



Cross Plains ISD
District Improvement Plan
2024-2025

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 11.25 of the Texas Education Code)

Mission Statement

Partnering with our community to inspire students with exceptional education

Vision

Better People Make Better Buffaloes

Core Beliefs

- Students have unlimited potential and need to understand how they live their lives, both now and in the future, can have a positive impact on others.
- Families are critical to school success and are true partners who are involved with their child's education and activities.
- Faculty and Staff are dedicated professional educators who are role models and concerned with the whole child as they set high expectations for student success.
- The Superintendent, Central Office and Campus Administrators are professionals dedicated to students and staff and lead in a way that motivates and sets the tone for excellence.
- The Board of Trustees are servant leaders who are role models in the community and are dedicated to students, staff and processes that ensure school success and sound financial stewardship.

District Improvement Planning and Decision Making Committee

Name	Position
Jason Henry	Superintendent
Brandi Purvis	Academic Advisor
Jeanette Barron	Elementary Principal
Shay Adams	High School Principal
Kourtney Martinez	Elementary Teacher / Parent
Sundi Sanderson	Elementary Teacher / Parent
Gary Moses	Technology Director
Keeka Byrd	CTE Teacher
Rebecca Smoot	Nutrition Coordinator
Carrie Hutton	Parent
Kelli Switzer	Parent
Brandi Purvis	HS Teacher / Parent

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

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 preservation of the liberties and rights of citizens. It is further grounded on 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 STATE OF TEXAS PUBLIC EDUCATION GOALS

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

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- OBJECTIVE 1:** Parents will be full partners with educators in the education of their children.
- OBJECTIVE 2:** Students will be encouraged and challenged to meet their full educational potential.
- OBJECTIVE 3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- OBJECTIVE 4:** A well-balanced and appropriate curriculum will be provided to all students.
- OBJECTIVE 5:** 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.
- OBJECTIVE 6:** Qualified and highly effective personnel will be recruited, developed, and retained.
- OBJECTIVE 7:** The state's students will demonstrate exemplary performance in comparison to national and international standards.
- OBJECTIVE 8:** School campuses will maintain a safe and disciplined environment conducive to student learning.
- OBJECTIVE 9:** 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.
- OBJECTIVE 10:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.
- OBJECTIVE 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.

TEA STRATEGIC PLAN

By the year 2030, projections indicate that most jobs will require some training beyond high school. This could be a traditional 4-year degree, a 2-year associate's, or an industry credential. But today, too few Texas students are obtaining postsecondary credentials. Without bold action, Texas faces a future of diminished incomes, opportunities and resources. Initiated by the Higher Education Coordinating Board, the 60x30TX Plan is designed to ensure that a competitive and prosperous future remains for students seeking to better their lives and the lives of their families. The state has adopted 60x30TX as our collective goal. In an effort to support far more rapid improvements in student outcomes to meet the goals of 60x30TX, the Texas Education Agency has adopted a strategic plan. The plan includes four strategic priorities and built on three supporting actions to guide our work on behalf of the more than five million school children in our state

Every child, prepared for success in college, a career or the military.

TEA COMMISSIONER'S STRATEGIC PRIORITIES:

1 Recruit, support, retain teachers & principals	2 Build a foundation of reading and math	3 Connect high school to career and college	4 Improve low- performing schools
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ENABLERS

Increase transparency, fairness and rigor in district and campus academic and financial performances

Ensure compliance, effectively implement legislation and inform policymakers

Strengthen organizational foundations (resource efficiency, culture, capabilities, partnerships)

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

District ESSA Requirements

Equity Plan [ESSA Sec. 1112(b)(2)]: Cross Plains ISD has a difficult time attracting and retaining high quality teachers.

School Support & Improvement [Sec. 1112(b)(3)]:

Cross Plains ISD will provide the support and the funds to increase growth in Reading and Math on the Elementary campus.

