent, Asst. Supt.	By August 1 <sup>st</sup> 2024.	Federal, State and Local Funds. (Title II A- \$46,538)	Each principal will require appropriate individualized professional development plans for each instructor.	Teachers will improve their content knowledge and or instructional effectiveness.
Maintain district teacher / student ratio below state average and satisfy 22:1 requirement for elementary grades.  <b>Adjustment of the master schedule to ensure lowest possible student teacher ratio</b>	Principals Superintendent, Asst. Supt. School Board	Weekly	State and Local Funds	Principal will monitor to ensure 22:1.	Improved student performance due to smaller class size.
Establish a walkthrough process for T-TESS, utilizing DMAC.	Teachers Principals Curriculum Coordinators Superintendent, Asst. Supt.	Daily, Weekly	State and Local Funds	Principals and Directors of C&I are using DMAC to conduct walkthroughs.	Principals will be able to collect and organize walkthrough data systematically. Principals will be able to provide valuable feedback to instructors regarding walkthroughs.  <b>Consistent feedback by administration</b>

<p>Strategies to improve the Reading Intervention &amp; Dyslexia Program:</p> <ul style="list-style-type: none"> <li>* Review / revise district dyslexia plan as needed.</li> <li>* Provide training to staff in identifying dyslexia and related disorders.</li> <li>* Utilize district language specialist for dyslexia pullout program.</li> <li>* Set program goals based on student gains in Instructional Reading and Reading Comprehension.</li> <li>* Use the Dyslexia Pull out program.</li> </ul>	<p>Teachers Principals Curriculum Coordinators Superintendent, Asst. Supt.  Dyslexia Specialists</p>	<p>Every six weeks and at the end of each unit.  Annually</p>	<p>State and Local Funds</p>	<p>District Dyslexia Plan is appropriate and meets State requirements.  Dyslexia Plan is being followed and instruction is individualized and research based.</p>	<p>Dyslexic identified students' needs will be met with an individualized plan and pull out program.  Dyslexic student's performance on relevant assessments will improve.</p>
<p>Strategies to improve the 504 program:</p> <ul style="list-style-type: none"> <li>* Review / revise district 504 plan as needed.</li> <li>* Provide 504 professional development opportunities for each campus coordinator.</li> <li>* Conduct a folder review for each 504 students to ensure accommodation compliance.</li> <li>* Disaggregate STAAR data for all students in the 504 program and focus on objectives not meeting minimum expectations.</li> </ul>	<p>Teachers  Principals  504 Coordinators  Superintendent, Asst. Supt.</p>	<p>Every six weeks and at the end of each unit.  Annually</p>	<p>State and Local Funds</p>	<p>Principals and Counselors working with the 504 Coordinator will ensure that the district's plan is updated and that accommodations are being appropriately administered to identified students.</p>	<p>504 Identified students' performance of the State assessment and other district metrics will improve.</p>
<p>Strategies to improve the State Comp Ed – “At-Risk” program: (TIA 13.9, 13.10)</p> <ul style="list-style-type: none"> <li>* Offer tutorial including extended day.</li> <li>* Summer school for credit for grades 6-12.</li> <li>* Edgenuity lab for high school students needing credit recovery.</li> <li>* Continue PACE program for at-risk high school students.</li> <li>* At-Risk instructional aide for grades K-4.</li> <li>* Extended Reading for grade 6-8.</li> <li>* Counseling services for grades PreK-12.</li> <li>* Disciplinary Alternative Education Program.</li> <li>* Pregnancy-related services.</li> </ul>	<p>Core subject teachers, Principal, Directors of Curriculum and Instruction.  Counselors  Superintendent  Librarian</p>	<p>Daily</p>	<p>Federal, State (Compensatory Education Funds) and Local Funds  (Title I Part A Funds- \$569,271) (Title II Part A Funds- \$46,538)</p>	<p>Superintendent has appropriately budgeted Compensatory education funds to support programs for at-risk students.  Principals will ensure that the compensatory education programs are supporting the intended population of students.</p>	<p>At Risk students will improve their performance on the State assessments and district assessments.  The drop-out rate at Cameron ISD will be reduced.</p>

