

# Collinsville Independent School District

## District Improvement Plan

### 2018-2019 Goals/Performance Objectives/Strategies

Accountability Rating: C



# Mission Statement

A student-centered learning environment, which celebrates high educational standards and a caring atmosphere to ensure independent, motivated, and knowledgeable thinkers ready to succeed.

## Core Beliefs

### Desired Graduate Characteristics

Person of high moral character

Sound academic foundation

Skills to work collaboratively

Critical thinker/learner

Hunger for learning

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# Goals





## Goal 1: Ensure each campus is a safe place for all students, faculty, and staff


**Performance Objective 1:** Ensure each campus is a safe place for all students, faculty, and staff.


**Evaluation Data Source(s) 1:** Sign in sheets and agendas


**Summative Evaluation 1:**


**TEA Priorities:** 1. Recruit, support, retain teachers and principals.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The District Nurse will provide CPR, AED, and Stop the Bleed training to all staff	District Nurse	August 2018				
2) The District will provide training to all new staff members on classroom safes and mace guns.	Principal Asst. Principal	August 2018				
3) The District will provide character education	Counselor	May 2018				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

**Goal 2: Provide challenging instructional opportunities that promote growth in every student to develop him or her as lifelong learners to reach their full potential**





**Performance Objective 1:** Provide challenging opportunities that promote growth in every student to develop him or her as lifelong learners to reach their full potential.

**Evaluation Data Source(s) 1:** Instructional monitoring forms, sign-in sheets, Master Schedule, School Report Card, TAPR report

**Summative Evaluation 1:**

**TEA Priorities:** 3. Connect high school to career and college. 4. Improve low-performing schools. 2. Build a foundation of reading and math.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>PBMAS</b> <b>Equity Plan Strategy</b></p> <p>1) The district will continue to make data-driven instructional decisions through instructional monitoring meetings at the campus level every nine weeks to increase student achievement for all students.</p>	Principals Asst. Principals Teachers Director of Curriculum	May 2018				
<p><b>PBMAS</b> <b>Equity Plan Strategy</b></p> <p>2) Campuses will monitor student's growth by tracking each socio-economic group</p>	Principals Asst. Principals Teachers Director of Curriculum	May 2018				
<p><b>PBMAS</b> <b>Equity Plan Strategy</b></p> <p>3) Campuses will monitor student growth by tracking unit tests for approaches, meets, and masters results.</p>	Principals Asst. Principals Teachers Director of Curriculum	May 2018				
<p><b>PBMAS</b> <b>Equity Plan Strategy</b></p> <p>4) The District will provide professional development and support with TRS (Teks Resource System) for core content areas.</p>	Principals Teachers Director of Curriculum	May 2018				

<p align="center"><b>PBMAS</b></p> <p align="center"><b>Equity Plan Strategy</b></p> <p>5) The District will contract with Region 10 to provide Data to Intervention strategies in ELAR and Math.</p>	Principals Teachers Director of Curriculum	May 2018				
<p align="center"><b>PBMAS</b></p> <p align="center"><b>Equity Plan Strategy</b></p> <p>6) The District will provide opportunities for intervention before, during and after school to ensure student success on STAAR/EOC - specifically focusing on approaches, meets, and masters percentages.</p>	Principals Teachers Director of Curriculum	May 2018				
<p align="center"><b>PBMAS</b></p> <p align="center"><b>Equity Plan Strategy</b></p> <p>7) The District will inform and update campus leaders and teachers on the accountability system.</p>	Director of Curriculum Principals	May 2018				
8) Increase the number of students that take dual credit at Grayson College.	Principal Counselor	May 2018				
9) Increase the number of students that participate in Career and Technology classes.	Principal Counselor	May 2018				
10) Increase CATE course offerings by adding Floral Design, Forensic Science, and Principles of Health Science.	Principal Counselor	May 2018				
<p align="center"><b>PBMAS</b></p> <p>11) The District will contract with Dr. Byrd to view common assessments, look at the reliability of unit tests, and provide professional development for administrators and teachers.</p>						
<p align="center"><b>PBMAS</b></p> <p>12) Identify all At-Risk students in each grade level - build relationships and track student's data to see what specific academic need or emotional need is necessary to improve academic growth.</p>						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

