

Carrizo Springs CISD

District Improvement Plan
2009-2010

**A Plan for
Improvement of
Student Performance
At
Carrizo Springs CISD**

“We are Celebrating Change at CSCISD”

Approved by the Board of Trustees

Carrizo Springs Consolidated Independent School District

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Carrizo Springs CISD
Superintendent's Goals SY 09-10

1. Increase the academic performance of students.
 - a. Increase TAKS scores in all areas for all students.
 - b. Become a recognized district
 - c. Have no campus that is unacceptable
 - d. Increase the Science TAKS scores to 70%
 - e. Increase the Math TAKS scores to 75%
 - f. Increase student participation in summer pre collegiate programs

2. Maximize fiscal and human resources.
 - a. Maintain the unreserved fund balance
 - b. Have 100% HQ teachers
 - c. Employees will be treated with respect and valued

“Educating every student to exceed community, state and federal expectations”

“We are celebrating Change at CSCISD”

Carrizo Springs C.I.S.D. Mission Statement

Educating every student to exceed community, state, and federal expectations.

District Goal and Objectives

Students of Carrizo Springs CISD will be encouraged and challenged to improve their learning, to meet their full potential, and to achieve at or above the state average on all 2010 TAKS tests taken through a well-balanced and appropriate curriculum presented in creative and innovative ways by educators abreast of effective instructional techniques.

District Performance Goal 1: By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

Objective 1: All students at each grade level in all special populations and in each sub population group will show significant improvement in 2010 (Reading 90%, Math 75%, Writing 95%, Science 70%, Social Studies 95%), so that the district will achieve recognized status by 2010. Recognized is raise to 80% for all areas. TPM will be used for accountability ratings.

Objective 2: All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

District Performance Goal 2: By 2009-2010 all students will be taught by highly qualified teachers.

Objective 1: Maintain teacher turn-over rate below state average, and have 100% of qualified teachers for critical subject areas.

Objective 2: Have 100% of teachers at all campus be Highly Qualified and working under current certifications.

District Performance Goal 3: All students will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective 1: CSCISD will increase communication to parents and students regarding safe schools and will show a 10% decrease in the number of incidents involving student removals.

District Performance Goal 4: All students will graduate from high school.

Objective 1: CSCISD will maintain dropout rate in the 7th & 8th grade at 0%; increase High School graduation rate to 75% and increase the four year completion rate to 90%. CSCISD will increase the number of students earning college credit to 35% of the graduating class.

District Performance Goal 5: All students, teachers, and administrators will become proficient in Technology.

Objective 1: Carrizo Springs CISD will build capacity of Technology Department Staff and Campus Technologists.

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Strategy	Staff Responsible- Dr. Susan Casey	Resources Needed	Timeline	Evaluation
<p>A. Build capacity and consistency in the delivery of the instructional programs.</p> <p>1. Conduct focused professional development for curriculum enhancement in Math, Science and Social Studies</p> <p>2. Develop and deliver focused professional development on identification and delivery of Dyslexia services.</p> <p>3. Strengthen the role and capacity of the principals as instructional leaders through focused training in Campus Improvement plans, Comprehensive Needs Assessments, Differentiated Instruction, and Accountability Crates</p> <p>4. Provide opportunities and a structure for all teachers to understand the TEKS (Texas Essential Knowledge & Skills) through horizontal and vertical teams and across campus meetings.</p> <p>5. Provide opportunities for all elementary teachers to receive the required 6 hour GT update on Socratic questioning & high order thinking skills through quality professional development conducted by G/T campus coordinators</p>	<p>Ex. Director of Curriculum, Principals, ESC 20</p>	<p>All Curriculum funds, Supplemental curriculum, and CScope Curriculum,</p>	<p>Aug. 2009 May 2010</p>	<p>Implementation of professional development in the classroom based on observations</p>
	<p>Ex. Director of Curriculum, Dyslexia coordinator</p>	<p>TMA materials</p>	<p>October 2009 -January</p>	<p>Increase knowledge of dyslexia program</p>
	<p>Ex. Director of Curriculum, Principals</p>	<p>Training material,</p>	<p>Aug 2009- May 2010</p>	<p>100% of principals will have increased in knowledge of instructional leadership</p>
	<p>Dr. Casey, principals</p>	<p>Title II, Pt A Curriculum,</p>	<p>Sept 29, 2009 Oct. 13, 2009 Nov 17, 2009</p>	<p>100% of teachers will have increased understanding of TEKS, alignment with TAKS</p>
	<p>Dr. Casey, GT campus coordinators</p>	<p>GT funds</p>	<p>Jan 15,2010</p>	<p>Certificates</p>

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6. Provide training for all special education teachers in aligning TEKS/TAKS objectives to grade level IEPs for students.	Special Ed. Director	Campus Special Ed staff, release for training times	October 2009	Grade Level IEPs for students
7. Provide Sheltered Instruction training for all secondary teachers to increase student performance	Ex. Director of Curriculum	SIOP materials	Sept 2009 – Jan. 2009	Implementation of program components
8. Evaluate all programs and services throughout all campuses	Ex. Director of Curriculum All Directors involved in instruction	CNA documents	Spring 2010	Completion of documentation
9. Provide ongoing comprehensive differentiation training	Ex. Director of Curriculum Kimberley Taylor	9000.00 255 funds	November 17 December 2-4 January 15 Feb 2010	Staff Evaluations and classroom observations
10. Identification of at-risk with assigned interventions and evaluations	Ex. Director of Curriculum All Counselors	At risk forms and evaluations	Sept 2009- May 2010	Individual evaluations
11. Creation of a comprehensive P-16 plan for all core subject areas	Ex. Director of Curriculum	Release time and extra support – 255	Spring 2010	Plan implementation