<ul style="list-style-type: none"> <li>* Use SCE funds for class size reduction.</li> <li>* Accelerated Reader for grades K-5.</li> <li>* STAAR/EOC Prep program for grades 9-12.</li> <li>* YOE/Enrichment-Time for struggling learners grades K-5.</li> </ul>					
<p>Utilize programs (such as Think Up! Reading &amp; Math, Lone Star Learning, Teach Big Writing, Imagine Learning, iStation, STEMscopes, SIRIUS &amp; IXL, to increase passing percentages for reading and math for all students, African-American, Hispanic, and white.</p>	<p>Teachers Principals Curriculum Coordinators Superintendent, Asst. Supt.</p>	<p>Each six weeks</p>	<p>State and Local Funds</p>	<p>Data pulled for RTI and progress monitor will be used during PLCs to determine the successes and needs of all students and those who fall into a targeted area of need.</p>	<p>Increased performance on the STAAR test for all students.</p>
<p>Strategies to improve the GT program:</p> <ul style="list-style-type: none"> <li>* District-wide GT scope and sequence and GT curriculum framework aligned with the regular education TEKS and differentiated with pull out program.</li> <li>* Ensure all teachers with GT assignments have completed required GT training.</li> <li>* Disaggregate STAAR data for all students in the GT program and focus on objectives not mastered.</li> <li>* Review and revise GT plan as needed.</li> </ul>	<p>Teachers  Principals  Curriculum Coordinators  Superintendent, Asst. Supt.  Counselors  GT Coordinators</p>	<p>Every six weeks and at the end of each unit.  Annually</p>	<p>State and Local Funds</p>	<p>The GT Coordinator working with principals and counselors will ensure that the GT Plan is compliant with State regulations and is relevant to our expectations.</p> <p>Principals can verify the GT certifications of staff members.</p>	<p>GT students will excel in the GT pull out program.</p> <p>GT teachers can demonstrate that they have completed required training.</p> <p>GT students will meet or exceed proficient performance on the State assessment and local assessments.</p>

**Goal 1:** All district campuses will meet or exceed student performance standards to achieve a campus rating of no less than a “B”.

**Objective 2:** All students will demonstrate a minimum of one year of academic growth as indicated by TAPR.

**Summative Evaluation:** The TAPR will indicate that all students demonstrated one year of academic growth.

Activity/Strategy	Person(s) Responsible	Timeline	Resources <i>(Local Funds, State, SCE, Title, etc.)</i>	Evidence of Implementation	Evidence of Impact
Provide early school transition and campus to campus transition: <ul style="list-style-type: none"> <li>● Pre-K &amp; Kindergarten Roundup.</li> <li>● 6th grade orientation.</li> <li>● 9th grade orientation.</li> <li>● Intercampus meetings for transitioning students</li> <li>● Open house for all incoming students.</li> <li>● Parent/Teacher conferences at least once per year</li> </ul>	Teachers Principals Curriculum Coordinators Counselors	Annually, before Nov. 1, 2023.	State and Local Funds	All events are scheduled on school calendar and advertised on website/social media outlets.	Students, due to a smooth campus to campus transition will begin the year in a positive manner, giving them an opportunity to grow.
Continue STAAR prep program for tested classes for all campuses.  <b>Utilize enrichment period for STAAR/EOC prep.</b>  <b>Identify and purchase STAAR prep materials for targeted interventions.</b>	Teachers Principals Curriculum Coordinators Assistant Supt.  Principal Counselors	Weekly	Local and State Funds	STAAR Prep times will be listed in master schedules  <b>Targeted STAAR intervention during enrichment period</b>	Improved student performance on the State Assessment.
Provide students opportunity to monitor personal assessment performance and growth.	Teachers Principals Curriculum Coordinators Assistant Supt.	Every six weeks	Local and State Funds	Principal will document these opportunities.	Improved student performance on the State Assessment and local assessments.

<b>Create EOC Classes to focus on addressing weakness of students failing the STAAR</b>					
Mentoring Minds, iStation (7th grade reading screener) and Lone Star Learning in grades 1-8	Teachers Principals Curriculum Coordinators	Daily, Weekly	Local and State Funds	Principal will have documentation to demonstrate the program's schedule.	Improved student performance on the State Assessment and local assessments.