Poverty Criteria [Sec. 1112(b)(4)]:

Cross Plains ISD determines Title I eligibility and rank/serve order through the number of children eligible for free and reduced-price lunches.

School Wide Programs [Sec. 1112(b)(5)\]:

For this school year Cross Plains ISD has focused on the implementation and updating of the school wide intervention programs by working with teams on both campuses.

Target Participants [Sec. 1112(b)(6)]:

The Elementary campus is focusing on the growth of students in Reading and Math.

State Compensatory Education

This district has written policies and procedures to identify the following:

- Students who are at-risk of dropping out of school under state criteria
- Students who are at-risk of dropping out of school under local criteria
- How students are entered into the SCE program
- How students are exited from the SCE program
- The cost of the regular education program in relation to budget allocations per student and/or instructional staff per student ratio.

Total FTEs funded through SCE at this District/Campus: 1

The process we use to identify students at-risk is: Students are identified as at-risk utilizing Student Profile forms at the beginning of the school year, STAAR and EOC performance reports, and other state eligibility criteria.

The process we use to exit students from the SCE program who no longer qualify is: Students identified as at-risk are exited from the SCE program by exceeding the state assessment in each subject area by 110% in comparison to the previous assessment in which they did not meet passing criteria. Additionally, students will also be exited if they no longer meet other criteria for at-risk classification.

At Cross Plains ISD State Compensatory Funds are used to support Title I initiatives.

State Compensatory Education

The comprehensive, intensive, accelerated instruction program at this district/campus... consists of afterschool and lunch tutorials, data analysis for targeted intervention and remediation, 3 Math and 4 English teachers to reduce the student teacher ration including multiple sections in several of each subject areas.

Upon evaluation of the effectiveness of this program the committee finds that... upon analysis of available data, the committee targets the subject areas of writing and social studies to be addressed in the upcoming school year. Success will be determined by the use of technology for instructional purposes, and an analysis of assessment data.

Federal, State and Local Funding Sources

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

Federal	
Program/Funding Source	Amount of Funding
Title I	\$167,060
Title IIA	\$16,437
Title IV	\$7,500
IDEA-B	\$16,764.55
REAP	\$41,458
State	
Program/Funding Source	Amount of Funding
State Comp Ed	\$352,316
Bilingual	\$5,735
Local	
Program/Funding Source	Amount of Funding
Local	\$167,060

Goal 1: All students will reach their highest educational abilities through standards aligned courses.

Objective 1: By May, 80% of all students and student groups will meet established standards on each state mandated assessment.

Summative Evaluation: Each grade level/subject area will reach 82% or greater on STAAR results.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
The implementation of the approved curriculum framework (TEKS Resource System) will be monitored and reinforced	2,4	Superintendent, Principals	Aug – May	Local Funds	Training on TEKS Resource System, Lesson Plans, Workdays with ESC 14	Lesson Plans, Observations, Increase in Scores
Utilize formative assessments, interim assessments and benchmarks (2/year)	2,4	Principals, Teachers	Aug – May	Local Funds	Test Results	Utilization of data to drive instruction and plan for learning needs
Continuous improvement focusing on the use of MAPS online formative assessment tool.	4	Superintendent, Principals	Aug – May	Title IV REAP	Periodic review of benchmarks throughout the year	Overall growth when reviewing benchmarks and increase in EOC & STAAR Results
Study Disaggregated data from STAAR, TELPAS, formative and benchmark assessments to develop implement intervention	2,4	Principals, Intervention Specialist, Teachers	Aug – May	Local Funds, Title I, Part A, REAP	Disaggregated data to form instruction	Academic Achievement, Grades, Progress monitoring
Curriculum planning	2,4	Principals	Aug – May	Local Funds	Schedule of Meetings, Chars, Data Collection	Increased Collaboration for planning quality instruction; observation data
All grade level and subject area TEKS will be taught with researched-based instructional design and delivery.	2,4	Principals, Intervention Specialist, Teachers	Aug-May	Local Funds, Title I, Part A, REAP	Disaggregated data to form instruction	Academic Achievement, Grades, Progress monitoring

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs and will be provided to meet the individual needs.