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B. Use assessment and comprehensive data analysis for decision-making and targeting assistance.				
1. Continue to monitor benchmark tests in core subjects and disaggregate results by sub groups.	Ex. Director of Curriculum, Principals Teachers	Software & staff development	Jan. 2010	benchmark results
2. Continue to administer achievement tests for K , 1 st and 2 nd graders to monitor the level of attainment of TEKS.	Ex. Director of Curriculum Elementary Principals, Teachers	Iowa Test	May 2010	Test results will increase knowledge base by objectives
3. Screen students in grades K, 1, and 2, with the Texas Primary Reading Inventory to identify reading skills not yet mastered	Ex. Director of Curriculum Elem Principals Elem Teachers,	TPRI Reading Inventory Kits	Sept. 2009(BOY) Jan. 2010 (MOY) May 2010(EOY) (Beginning, Middle & End of Yr.)	End of year screening shows increased number of students reading at grade level
4. Monitor Title I School-wide Programs at Campuses	Ex. Director of Curriculum, Principals	Co-mingled funds, Campus SBDM	Quartly	Monthly CIP reviews
5. Use Progress Monitoring in all core areas to monitor mastery of TEKS presented	Ex. Director of Curriculum, All Teachers	Webcat, Scope and Sequence and Year at a Glance in CScope	Every two weeks	TEKS mastery
6. Special Education teachers will disaggregate TAKS data to make instructional decisions for special education students.	Special Education Teachers, Principals, Special Ed Director	TAKS data ADM Software	October 2009- Aprilo 2010	Sign in Sheets from Departmental meetings, lesson plans identifying TAKS objectives targeted

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7. Increase the number of Special Education students participating in ASVAB evaluation.	Vocational Staff Members High School Counseling Staff Report monitored by Special Ed Director	Applications for ASVAB test administration Time to meet with students to explain testing process and it's ramifications.	November 2009 – May 2010	Count of Special Education students who participated in ASVAB testing compared t last year's count
8. Special Education teachers will disaggregate data from district wide benchmark/ progress monitoring testing of Special Education to determine needed instruction interventions for targeting identified weaknesses.	Special Education Teachers, Principals, Special Ed Director	Data from Benchmark and Progress monitoring test data	September 2009- May 2010	Teacher documentation of data analysis, lessons addressing targeted instruction

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<p>C. Provide interventions and support for students who are behind.</p> <p>1. Develop and implement a universal screening process in graded K – 4, to help to identify At Risk population in need of intervention.</p>	<p>Special Education Director, Special Education staff</p>	<p>Campus paper funds, Campus funds to purchase AIMSWeb Data Management system, Curriculum Based Measures</p>	<p>September 2009 December 2009 May 2010</p>	<p>Data from CBM at three intervals in the year showing decrease in the number of "At Risk" students are identified</p>
<p>2. Establish Intervention Teams on the elementary campus to develop intervention plans for students identified as "At Risk."</p>	<p>Special Education Director, Principal, grade level lead teachers, reading specialist, Ex. Director of C & I</p>	<p>Training materials through LRP ESC consultants AIMSWeb system to Project grade level expected mastery levels</p>	<p>September 2009</p>	<p>Establishment of Intervention Team and meeting sign in sheets</p>
<p>3. Develop and implement universal screening system for 3 – 5 year olds to facilitate early identification and interventions for students with deficits in language and articulation.</p>	<p>Special Education Director, Terri Chapa</p>	<p>Data Management system for maintaining and sorting screening information</p>	<p>August 2009 – December 2009</p>	<p>Screening instrument and documentation available for campus review; grade level reports to grade level teams and administrators</p>

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4. Provide training and materials to the Intervention Teams to help in the development and implementation of Intervention strategies.	Special Education Director, Campus Intervention Teams, Campus Principals	Training Materials Release Time dedicated to campus training at all grade levels Intervention Strategies Books for campus teams Progress monitoring probes Tracking system for intervention strategies	October 2009 – May 2010	Campus teams established to determine interventions using a Three to Four Tier model of intervention Documentation of meetings, interventions and progress monitoring Decrease in the number of referrals for special education evaluation.

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D. Ensure that all students needing special services are appropriately identified and served				
1. Provide opportunities for students, receiving special education services, to increase their development of basic writing skills.	Special Education Director, Special Education teachers, principals	Curriculum funds, special education funds, CScope Curriculum, and Empowering Writers Curriculum	October 2009 – February 2010	Pre and Post writing sample evaluations to measure growth
2. Develop and implement uniform standards for identifying students in need of Section 504 assistance.	Special Education Director, Principals, Campus Counselors	Training materials	September – December 2009	Written policy and procedures for 504 identification Consistency of identification from Campus to Campus
3. Provide training for all campus coordinators for Section 504 regulations and implementation of appropriate education plans for students served through Section 504.	Special Education Director, Campus 504 Coordinators	Training materials, release from duties for a full day of training	October 2009	Training Sign in Sheets
4. Support the development of a more inclusive classroom environment for students receiving special education services to increase exposure to the full level of the TEKS curriculum in Math, Reading, Science, and Social Studies.	Special Education Department, Campus Principals, Teaching staff	Training materials - \$500/ CD Series from ASCD on Inclusion and Differentiation of Instruction	October – April 2010	PEIMS data demonstrating a decrease in the restrictive environment for special education students