**Goal 1:** All district campuses will meet or exceed student performance standards to achieve a campus rating of no less than a “B”.

**Objective 3:** The district and all campuses will satisfy all federal requirements.

**Summative Evaluation:** The district’s federal program evaluation will determine if all federal requirements are met.

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b> <i>(Local Funds, State, SCE, Title, etc.)</i>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>
Strategies to recruit and retain highly qualified staff: <ul style="list-style-type: none"> <li>● Continue student to teacher ratios below the state average.</li> <li>● Staff appreciation dinner &amp; awards</li> <li>● Include staff in the development of campus professional development plans</li> <li>● Conduct annual certification audits.</li> <li>● Assess and revise teacher salary schedule as appropriate</li> <li>● Free breakfast for all staff</li> <li>● Provide retention stipends to all district staff</li> </ul>	Superintendent Assistant Supt. School Board	Annually by August 1, 2024	Local and State Funds	All strategies are budgeted and listed on district’s board agenda calendar.	District will see an increase in the retention of high quality staff members.

<ul style="list-style-type: none"> <li>Ensure funding loss caused by loss of enrollment due to Covid-19 will not impact the student teacher ratio in the classroom to ensure learning loss recovery by retaining district staff</li> <li>Provide child care to district staff.</li> </ul>					
Ensure paraprofessionals are appropriately trained.	Principals Curriculum Coordinators	Annually before hired	Local and State Funds	District paraprofessionals will have evidence of their training.	All district paraprofessionals will be appropriately and effectively trained.
Board review of federal programs annually.	Superintendent, Asst. Supt. School Board	Annually before May 30, 2024	Local Funds	The review is scheduled on the board agenda calendar.	Improved effectiveness and efficiency of federal programs and their expenditures.
Hold public hearing on federal program budget annually.	Superintendent Assistant Supt. School Board	Annually before May 30, 2024	Local Funds	The public hearing is scheduled on the board agenda calendar.	Improved effectiveness and efficiency of federal programs and their expenditures.
Review federal program budget and services with CACs and DAC.	Superintendent, Asst. Supt. Principals District Advisory Council Campus Advisory Council	Annually before May 30, 2024	Local Funds	DAC & CAC minutes will reflect the federal program review.	Improved effectiveness and efficiency of federal programs and their expenditures.

**Goal 1:** All district campuses will meet or exceed student performance standards to achieve a campus rating of no less than a “B”.

**Objective 4:** The district will meet or exceed the state standard for SAT/ACT/TSI/PSAT testing.

**Summative Evaluation:** Reviewing TAPR data and locally disaggregated percentages will determine if the state standard was met or exceeded on the SAT/ACT/PSAT/TSI.

Activity/Strategy	Person(s) Responsible	Timeline	Resources (Local Funds, State, SCE, Title, etc.)	Evidence of Implementation	Evidence of Impact
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<p>Offer dual credit opportunities to grades 9-12.</p> <p><b>Utilize staff that are qualified for dual credit to offer courses in person on campus (College Math and Art are currently offered)</b></p>	<p>Principals Counselors Superintendent, Asst. Supt. CTE Director</p>	<p>Annually</p>	<p>Local Funds</p>	<p>Interlocal agreement with Temple College.</p>	<p>Students will receive college credit through dual credit courses.</p>
<p>Provide honors/AP opportunities for students.</p> <p><b>Utilize all available resources to ensure success. (Online college board assessments, purchasing additional resources, and training for teachers)</b></p>	<p>Principals Counselors Superintendent, Asst. Supt.</p>	<p>Annually</p>	<p>Local and State Funds</p>	<p>Honors/AP courses are scheduled in high school master schedule.</p>	<p>Students will receive college credit for completion of course and adequate test score.</p>
<p>Encourage 9-12 grade students to take PSAT, ACT, SAT, and TSI</p> <p><b>Use school time to offer PSAT, ACT, SAT to all students.</b></p>	<p>Principals Counselors Teachers</p>	<p>Weekly, Annually</p>	<p>Local Funds</p>	<p>Counselor documentation of meeting to encourage participation in testing</p>	<p>Students will be better prepared for post high school education opportunities</p>
<p>Disseminate information regarding registration timelines, scholarship deadline, fees waivers, tutorial resources.</p>	<p>Principals Counselors Teachers</p>	<p>Weekly</p>	<p>Local Funds</p>	<p>Counselor documentation of timelines met.</p>	<p>Students will receive scholarship and financial aid for college.</p>
<p>TSI will continue to be offered in the district by CISD personnel (via College Board/Accuplacer)</p>	<p>Principals Counselors</p>	<p>Continuously throughout the school year</p>	<p>Local Funds</p>	<p>Documentation from TSI (Accuplacer)</p>	<p>Increased preparation for college bound students</p>