Objective 2: Cross Plains ISD students will increase performance on Meets and Masters categories by 5%

Summative Evaluation: The District percentages will increase by 5% in the Meets and Masters categories.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Identify At-Risk students according to state compensatory criteria (as listed in district plan) and provide accelerated instruction to identified students.	2,4	Principals, Counselors	School Year	State Comp Ed Funds	TPRI Results, Screeners, STAAR Scores	Increased Student Performance
Provide Academic Support through tutorials, Intervention and Accelerated Instruction.	2,4	Principals, Counselors	School Year	State Comp Ed Funds, Local Funds	TPRI Results, Screeners, Benchmarks, Formative Assessments, STAAR Scores	Increased Student Performance
Provide ELAR teachers with best practices for reading instruction and strategies.	2,4	Principals	School Year	Local Funds, Title I, Part A, Title II, Part A	TPRI Results, Screeners, Benchmark, Formative Assessments, STAAR Scores	Academic Achievement, Grades, Progress monitoring, STAAR Scores
Focus on Vocabulary Development in Academic and Content Areas.	2,4		School Year	Local Funds, Title I, Part A, Title II, Part A	TPRI Results, Screeners, Benchmark, Formative Assessments, STAAR Scores	Academic Achievement, Grades, Progress monitoring, STAAR Scores
Provide for the needs of Dyslexia, 504 and ELL students.	2,4		School Year	Local Funds, Title I, Part A, Title II, Part A REAP	TPRI Results, Screeners, Benchmark, Formative Assessments, STAAR Scores	Academic Achievement, Grades, Progress monitoring, STAAR Scores

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs and will be provided to meet the individual needs.

Objective 3: Cross Plains ISD will offer Programs of Study, based on student and community needs and interests.

Summative Evaluation: Foundation classes for the set Programs of Study will be set on the Master Schedule.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Teachers will focus on depth and complexity in instructional practices and student learning activities to ensure the readiness of all students for college and career readiness.	3	Principals, Teachers	Aug – May	Local Funds, Title I, Part A, Title II, Part A REAP	Professional development registrations and certificates; sign-in documents (local PD); Admin walkthroughs	High quality instructional delivery and design; Administrative observations; Increased academic achievement
Continue to evaluate course offerings and course sequences for graduation and college and career readiness.	3	HS Principal, HS Counselor	Oct – Mar	Local Funds	Records of meetings with counselor / HS Principal; timeline for planning and implementation of HB5 requirements; ESC 14 trainings	Course offerings, sequences, and graduation requirements
Implement graduation requirements and graduation plans as mandated by HB5.	3	HS Principal, HS Counselor	Aug – May	Local Funds	Course offerings; scheduling documents; graduation plans; Record of graduation plan meetings	Graduation plans and student schedules
Expand learning activities and resources for career awareness, career exploration and college and career preparation and readiness.	3	Superintendent, Principals, Counselors	Aug - May	Local Funds, REAP Title II A	Work with Workforce Commission, Professional Development	Increased student participation in college/career activities, student feedback, classroom observations

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs and will be provided to meet the individual needs.

Objective 4: Increase the opportunities for Advanced Credit (Dual Credit).

Summative Evaluation: Program Enrollment & Recruitment

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Continue to offer dual credit course as appropriate for high school students.	3	HS Counselor, HS Principal	Aug – June	Local Funds	Course offerings	Student Schedules
Look for additional resources to encourage and assists students to take dual credit courses	3	HS Counselor, HS Principal	Aug – June	Local Funds	Course offerings	Student Schedules

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs and will be provided to meet the individual needs.

Objective 5: Increase the number of parent and community engagement activities from four to six events.