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5. Support and develop a CoTeaching environment for students receiving special education services in the core curriculum	Special Education Director, Campus Principals, Special Education personnel, general education teachers	\$150 – CoTeaching Training materials from Region IV; staff development training time for special education and general education Training Workshops through ESC	September 2009 – Mqay 2010	Survey of Teachers involved in the CoTeaching model
6. Implement a district wide data management system for student records served through IDEA special education services.	Special Education Director	Special Ed Manager computer system, training for special education staff for use of Special Ed Manager program (3 days)	September 2009 – December 2009	Review of special education data management system.
7. Increase the knowledge of Educational Diagnosticians on the new assessment process for identifying students with a learning disability based on IDEA 2004 definitions.	Special Education Director and staff	ESC Training opportunities, Book Study of Essential Elements of Cross Battery Assessments	July 2009 – May 2010	Samples of special education LD eligibility reports implementing cross-battery assessment and identification of Learning Disabilities
8. Provide TAKS preparatory classes for students served with special education services.	Special Education Director, Campus Principals	TAKS preparatory study materials; professional staff to provide tutorials in TAKS prep Extended School Day classes Teaching staff for extended day	August 2009 – May 2010	TAKS results for Special Education students

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Strategy	Staff Responsible- Dr. Deborah Dobie	Resources Needed	Timeline	Evaluation
E. Provide interventions and support for students who are behind.				
1. Provide after-school interventions and support for students in need focusing on science.	21 st Century Community Coord. Site Coordinator Principal	21 st CCLC Funds TAKS Scope Curriculum	Dec 2009 May 2010 August 2010	Summative: 2009-09 TAKS Results Benchmark Results Formative: Site Coordinator's Attendance Roster
2. To develop awareness and appreciation of cultural and linguistic diversity through a variety of activities.	21 st CCLC Coordinator Site Coordinator	21 st CCLC Funds	Dec 2009 May 2010 August 2010	Same as above
3. Increase the number of students who graduate and are college and workforce ready.	21 st CCLC Coordinator Site Coordinator Principal Counselors	21 st CCLC Funds	Dec2009 May 2010 August 2010	Same as above
4. Provide families of students attending eligible schools with family literacy and educational activities.	21 st CCLC Coordinator Site Coordinator	21 st CCLC Funds	Dec 2009 May 2010 August 2010	Same as above

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5. Continue to provide supplementary instruction by paraprofessionals and/or tutors for students at-risk of not meeting TAKS and/or grade level content	Principals, Directors, Special Programs	6.0 FTEs / SCE	Every 9 wks	Increase number of students passing benchmarks
6. Emphasize the reading initiative by monitoring activities	Principals, Directors, Special Programs	12.0 FTEs / SCE	Aug 2009	Increase number of students passing TAKS and benchmark tests
7. Implement Math initiative at all campuses to increase understanding of pre-requisite math skills needed for increased student performance.	Special Programs, All principals & Math Dept heads	Teacher, time drills 404 funds	10/23; 11/20; 2/12; 4/9	Increase number of students passing TAKS and benchmark tests
8. Implement Science initiative to include Science Fairs at all campuses to increase understanding of pre-requisite math skills needed for increased student performance.	Special Programs, All principals & Science Dept heads	Local funding (awards)	Elem – Dec 2009 Second-May 2010	Increase number of students passing TAKS and benchmark tests
9. Continue to implement accelerated instruction plans for 3 rd , 5 th & 8 th grade students who did not pass the required section of TAKS during the second administration of the test.	Ex. Director of C & I, Campus Principals, teachers	ARI/AMI funds & Local funds	Aug 2009 thru June 30, 2010	Increase number of students passing Reading & Math TAKS
10. Continue full-day PK services at Carrizo Springs Elementary, Big Wells Elementary and Asherton Elementary in collaboration with TEEM Grant	Special Programs, Maria Ortiz & Elem principals	415 Funds	Aug 2009 Jan 2010	100% will be certified
11. Implement a plan to ensure that all parents and students are aware of program options available for accelerated education	Ex. Director of C & I, Counselors, Princial Home room teachers	ARI/AMI funds & Local funds	Sept 09 thru July 10	Activity logs, sign in sheets, newspaper articles,

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12. Utilize R Tech Grant to increase an hour of instruction time for dual credit & credit recovery at High School	Ex. Director of Curriculum and Instruction, High School Principal	A + (A plus) software, teacher	Sept 2009 – May 2010	Increase credits earned by students

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Strategy	Staff Responsible- Dr. Deborah Dobie	Resources Needed	Timeline	Evaluation
13. Continue Extended Day Program and Saturday tutorials at all campuses to provide tutorials for students not performing on grade level based on campus criteria	Migrant Director and Federal Program Director Principals, teachers	Title I and local funds for teachers, aides, supplies, & bus transportation	October, 2009 January, 2010 April, 2010	Pre & Post tests on particular objectives, TAKS results, teacher assessments.
14. Emphasize the reading initiative through the RIF program	Migrant Director and Federal Program Director campus librarians	RIF and local funds	October 2009 Dec. 2010 Feb 2010	Increase number of students passing TAKS and benchmark tests
15. Continue with the American Preparation Institute (API) for Juniors and Seniors to gain credit at self-pace	High School, Dept. Coordinators, High School counselors	API materials, Curriculum, Title I salary funds	Fall, 2009 Spring, 2010	Graduation rate and dropout rate
16. Continue supplemental Guidance, Social Services, and Attendance Services for Migrant students <ul style="list-style-type: none"> a. Assist with late enrollments and early withdrawals b. Coordinate with testing program c. Coordinate objectives and evaluation activities for the migrant counseling component 	District-wide Migrant counselor	Title I, Part C (Migrant funds)	On-going	AEIS and other performance indicators of Migrant students

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Strategy	Staff Responsible- Dr. Deborah Dobie	Resources Needed	Timeline	Evaluation
<p>D. Ensure that all students needing special services are appropriately identified and served</p> <p>1. Identify and serve Migrant student which are most in need a delineated in the Priority for Services Action Plan</p>	<p>Migrant Director and Federal Program DirectorPrincipals, Migrant Counselor</p>	<p>Title I, Part C (Migrant) funds</p>	<p>On-going</p>	<p>AEIS and other performance indicators</p>

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District and National Performance Goal 2: All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts (75%) and mathematics (58%). **(Sup't Priority Goal #1 & P-16 Strategic Goal)**

Objective 1: To increase the percentage of the ESL TAKS passing rate in Mathematics and Reading/ELA and maintain the state rate for Science, Social Studies and Writing.