**Goal 1:** All district campuses will meet or exceed student performance standards to achieve a campus rating of no less than a “B”.

**Objective 5:** The district will meet or exceed the state standards for all special programs evaluated by the Performance Based Monitoring Assessment System/Results Driven Accountability (RDA).



**Summative Evaluation:** The district will review the current RDA document to determine if the State standards are met or exceeded.

Activity/Strategy	Person(s) Responsible	Timeline	Resources (Local Funds, State, SCE, Title, etc.)	Evidence of Implementation	Evidence of Impact
<p>Strategies to improve ESL/Bilingual program:</p> <ul style="list-style-type: none"> <li>● Review and revise the district ESL/Bilingual plan as needed.</li> <li>● Include parent representatives in LPAC meetings.</li> <li>● LPAC training for all committee members.</li> <li>● Provide district correspondence in English &amp; Spanish as needed.</li> <li>● Teacher training for TELPAS as necessary.</li> <li>● Ensure properly endorsed ESL teachers on each campus.</li> </ul>	<p>Gen.Ed. Teachers  ESL Teachers Bilingual Teachers Principals Superintendent, Asst. Supt. Counselors</p>	<p>Throughout school year</p>	<p>State and Local Funds</p>	<p>ESL/Bilingual plan is in place and all campuses have properly endorsed ESL/Bilingual teachers.</p>	<p>Improved performance for EL students on the State assessment and on six weeks grades, resulting in improved RDA performance.</p>
<p>Strategies to improve the CTE program:</p> <ul style="list-style-type: none"> <li>● Review/revise the “coherent sequence of courses” as needed.</li> <li>● Conduct CTE surveys to plan for program improvements</li> <li>● Increase the number of certification opportunities</li> <li>● Increase the number of pathway offerings</li> <li>● Increase the number of core class/CTE courses offered</li> </ul>	<p>CTE Teachers  Principals  Superintendent, Asst. Supt.  Counselors  CTE Director</p>	<p>Throughout school year</p>	<p>State and Local Funds</p>	<p>Counselors can demonstrate through individual graduation plans a coherent sequence of CTE courses.</p>	<p>Students will follow a well-planned coherent sequence of CTE courses resulting in an improved CISD CTE program, resulting in better RDA performance.</p>

<p>Strategies to improve special education:</p> <ul style="list-style-type: none"> <li>• Inclusion model of instruction.</li> <li>• Continue the SIT (student intervention team) process to ensure appropriate and timely referrals and placement.</li> <li>• Assess RDA indicators and develop appropriate strategies for indicators exceeding a 2 intervention level.</li> </ul>	<p>Special Education Teachers</p> <p>Principals</p> <p>Asst. Supt.</p> <p>Counselors</p>	<p>Throughout school year</p>	<p>State and Local Funds</p>	<p>Principals can produce schedules which reflect the inclusion model of special education instruction.</p>	<p>Improved special education performance on the State assessment, resulting in better performance on the RDA.</p>
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**CISD District Goal(s): Develop a climate to maximize individual potential.**

**Goal 2: Student attendance will meet or exceed the 94% state standard for attendance and the district dropout rate will meet the state standard of 1% or less.**

**Objective 1: The student attendance rate will improve from 93.61% in 2024 to 97.0% in 2025.**

**Summative Evaluation: PEIMS-TSDS data will be reviewed to determine if the student attendance rate improved by goal rate.**

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources (Local Funds, State, SCE, Title, etc.)</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>
Utilize campus attendance committees	Principals, Counselors, Teachers	Annually	Local Funds	Record of attendance committee meetings	Students will be placed in appropriate grade levels based upon all circumstances.
Semester test exemption based on grades and attendance	Principals, Counselors, Teachers	End of each semester	Local Funds	List of student exemptions	Student attendance will improve.
Student incentive parties and recognition at awards ceremonies	Principals, Counselors, Teachers	Annually, Every six weeks	Local Funds	Agendas of award ceremonies reflect recognition.	Student attendance will improve.
Phone contact for each absence	Principals, Counselors, Teachers	Throughout school year	Local Funds	Phone logs	Student attendance will improve.