Summative Evaluation: Sign in sheets and agendas/minutes for events and meetings.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Utilize the district and campus websites and district social media pages to inform parents and community about district and campus information and activities and post a calendar of events for the district and campuses.	4	Superintendent, Technology Director, Principals	All year	Local Funds	Review, updates and maintenance of websites	Review of websites and parent and community feedback.
Post required information such as the District and Campus Improvement Plans, the State Accountability Report, the Student/Parent Handbooks, the Student Code of Conduct, and the CPISD Board Policy Manual to the district website.	4	Superintendent, Technology Director	All year	Local Funds REAP	Review, updates and maintenance of websites	Review of websites and parent and community feedback.
Communicate with parents via telephone, email, or parent-teacher conferences regarding academic progress, attendance, etc.	4	Principals, Teachers	Aug – May	Local Funds	Communication Logs	Parent/Student Feedback
Utilize teacher websites and/or Google Classroom, Remind App, to communicate classroom information such as course syllabi, teacher expectations, assignments, and resources.	4	Principals, Teachers	Aug - May	Local Funds REAP	Review, updates and maintenance of websites	Review of websites and parent and community feedback.
Keep parents informed of academic progress via three-week progress notes, six weeks report cards, and other reports	4	Principals, Teachers, Office Staff	Aug - May	Local Funds	Copies of reports	Parent signed copies and feedback from parents.

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs and will be provided to meet the individual needs.

Objective 5: Increase the number of parent and community engagement activities from four to six events.

Summative Evaluation: Sign in sheets and agendas/minutes for events and meetings.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Communicate information for elementary students through weekly folders and newsletters.	4	Principals, Teachers	Aug - May	Local Funds	Copies of reports, weekly folders, newsletters	Parent signed copies and feedback from parents.
Continue to provide parental access to "gradebook" via Ascender (Parent Portal).	4	PEIMS Secretary, Technology Director, Principals	Aug - May	Local Funds	Parent access via computer/app for grade and attendance.	Parent feedback, amount of access
Parents, business members and community members will serve on campus and district improvement plans.	4	Superintendent, Principals	Aug - May	Local Funds	Meeting agendas, Sign-in sheets	Sign-in sheets, minutes, increased parental and community input.

Goal 1: All students at Cross Plains High School will graduate. Objective 6: By May, all students will graduate as planned. Summative Evaluation: Graduation rate is 100%						
Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Credit Recovery	3	Principal/Counselor	Aug - May	Local, SCE	Odyssey Program	Increased percentage of students who are eligible to graduate
Attendance Monitoring and Seat Time Recovery	3	Principal/Counselor/SRO/PEIMS Clerk	Aug - May	Local	Daily Attendance Monitoring and Weekly Attendance Reports	Decreased absences and increased opportunities to recover seat time
Summer School	3	Principal/Counselor	June	Local, SCE	Summer School Assignments and Participation	Increased graduates and credit acquisition
504 and Special Education Support	3	Special Ed Teachers/Counselor/Principal	Aug - May	Local, Spec. Ed Funds	Master Schedule and Room Allocation	IEP & 504 accommodations implemented consistently, Increased percentages of students passing at grade checks and state testing
Half-Day Schedule	3	Principal/Counselor	Aug - May	Local	Master Schedule/Student Schedules	Reduction in school dropout rate and discipline referrals

Goal 2: All students in CPISD will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective 1: By May, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 5% as measured by PEIMS and the number of discipline referrals.