Objective 2: To increase the percentage of students meeting progress and attainment in AMAOs. (Progress K-2: 36% Progress 3-12: 44% Attainment K-2: 47%; Attainment 3-12: 47%)

Strategy	Staff Responsible Special Programs	Resources Needed	Timeline	Evaluation	
A. Support the implementation of BE/ESL program 1. Continue to review and provide training in the BE/ESL program.	Principals, Special Program Director, and LPAC Chairpersons	LPAC manual and training	Aug. – Sept.	Evaluation of needs assessment	
	2. Continue to conduct walkthroughs to monitor the implementation of TEKS and program requirements.	Principals and Special Program Director	Walk-throughs	Aug. – Sept.	Evaluation
	3. Continue to revise, expand and align the Scope and Sequence to new ELP standards.	Special Program Director	ELP standards, CSOPE, TEKS	Aug. – Sept.	Evaluation
B. Use assessment and comprehensive data analysis for decision making and providing assistance. 1. Increase the use of data reports to support teachers in making data driven decisions to increase the student performance of LEP students	Principals, Special Program Director	Data reports: TAKS, AEIS, TELPAS, Benchmarks, PBMAS CPOs, DPOs, ADM	Aug. – Sept.	TAKS, TELPAS, PBMAS	
	2. Conduct a “PEP TAKS and TELPAS TALKS” with all LEP students in the 2 – 12 grades.	Special Program Director, Principals	TELPAS proficiency levels, TAKS scores	February – April	Student performance
	3. Monitor the benchmark tests given all LEP students.	Principals, Special Program Director	Tutors, instructional materials, Title III Funds	Sept. – May	Increase in student performance
	4. Provide opportunities for BE/ESL teachers to participate in vertical planning	Principals, Special Program Director	Disaggregated Data	Sept. - May	Increase in student performance

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Strategy	Staff Responsible Special Programs	Resources Needed	Timeline	Evaluation
C. Provide interventions and support for LEP students				
1. Implement accommodations, inclusion support and early intervention plans to accelerate LEP students performance or those not demonstrating mastery of grade level TAKS.	Principals, Special Program Director	SCE, OEYP funds	Sept. – June	Attendance, TAKS, TELPAS
2. Provide opportunities for LEP students through extended day and Saturday tutorials to be successful.	Principals, Special Program Director	Walk-throughs, teacher training, Funds, adopted and supplementary materials	Aug. – May	Walk-throughs, TAKS, TELPAS
3. Monitor the implementation of reading strategies and interventions.	Special Program Director, Principals	Walk-throughs	Sept. - May	Walk-throughs, TAKS, TELPAS
4. Monitor the implementation of BE/ESL Family Nights at every BE/ESL campus.	LPAC Chairpersons, Special Program Director, Principals	Local and state funds	Sept. - April	Attendance. Increase in parent participation
5. Provide Staff Development in Sheltered Instruction and Effective Instructional Strategies to teachers.	Special Program Director, Principals	Title and State BE/ESL funds	Sept. - June	Training Certificates and increase in student performance

Carrizo Springs CISD Improvement Plan

Carrizo Springs Consolidated Independent School District will educate all students to exceed all local, state and federal expectations.

District and National Performance Goal 3: By 2009-2009, all students will be taught by highly qualified teachers.

(Sup't Priority Goal #3): Maximize fiscal and human resources.

Objective 1: Maintain teacher turn-over rate below state average, and have 100% of qualified teachers for critical subject areas.

Strategy	Staff Responsible- Ex. Director of Human Resources	Resources Needed	Timeline	Evaluation
A. Maintain current staff and new employees to the district: 1. CSCISD will offer a \$3,000.00 sign-on bonus for all new hired individuals that are fully certified in Science and Math. 2. \$2,000.00 stipends for all core areas will be paid to certified individuals in Math and Science. 3. Job Fairs will be attended to recruit for Highly Qualified applicants.	Director for Human Resources	2009-2010 HR Budget	Aug 2009-June 2010	Review vacancies in December 2009 and May 2010
	Campus Principals	2009-2009 Campus Budget	August 2009-2010	Spring 2010 Recruitment
	Executive Director for Human Resources	2009-2009 HR Budget	Aug 2009-July 2010	Spring 2010 Recruitment

Carrizo Springs CISD Improvement Plan

Students of Carrizo Springs Consolidated Independent School District will educate all students to exceed all local, state and federal expectations. **District and National Performance Goal 4:** All students will be educated in learning environments that are safe, drug free, and conducive to learning.

(Sup't Priority Goal #4): Provide a safe and orderly school environment.

Objective 1: CSCISD will increase communication to parents and students regarding safe schools and will show a 10% decrease in the number of incidents involving student removals.