Written notification after 3rd absence	Principals, Counselors Truancy Officer	Throughout school year	Local Funds	Written documentation of letters.	Student attendance will improve.
Truancy officer assistance with high absence cases on all four campuses.	Truancy officer Campus principals	Throughout school year	Local Funds	Documentation of contact and court appearances	Student attendance will improve.
Campus principals will enforce attendance policies and utilize county courts to enforce compulsory attendance laws	Principals	Throughout school year	Local Funds	Documentation from courts	Student attendance will improve.
Institute truancy prevention measures (TPM)	Principal, Counselors, Teachers, Truancy officer	Throughout school year	Local Funds	Documentation of TPM	Student attendance will improve.

**Goal 2: Student attendance will exceed the 94% state standard for attendance and the district dropout rate will meet the state standard of 1% or less.**

**Objective 2: The district dropout rate will be 0%.**

**Summative Evaluation: PEIMS-TSDS data will be reviewed to determine if the improvement goal rate was met.**

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources (Local Funds, State, SCE, Title, etc.)</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>
Utilize Counseling services	Principals Counselors Teachers	Throughout school year	Federal, State and Local Funds (Carl Perkins - \$20,544)	Counselor logs and event schedule.	Dropout rate will decrease.
Utilize Pregnancy-related services	Principals Counselors Teachers	Throughout school year	State and Local Funds	Counselor logs and Pregnancy-related services logs.	Pregnancy related dropout rate will decrease.
Utilize truancy officer as a means of communication and assistance with excessive absence cases, and as a liaison with the local court system	Truancy officer	Throughout the year	State and Local Funds	Ongoing with documentation from campus attendance clerks and court documents	Dropout rate will decrease.

Continue Summer school for credit recovery	Principals Counselors Teachers	End of school year	State and Local Funds	Budget reflects funding for program and is scheduled on the campus calendar.	Dropout rate will decrease.
Continue Edgenuity program for credit recovery	Principals Counselors Teachers	Throughout school year	State and Local Funds	Budget reflects funding for the program and documentation demonstrates student attendance.	Dropout rate will decrease.
Utilize an PACE program for juniors and seniors in high school.	Principals Counselors Teachers	Throughout school year	State and Local Funds	Budget reflects funding for program and attendance logs.	Dropout rates will decrease.

**CISD District Goal(s): Provide a safe and disciplined environment.**

**Goal 3: The district will provide a safe and orderly school climate, conducive to learning.**

**Objective 1: Discipline referrals (as determined by incident total) will decrease from 492 to 400.**

**Summative Evaluation: There is a reduction in both incidents noted and discipline referrals by the amount stated.**

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources (Local Funds, State, SCE, Title, etc.)</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>
Establish and continue character education with CISD campuses, to include PBIS systems in place	Principals Counselors Behavior Specialists	Annually, Daily.	State and Local Funds	Program is budgeted and training scheduled on calendar.	Reduction in discipline referrals.
Utilize Conflict resolution	Principals Teachers Counselors Family Liaisons	Daily	Local Funds	Documentation of resolution meetings.	Reduction in discipline referrals
Utilize district-controlled filtering software to limit student exposure to inappropriate material on the Internet.	Principals Director of Operations Superintendent, Asst. Supt.	Daily	State and Local Funds	Software is budgeted. Software can be tested in Real Time.	Reduction in discipline referrals

Employ a Behavior Staff at Ben Milam Elementary/Cameron Elementary to assist with behavior intervention.	Principal Behavior Staff	Daily	State and Local Funds	Behavior Staff is working with students.	Reduction in discipline referrals and time out of classroom setting.
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**Goal 3:** The district will provide a safe and orderly school climate, conducive to learning.