**Goal 3: Provide educational opportunities that promote community member involvement.**

**Performance Objective 1:** Provide educational opportunities that promote community member involvement.

**Evaluation Data Source(s) 1:** Grade and Attendance reports, Sign In Sheets, Agenda, and Minutes

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The District will provide online access to grades and attendance.	Principals Teachers	May 2018				
2) The District will communicate with the community, staff, and students regarding upcoming events, homework information, etc. using the school website, Team App, Remind 101, Facebook and Twitter.	Network Administrator Principals Coaches Sponsors Teachers	May 2018				
3) The District will complete a Community Based Accountability System	Superintendent	May 2018				
4) The Superintendent will form a Student Voice and Teacher Voice to provide communication with stakeholders	Superintendent	May 2018				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

**Goal 4: Recruit and retain only highly motivated, enthusiastic, well-trained, highly qualified and fully certified professional and paraprofessional personnel.**


**Performance Objective 1:** Recruit and retain only highly motivated, enthusiastic, well-trained, highly qualified and fully certified professional and paraprofessional personnel.

**Evaluation Data Source(s) 1:** T-Tess Reports, Teacher Pay Scale, Sign In Sheets, Agenda


**Summative Evaluation 1:**

**TEA Priorities:** 1. Recruit, support, retain teachers and principals.

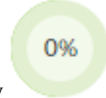
Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide staff and at-will employees with an increase of at least 1.5 percent	Superintendent Director of Finance Human Resources	September 2018				
2) Attend the UNT and TWU job fair to recruit and hire highly qualified teachers.	Human Resources Director of Curriculum	April 2019				
3) Conduct New Teacher support meetings four times throughout the year	Director of Curriculum Principals	April 2019				
4) The District will provide a Retention Stipend in November to every employee	Superintendent Director of Finance	November 2018				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue




**Goal 5: Monitor both short and long-term safety, security, and capacity needs to ensure an optimal learning opportunity.**

**Performance Objective 1:** Monitor both short and long-term safety, security, and capacity needs to ensure an optimal learning opportunity.


**Evaluation Data Source(s) 1:** Sign In Sheets, Agenda

**Summative Evaluation 1:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Develop a plan to incorporate a Child Care (infants - school age) program for the 2019-2020 school year.	Superintendent	Fall 2018				
2) The District will have a Defender Program at each campus with all staff being either a Level I, II, or III defender.	Superintendent	May 2018				
3) The District will form a Safety and Security Committee to provide a needs assessment for the ISD	Superintendent	May 2018				
4) All teaching staff will complete a 3 hour Poverty Simulation provided by Region 10.	Superintendent Principals	October 2018				
5) The District will have a motivational speaker at the beginning of the school year to emphasize building relationships with students.	Superintendent	May 2018				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

**Goal 6: Oversee, assess and adjust budgetary areas in order to remain fiscally conservative and to operate on a balanced budget while providing necessary resources.**


**Performance Objective 1:** Oversee, assess and adjust budgetary areas in order to remain fiscally conservative and to operate on a balanced budget while providing necessary resources.


**Evaluation Data Source(s) 1:** Budget reports, Board Reports


**Summative Evaluation 1:**


**TEA Priorities:** 1. Recruit, support, retain teachers and principals. 3. Connect high school to career and college.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The District will identify specific objectives for development of the budget by planning with all stakeholders	Superintendent Director of Finance Principals Food Service Director District Nurse Athletic Director Band Director	January 2018				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

## Comprehensive Support Strategies

Goal	Objective	Strategy	Description
2	1	1	The district will continue to make data-driven instructional decisions through instructional monitoring meetings at the campus level every nine weeks to increase student achievement for all students.
2	1	2	Campuses will monitor student's growth by tracking each socio-economic group
2	1	3	Campuses will monitor student growth by tracking unit tests for approaches, meets, and masters results.
2	1	4	The District will provide professional development and support with TRS (Teks Resource System) for core content areas.
2	1	5	The District will contract with Region 10 to provide Data to Intervention strategies in ELAR and Math.
2	1	6	The District will provide opportunities for intervention before, during and after school to ensure student success on STAAR/EOC - specifically focusing on approaches, meets, and masters percentages.
2	1	7	The District will inform and update campus leaders and teachers on the accountability system.