Strategy	Staff Responsible- Ex. Director of Human Resources	Resources Needed	Timeline	Evaluation
A. Maintain a safe and orderly school environment:				
1. The 2009-2010 CSCISD Student Standardized Dress Code will be distributed to parents and students during registrations.	Campus Principals	None	Aug 2009	Review Disciplinary Reports in Aug 2009
2. The 2009-2010 CSCISD Student Standardized Dress Code will be posted on the CSCISD webpage for parents and students to view.	Campus Principals, Technology Department	None	Aug 2009	Review in Aug 2009
3. The CSCISD Police Department will increase student presentations throughout 2009-2010.	CSCISD Police Department	Instructional Materials	Aug 2009	Fall 2009-Spring 2010
4. The CSCISD Police Department will increase parent presentations throughout 2009-2010.	CSCISD Police Department	Instructional Materials	August 2009	Fall 2009-Spring 2010
5. "Drug Free" Week Activities will be held district-wide.	Drug-Free Coordinator	Drug-Free Budget	Oct 2009	October 2009
6. District participation in Bus Safety Training.	Transportation Director, Police Department and Campus Principals	None	Oct 2009	October 2009
7. Conduct Safety Audits throughout the district.	Transportation Director, Police Department and Ex. Dir of HR	None	Fall 2009 and Spring 2010	May 2010
8. Crossing Guards Training	Police Department	None	Fall 2009	September 2009
9. Project Graduation	HS principal, and staff	None	May 2010	May 2010

Carrizo Springs CISD Improvement Plan

Students of Carrizo Springs Consolidated Independent School District will educate all students to exceed all local, state and federal expectations.

District and National Performance Goal 5: All students will graduate from high school.

(Sup't Priority Goal #1, 2 & P-16 Strategic Plan Goal): Improve the academic performance of all students. Provide career guidance/education k-12. Improve the academic performance of all students. Provide career guidance/education k-12.

Objective 1: CSCISD will maintain dropout rate in the 7th & 8th grade at 0%; increase High School graduation rate to 75% and increase the four year completion rate to 87%. CSCISD will increase the number of students earning college credit to 35% of the graduating class.

Strategy	Staff Responsible-	Resources Needed	Timeline	Evaluation
A. AEIS Ratings will be increased:				
1. A Student Cohort list will be made available to Junior High and High School administrators. To be used to determine their status before the 2009 PEIMS Fall Submission.	All Campus Admin., Counselors and Central Office Administrators	None	October 2009	Will meet 3 days per week in September 2009
2. A "Student Roundup" will be held for all students in grades 7-12 who have not reported to their respective campuses.	All Campus Administrators, Counselors, Staff and Central Office Administrators	Extra Duty Pay	October 2009	Before the Fall 2009 PEIMS Submission
3. A daily report will be submitted to all secondary administrators and Central Office personnel on students in attendance and those that are "no shows".	All Campus Administrators, Counselors and Central Office Administrators	None	October 2009	Will meet 3 days per week in September 2009
4. The Truant Officer and the CSCISD Police Department will work jointly in identifying and tracking students that have not reported.	All Campus Administrators, Counselors and Central Office Administrators	None	October 2009	Before the Fall 2009 PEIMS Submission
5. All incoming freshman will participate in a Career Academy of their choice.	All Campus Administrators, Counselors, and Staff a	2009-2010 Budget	Fall Registration	August 2009
6. Academy participants will be encouraged to be active members of their Academy Clubs or Organizations.	All Campus Administrators, Counselors and Staff	2009-2010 Budget	Fall Registration	Number of participants will be reviewed in December 2009 Fall 2009

Carrizo Springs CISD Improvement Plan

Students of Carrizo Springs Consolidated Independent School District will educate all students to exceed all local, state and federal expectations.

District and National Performance Goal 5: All students will graduate from high school.

(Sup't Priority Goal #1, 2 & P1-6 Strategic Plan): Improve the academic performance of all students. Provide career guidance/education k-12. Improve the academic performance of all students. Provide career guidance/education k-12.

Objective 1: CSCISD will maintain dropout rate in the 7th & 8th grade at 0%; increase High School graduation rate to 75% and increase the four year completion rate to 87%. CSCISD will increase the number of students earning college credit to 35% of the graduating class.

Strategy	Staff Responsible- Ex. Director of Human Resources	Resources Needed	Timeline	Evaluation
7. All incoming freshman will be monitored by a mentor.	All Campus Administrators, Counselors and Staff	2009-2010 Budget	Fall Registration	Teacher evaluations will be reviewed after each session
8. Staff Development will be provided to all staff members on Drop-Out Prevention, Instruction and Academies strategies and techniques.	All Campus Admin., Counselors and Central Office Administrators	2009-2010 Staff Development Budget	2009-2010 School Year	Teacher evaluations will be reviewed after each session
9. Identify student attendance in the P-16 strategic Plan				
10. Identify workforce skill development at High School on P-16 Strategic Plan				
11. Under Title I, Part A school-wide program, each campus conducts a comprehensive needs assessment of the entire school	Principals	Campus staff, students & parents	Aug 2009	Data is documented in CIP
12. Identify and address the special educational needs of migrant students through a comprehensive plan for needs assessment & service delivery	Manual Saldana, Campus principals, Migrant counselor	Migrant funds for staff and parental involvement	Fall 2009 Spring 2010	Reduce dropout rate of migrant students to 1%
13. Provide summer school for students to earn credits and pass TAKS in order to meet graduation requirements	HS principal	3 FTE's SCE, Title I, & migrant funds	Summer 2010	Report from summer school counselor on results from summer school

Carrizo Springs CISD Improvement Plan

Students of Carrizo Springs CISD will be encouraged and challenged to improve their learning, to meet their full potential, and to achieve recognized performance through a well-balanced and appropriate curriculum presented in creative and innovative ways by educators abreast of effective instructional techniques.