**Objective 2:** Tobacco/Vaping, alcohol, and drug offenses (as determined by incident total) will 32 to 0.

**Summative Evaluation:** Review PEIMS-TSDS data to determine if the decrease in incidents was achieved.

Activity/Strategy	Person(s) Responsible	Timeline	Resources (Local Funds, State, SCE, Title, etc.)	Evidence of Implementation	Evidence of Impact
Provide character education through the following: <ul style="list-style-type: none"> <li>Tobacco/Vaping awareness information in Health/PE classes.</li> <li>Red Ribbon Week</li> <li>Outside speakers</li> <li>School Health Advisory Committee (SHAC)</li> </ul>	Principals Counselor Teachers Superintendent, Asst. Supt. Curriculum Coordinators	Throughout the school year, by the end of the school year.	State and Local Funds	Scheduled on the school calendar. SHAC minutes.	Tobacco, alcohol and drug offenses will be decreased.
Deter presence of drugs and weapons on district campus through the following: <ul style="list-style-type: none"> <li>Student Code of Conduct</li> <li>Extracurricular Code of Conduct</li> <li>Drug dog services</li> <li>Vape Sensors</li> </ul>	Principals	Daily, Monthly	State and Local Funds	Code of Conduct approved by board of trustees. Scheduled drug dogs and drug testing.	Tobacco, alcohol and drug offenses will be decreased.

**Goal 3:** The district will provide a safe and orderly school climate, conducive to learning.

**Objective 3:** Incidents of violence will be 0.

**Summative Evaluation:** Review PEIMS-TSDS data to determine if the decrease in incidents was achieved.

Activity/Strategy	Person(s) Responsible	Timeline	Resources (Local Funds,	Evidence of Implementation	Evidence of Impact
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			<i>State, SCE, Title, etc.)</i>		
Implement the district crisis management plan including: <ul style="list-style-type: none"> <li>• Suicide prevention</li> <li>• Violence prevention (including Teen Dating Violence Policy)</li> <li>• Conflict resolution guidance sessions</li> </ul>	Principals Counselors Superintendent, Asst. Supt.	Daily	State and Local Funds	A Complete crisis plan is available to campuses.	Incidents of violence will be decreased to 0.
Provide ID badges for all CISD employees.	Superintendent, Asst. Supt. Director of Operations	Annually and as needed.	State and Local Funds	Documentation of ID badges provided to all employees.	Incidents of violence will be decreased to 0.
Develop campus specific crisis plans and conduct monthly safety drills.	Teachers Principals Counselors Superintendent, Asst. Supt.	Annually, Monthly	State and Local Funds	Monthly logs of safety drills.	Incidents of violence will be decreased to 0.
Continue to support keyless entry with badge access cards for all campuses.	Superintendent, Asst. Supt. Director of Operations	Annually	State and Local Funds	Operations Director reports.	Create a more secure campus environment for all four CISD campuses

**Goal 3:** The district will provide a safe and orderly school climate, conducive to learning.

**Objective 4:** Annually update the District’s Emergency Operations Plan, Provide Trauma-Informed care and training and Ensure proper child abuse and sexual abuse reporting.

**Summative Evaluation:** Administration will determine if staff was trained and the proper reports were made in a timely fashion according to statute.

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b> <i>(Local Funds, State, SCE, Title, etc.)</i>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>
<p>The District's Emergency Operations Plan (EOP) is updated annually.</p> <p>The EOP is reviewed by the Safety and Security Committee and the Texas School Safety Center annually.</p>	<p>Superintendent District and Campus Administrators District Safety and Security Committee</p>	<p>Annually</p>	<p>State and Local Funds</p>	<p>Minutes from Safety and Security Committee</p> <p>TXSSC Review Documentation</p>	<p>Emergency Operations Plan is updated and includes all required information</p>
<p>District provides required Trauma-Informed Care training to staff through Eduhero.</p> <p>District provides Trauma-Informed care to students and parents through counseling services and other programs.</p>	<p>Campus Administrators Campus Counselors Third Party Counseling Services</p>	<p>As needed</p>	<p>State and Local Funds</p>	<p>Documentation of educators training through Eduhero.</p> <p>Counselor and Administrator documentation of services provided.</p>	<p>Recorded positive results of Trauma-Informed care counseling and supports.</p>
<p>Child abuse/sexual abuse reported in accordance with district crisis management plan</p>	<p>Principals Counselors Superintendent, Asst. Supt.</p>	<p>Daily</p>	<p>State and Local Funds</p>	<p>Documentation of reports made.</p>	<p>Child abuse and sexual abuse is addressed and reported appropriately</p>
<p>Child Abuse and sexual abuse training- EduHero (TEA)</p>	<p>Principals Superintendent, Asst. Supt.</p>	<p>Annually</p>	<p>State and Local Funds</p>	<p>Report of completed training from EduHero</p>	<p>Child abuse and sexual abuse is addressed and reported appropriately</p>