National Performance Goal 6: Technology (Sup't Priority Goal #6)

Objective 1: Carrizo Springs CISD will maintain and revise District Technology Plan to ensure that Technology needs are met.

Objective 2: Carrizo Springs CISD will maintain District Infrastructure and ensure that e-Rate requirements are met.

Strategy	Staff Responsible Technolgy Director	Resources Needed	Timeline	Evaluation
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1. Create a Technology Committee composed of Parents and District and Campus Personnel.	Technolgy Director	Time	Sept. 2009	List of Technology Committee Members
2. Conduct Technology Committee Meetings to review and revise District Technology Plan, Campus Technology needs and issues.	Technolgy Director Technology Committee	Time	Every two months.	Sign-In Sheet & Agenda.
3. Create a list of e-Rate requirements to ensure that documentation required is properly maintained.	Technolgy Director	Time	Oct. 2009	E-Rate Status Report
4. Review the current District Infrastructure and develop the list of components that will need to be replaced in E-Rate Year 9 or 10 for maintenance and improvements.	Technolgy Director Technology Committee	10% of total funding, and Time	Sept. 2009	Technology Plan; and List of components needed.

Carrizo Springs CISD Improvement Plan

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National Performance Goal 6: Technology (**Sup't Priority Goal #6**)

Objective 3: Carrizo Springs CISD will increase the use of Technology in the classroom and district-wide.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
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1. Review and monitor the use of Technology in the classroom.	Technolgy Director Principals & Teachers	Time	Oct. 2009 and May 2010	Star Chart Report & teacher/principal survey
2. Conduct Campus Technology Meetings to identify issues, staff and student training needs and report findings to the Technology Committee.	Technolgy Director Principals	Time	Quarterly	Sign-In Sheet and Agenda
3. Increase the use of distance learning and video conferencing equipment for training available through Region 20, TAMIU and SWTJC.	Technolgy Director Ex. Director Curriculum and Instruction	Time	Quarterly	List of distance learning/training available (report to Cabinet)
4. Increase use of Smart Board Technology to promote curricula and teaching strategies and enhance learner involvement through training of staff.	Technolgy Director Ex. Director Curriculum and Instruction	General Fund and/or Grant funding for Training; and Time	Quarterly	Sign-In Sheets and Agenda
5. Develop a VBrick solution to distribute course work, video conferences and provide a Video On Demand system for retrieving digital resources; and provide training for such.	Technolgy Director Ex. Director Curriculum and Instruction	General Fund and/or Grant funding for Training; and Time	Quarterly	VBrick DistributionPlan; Sign-In Sheets and Agenda

Carrizo Springs CISD Improvement Plan

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National Performance Goal 6: Technology (Sup't Priority Goal #6)

Objective 4: Carrizo Springs CISD will build capacity of Technology Department Staff and Campus Technologists.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
1. Review job description for Campus Technologist and review education level of Campus Technologists to determine training needs.	Technolgoy Director	Time	Sept. 2009 & May 2010	List of Campus Technologists, Job Description and current education.
2. Review education level of Technology Department Staff to determine training needs.	Technolgoy Director	Time	Sept. 2009 & May 2010	List of Technology Staff and current education.
3. Conduct meetings/classes for Campus Technologists to improve knowledge and support of technology.	Technolgoy Director	Time	Monthly	Sign-In Sheet and Agenda

Carrizo Springs CISD Improvement Plan

District Performance Goal 7: All links of communication will increase [Superintendent to Board] [DAT/CAT to Board] [Teacher to parent] (**Sup't Priority Goal #5 & P-16 Strategic Plan Goal**)

Objective 1: CSCISD will show support, encouragement, and value for parent involvement at the campuses.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
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<p>1. Monitor the continued implementation of PLN, PTO, Family Literacy, Partners in Gifted Ed. and other district parent support groups</p>	<p>Superintendent, Special Programs, Federal Program Director</p>	<p>SCE funds Sp. Ed. Funds Title III funds Bilingual funds Title I funds Title I, Part C (Migrant) funds</p>	<p>Oct., 2009 Jan., 2010 April, 2010</p>	<p>Increased involvement of parents by 10% on attendance list from each activity</p>
<p>2. Establish a systematic 2-way communication system that periodically obtains broad based community, parent and staff input & information</p>	<p>Superintendent, Principals</p>	<p>CAT, DAT, website</p>	<p>Dec., 2009 May, 2010</p>	<p>Surveys, newsletters, PTO agendas, newspapers, channel 3 TV</p>
<p>3. Present program information and technology awareness for parents.</p> <ul style="list-style-type: none"> a. Mini-First Day (C.S. Elem.) b. Pre-registration (all campuses) c. 9th Grade orientation (HS) d. Open House (all campuses) e. Parent surveys (all campuses) f. Public School Week (all campuses) g. Family Nights (all campuses) h. Library Night (all campuses) i. PTO (all campuses) 	<p>Principals, Teachers, Technology Director</p>	<p>CAI classroom, program brochure</p>	<p>Sept., 2009, Fall, 2009, Spring 2010</p>	<p>Increase level of programs & technology by 10%</p>
<p>4. Facilitate opportunities for parents to attend parent conferences in Eagle Pass and Del Rio</p>	<p>Federal Program Director</p>	<p>Title I, Part A</p>	<p>Jan., 2010 March, 2010</p>	<p>Lists of participants</p>
<p>5. Informative meeting for Migrant parents</p>	<p>Migrant Director and Federal Program DirectorOffice Migrant staff</p>	<p>Title I, Part C (Migrant)</p>	<p>Dec., 2009</p>	<p>List of participants, input from parents</p>
<p>6. Will provide student and family support in P-16 Strategic Plan</p>				

Carrizo Springs CISD Improvement Plan

District Performance Goal 7: All links of communication will increase [Superintendent to Board] [DAT/CAT to Board] [Teacher to parent] (**Sup't Priority Goal #5 & P-16 Strategic Plan Goal**)

Objective 1: CSCISD will show support, encouragement, and value for parent involvement at the campuses.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
6. Review District and Campus Parental Involvement policies with parents	Migrant Director and Federal Program Director Principals	Title I, Part A	Sept., 2009 Oct., 2009	List of participants, input from parents
17. Staff training in working with parents	Migrant Director and Federal Program Director Principals	Title I, Part A, ESC-Region 20	Aug., 2009	Evaluation of training by participants
18. Identify Student and Family Support ()	Federal Program Director			

Carrizo Springs CISD Improvement Plan

Students of Carrizo Springs CISD will be encouraged and challenged to improve their learning, to meet their full potential, and to achieve recognized performance through a well-balanced and appropriate curriculum presented in creative and innovative ways by educators abreast of effective instructional techniques.

National Performance Goal 8: CSCISD will maximize fiscal and human resources (**Sup't Priority Goal #3**)

Objective 1: CSCISD will meet the TEA mandated expenditure target of 65.0% for Instruction for the 2009-2009 school year.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
1. Ensure that all campuses maintain 81.5% or more budgeted for Function 11 on Instruction and Function 36 on Extra-Curricular Activities.	Ex. Director of Business Principals & Directors	Time	Monthly	Campus 65% Budget Review (Report to Cabinet)
2. Periodically review the required % campuses must budget to meet the 65% expenditure target for Instruction.	Ex. Director of Business	Time	Quarterly	District 65% Instruction Expenditure Ratio Test (Report to Cabinet)
3. Monitor and adjust the budgets so that additional funds are spent in Instruction.	Ex. Director of Business Principals, Directors & Executive Directors	Time	Monthly	Board Budget Amendments
4. Monitor Campus and Departmental budgets remain within approved budget.	Ex. Director of Business Principals, Directors & Executive Directors	Time	Monthly	RSCCC Overage Report to Cabinet
5. Monitor Substitute and Extra Duty Pay budgets by Organization Code to remain within Percentage of Year Expended using a 9 month school year.	Ex. Director of Business Principals, Directors & Executive Directors.	Time	Monthly	Payroll Expenses compared to Percentage of Year Expended Report to Cabinet

Carrizo Springs CISD Improvement Plan

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National Performance Goal 8: CSCISD will maximize fiscal and human resources (**Sup't Priority Goal #3**)

Objective 2: CSCISD will increase tax collections for the 2009-2009 school year.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
1. Monitor the collection of district property taxes at the currently projected rate of collection, relative to the current year property tax plus all prior year delinquent taxes receivable collected in the current year.	Ex. Director of Business Asst. Business Manager	Time	Monthly	Tax Report to Board
2. Work with district's tax attorney and monitor the collection of district property taxes of all prior year delinquent taxes.	Ex. Director of Business Asst. Business Manager	Time	Quarterly	Delinquent Tax Report to Board
3. Work with district's tax attorney to purchase mineral rights of property with delinquent taxes.	Ex. Director of Business Asst. Business Manager	Time	Quarterly	Board Action Items for Purchase of Mineral Rights

Carrizo Springs CISD Improvement Plan

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National Performance Goal 8: CSCISD will maximize fiscal and human resources **(Sup't Priority Goal #3)**

Objective 3: CSCISD will manage district's debt services and capital improvement projects to ensure their ability to support the education of students.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
1. Ensure timely payment of debt to maintain financial obligations of the district.	Ex. Director of Business Accounts Payable	Interest & Sinking Funds and General Funds for debt payments	Quarterly	Debt Service Payment Schedule and date paid report.
2. Monitor and track the physical condition of district facilities.	Ex. Director of Business Director of Maintenance Principals & Directors	Time	Semi-Annual	Facility Project Report to Cabinet
3. Maintain buildings with continuation of identified building improvements.	Director of Maintenance Principals & Directors	General Fund Resources, Personnel, Time	Annually	Board Approved Special Maintenance Projects
4. Maintain buildings with ongoing maintenance and repair and respond to maintenance work orders with in 1 to 5 days.	Director of Maintenance	General Fund Resources, Personnel, Time	Monthly	Work Order Report

Carrizo Springs CISD Improvement Plan

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National Performance Goal 8: CSCISD will maximize fiscal and human resources (**Sup't Priority Goal #3**)

Objective 4: CSCISD will ensure the safety of all students.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
1. Monitor bus routes and number of student riders, combine routes where necessary, without jeopardizing the safety and timeliness of student riders.	Director of Maintenance	Time	Monthly	Bus Route Report
2. Provide School Bus Evacuation training for all students.	Ex. Director of Human Resources Director of Maintenance Transportation	Buses, Personnel, Time	October & January	Tx Dept of Public Safety-Reporting of School Bus Evacuation Training; Campus Participation Report
3. Provide School Bus Routes information to Parents and Community.	Director of Maintenance Transportation	General Funds and Time	Annual, or when changes are made	Bus Route Newspaper Ads
4. Conduct Transportation Committee meetings which include Parents and District Personnel to review any transportation concerns.	Ex. Director of Business Ex. Director of Human Resources Director of Maintenance	Time	Semi-Annual	Sign-In sheets and Agenda

Carrizo Springs CISD Improvement Plan

Students of Carrizo Springs CISD will be encouraged and challenged to improve their learning, to meet their full potential, and to achieve recognized performance through a well-balanced and appropriate curriculum presented in creative and innovative ways by educators abreast of effective instructional techniques.