**CISD District Goal(s): Develop a climate to maximize individual potential.**

**Goal 4: The CISD community and parents will become a full partner in educational improvement efforts. The district will maintain lines of communication with the school community.**

**Objective 1: The participation of parents and community will improve in each of the following: Volunteers, Open House, community cookouts, and special program meetings/presentations.**

**Summative Evaluation: The District Advisory Committee will evaluate whether the district has met the desired improvement outcome of this objective.**

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources (Local Funds, State, SCE, Title, etc.)</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>
Campuses will use social media, blackboard, school website, SeeSaw, Remind, Band app, SportsYou, and newsletters to keep the community informed of school activities and events.	Principals Teachers Counselors	Daily	State and Local Funds.	School activities and events are up to date on school website. Remind accounts for parents established.	The participation of parents as district partners will improve.
The district will improve the district website and ensure information is current.	Website admin campus principals	As needed	State and Local Funds.	School activities and events are up to date on school website.	The participation of parents and community members as district partners will improve.
Community forums to obtain input regarding school issues	Superintendent, Asst. Supt.	At least annually		Scheduled community forums.	The participation of parents and community members as district partners will improve.
Effectively utilize campus and district advisory committees	Principals Superintendent, Asst. Supt.	Each semester	State and Local Funds.	CAC and DAC	The participation of parents and community members as district partners will improve.
Public meetings for district and campus TAPR reports	Principals Superintendent	Annually	State and Local Funds.	Documentation of public meeting.	The participation of parents and community members as district partners will improve.
Public meeting to review proposed budget for all Title programs	Superintendent	Annually	State and Local Funds.	Documentation of public meeting.	The participation of parents and community members as district partners will improve.
Effective teacher / parent communication: Progress Reports, Email / phone contacts, parent conferences, Parent Portal.	Principals Teachers Counselors	Every six weeks	State and Local Funds.	Documentation of parent/teacher communication.	The participation of parents and community members as district partners will improve.
Communicate all special program policies and regular education assessment to parents: * Provide written information in Spanish	Principals Teachers Asst. Supt.	Annually and when appropriate.	State and Local Funds.	Copies of communication.	The participation of parents and community members as district partners will improve.



* Provide translator, if needed, at meetings * Parents Right to Know Notice in home language * School-Parent Compacts in English and Spanish					
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**CISD District Goal(s): Utilize innovative technology to stimulate continuous learning.**

**Goal 5: CISD will utilize appropriate technology at all campuses.**

**Objective 1: CISD will use Local and Federal resources to ensure that appropriate technology is available to teachers and students in district classrooms.**

**Summative Evaluation: The network Administrator will provide the district with technology reports that will determine if the district is achieving its goal.**

<b>Activity/Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources (Local Funds, State, SCE, Title, etc.)</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>
The district will follow a replacement schedule for district technology devices, to include laptops, pads, desktops, Chromebooks, projectors, document cameras, etc.	Director of Operations Principals Superintendent, Asst. Supt.	Annually	State and Local Funds	Documentation of replacement schedule.	Students and teachers have access to appropriate technology.
The district will continue with its 1:1 initiative (Chromebooks/iPad).	Director of Operations Principals Superintendent, Asst. Supt.	Annually	State and Local Funds	All high school and junior high students have a device.	Students and teachers have access to appropriate technology.
Maintain a student to workstation ratio of 1:1 at CES and BME	Director of Operations Principals Superintendent, Asst. Supt.	Annually	Federal, State and Local Funds (Title IV-\$45,487)	Documentation that 2:1 is achieved.	Students and teachers have access to appropriate technology.