National Performance Goal 8: CSCISD will maximize fiscal and human resources (**Sup't Priority Goal #3**)

Objective 5: CSCISD will ensure the safety of all employees, with emphasis on the higher risk personnel.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
1. Promote good health and safety through written communication to all employees.	Ex. Director of Business Safety Coordinator	Time, Access to Email system	Weekly & Quarterly	Email Tip of the Week, Quarterly Well-Connected Newsletter
2. Conduct safety meetings with Maintenance, Transportation and Cafeteria Staff.	Ex. Director of Business Safety Coordinator Risk Mgmt Representative	General Fund Resources, Time	Quarterly	Sign In Sheets & Meeting Agenda
3. Provide safety shoes and boots for Maintenance, Transportation and Cafeteria Staff.	Ex. Director of Business Safety Coordinator	Time	Annually	Distribution Sign-out Log
4. Provide incentives to encourage participation in 2-3 Wellness Activities per year.	Ex. Director of Business Safety Coordinator	Time	Quarterly	Sign Up Sheets Distribution Sign-out Sheets

Carrizo Springs CISD Improvement Plan

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National Performance Goal 8: CSCISD will maximize fiscal and human resources (**Sup't Priority Goal #3**)

Objective 6: CSCISD will reduce energy consumption by 5% during the 2009-2009 school year.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
1. Monitor monthly energy consumption by campus/department.	Ex. Director of Business Safety Coordinator	Time	Monthly	KW Usage Report (web posting).
2. Identify and update all electric accounts working and continue reconciliation process with AEP billing.	Director of Maintenance Safety Coordinator	Time	Annual	Reconciliation Report
3. Identify and remove unnecessary Security Lighting without jeopardizing the safety of our students and employee through Principal/Director approval.	Director of Maintenance	Time	Semi-Annual	Security Lighting by Campus Report
4. Replace manual thermostats with digital thermostats to establish and monitor settings for turn-on and off times and degrees	Director of Maintenance	Personnel time General Supply Funds	Quarterly	Thermostat Replacement Report.
5. Random monitoring of buildings to check settings.	Director of Maintenance	Time	Quarterly	Thermostat Settings Report by Campus.
6. Establish communication initiatives with sponsor who request A/C for after hour programs	Ex. Director of Business Safety Coordinator	Time	Monthly	Rental Agreement

Carrizo Springs CISD Improvement Plan

Students of Carrizo Springs CISD will be encouraged and challenged to improve their learning, to meet their full potential, and to achieve at or above the state average on all 2009 TAKS tests taken through a well-balanced and appropriate curriculum presented in creative and innovative ways by educators abreast of effective instructional techniques.

National Performance Goal 8: CSCISD will maximize fiscal and human resources (**Sup't Priority Goal #3**)

Objective 7: CSCISD will reinstate Provision II for the Student Nutrition Program of the district.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
1. Conduct internal review of Student Nutrition Program utilizing the Coordinated Review Effort (CRE) hand-out provided by TDA	Director of Child Nutrition	Personnel Time	October 2009	Internal CRE Audit
2. Attend CRE/SMI Evaluation training at Region 20	Director of Child Nutrition Ex. Director of Business	Personnel Time	November 2009	Registration Forms

Carrizo Springs CISD Improvement Plan

Students of Carrizo Springs CISD will be encouraged and challenged to improve their learning, to meet their full potential, and to achieve at or above the state average on all 2009 TAKS tests taken through a well-balanced and appropriate curriculum presented in creative and innovative ways by educators abreast of effective instructional techniques.

National Performance Goal 8: CSCISD will maximize fiscal and human resources (**Sup't Priority Goal #3**)

Objective 8: CSCISD will improve student meals and increase student participation in the Student Nutrition Program by 2% during the 2009-2009 school year.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
1. Provide on-going training to Cafeteria Managers on Menu Component Requirements.	Director of Child Nutrition	General Fund Resources and Personnel Time	Monthly	Sign-in Sheets and Agenda
2. Maintain daily attendance forms to measure student participation	Director of Child Nutrition Cafeteria Managers	Personnel Time	Daily	Daily Attendance Report.
3. Compare daily attendance to student participation for student nutrition services.	Director of Child Nutrition	Personnel Time	Monthly	Student Nutrition Participation Report to Cabinet

Carrizo Springs CISD Improvement Plan

Students of Carrizo Springs CISD will be encouraged and challenged to improve their learning, to meet their full potential, and to achieve at or above the state average on all 2009 TAKS tests taken through a well-balanced and appropriate curriculum presented in creative and innovative ways by educators abreast of effective instructional techniques.

National Performance Goal 8: CSCISD will maximize fiscal and human resources (**Sup't Priority Goal #3**)

Objective 9: CSCISD will maintain system accountability and compliance governing agencies within the Student Nutrition Program.

Strategy	Staff Responsible	Resources Needed	Timeline	Evaluation
1. Approve all applications within 10 days of receipt.	Director of Child Nutrition	Personnel Time	Annually	Internal monitoring report.
2. Maintain daily Texas Education Agency Accuclaim spreadsheet for each campus.	Director of Child Nutrition	Personnel Time	Monthly	Campus Accuclaim Report
3. Submit accurate & timely reports to TDA for meal reimbursement	Director of Child Nutrition	Personnel Time	Monthly	TDA Reimbursement Request
4. Incorporate reviews of reports submitted	Ex. Director of Business Director of Child Nutrition	Personnel Time	Quarterly	Student Nutrition Monitoring Report
5. Provide training to Cafeteria Managers regarding submission of error-free reports to TDA & other funding agencies	Cafeteria Managers	Personnel Time	Monthly	Sign-in sheets & Agenda