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

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Campuses will address teen dating violence, sexual harassment, sexual violence, and bullying prevention with students.	4	Principals, Counselors	Aug – May	Local Funds, State	Reduction in number of bullying and sexual harassment incidents	Campus Discipline Reports, Resources
Teacher will participate in staff development sessions on bullying, sexual harassment, dating, violence, child abuse, and neglect, human trafficking awareness, suicide prevention and ethics.	4	Superintendent, Principals	All Year	Local Funds, State	Sign-in Sheets, Professional Development Agendas, Training Certificates	Campus discipline, PEIMS reports, Counselor Referrals
Student and Staff will participate in Red Ribbon Week activities to teach students about the dangers of drugs. Motivational Speaker will speak to all students and staff in the district.	4	Principals, Counselor, Student Council Sponsor	October	Local Funds, Donations, ESSER II	Lesson Plans, Posters, Schedules	Campus discipline, PEIMS reports, Counselor Referrals

Goal 2: All students in CPISD will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective 2: CPISD will implement the facilities safety and security system district-wide

Summative Evaluation: Safety plans, drills and security cameras at each campus.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Implement the facility's safety and security systems district-wide	4	Superintendent, Principals	All Year	Local Funds, Grants	Security System Logs	Safety Evaluation by Region14 and Cooperation with Law Enforcement
Emergency Management Plan and Procedure Policy	4	Superintendent, Principals	Aug	Local Funds	Review of Procedures with all staff.	Emergency management preparedness
Conduct Routine Safety Drills	4	Superintendent, Principals	All Year	Local Funds, Grants	Documentation of Drills	Drill Reports
Establish Threat Assessment and Digital Threat Assessment Team	4	Superintendent, Principals	October	Local Funds	Team Meeting, Agenda Notes/Minutes	Safety Evaluation by Region14 and Cooperation with Law Enforcement
Improve communication between campus buildings and internally communication within the buildings.	4	Superintendent, Technology Director	Dec	Safety & Security Grant	Inspection and Implementation of new hardware	Safety Evaluation by Region14 and Cooperation with Law Enforcement, Drill Reports,

Goal 2: All students in CPISD will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective 3: Handbooks and Codes of Conduct will be reviewed and updated to meet the highest quality.

Summative Evaluation: Annual Board Review

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
All students will be oriented to the Student Handbook and the Code of Conduct during the first week of school	4	Principals, Teachers	Aug	Local	Acknowledgement Forms, Discipline Referrals	PEIMS Reports
Administrators will review discipline data and create a plan to appropriately address campus discipline issued based on needs.	4	Superintendent, Principals	Aug – May	Local	Discipline Referrals	PEIMS Reports
Continuous correspondence to be innovative in thinking of ways to improve district safety.	4	Superintendent, Principals	Ongoing	Local	Discipline Referrals, Drug Test & Drug Dog Results	PEIMS Reports

Goal 2: All students in CPISD will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective 4: Handbooks and Codes of Conduct will be reviewed and updated to meet the highest quality.

Summative Evaluation: Annual Board Review

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
All students will be oriented to the Student Handbook and the Code of Conduct during the first week of school	4	Principals, Teachers	Aug	Local	Acknowledgement Forms, Discipline Referrals	PEIMS Reports
Administrators will review discipline data and create a plan to appropriately address campus discipline issued based on needs.	4	Superintendent, Principals	Aug – May	Local	Discipline Referrals	PEIMS Reports
Continuous correspondence to be innovative in thinking of ways to improve district safety.	4	Superintendent, Principals	Ongoing	Local	Discipline Referrals, Drug Test & Drug Dog Results	PEIMS Reports

Goal 2: All students in CPISD will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective 5: Through training committees will increase knowledge of Administrators and Staff concerning health and wellness, including but not limited to mental, physical, and ethical.

Summative Evaluation: SHAC Committee Agenda and Sign-in Sheets

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
The SHAC Committee will explore and support activities for health and wellness education.	4	Principals, SHAC Committee, Superintendent	Aug – May	Local	Meeting agendas, sign-in sheets	Committee evaluation of health and wellness education and activities for students and staff.

Goal 2: All students in CPISD will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective 6: Counselors will be available on campuses to assist students in educational decisions and ensure mental health needs are being met.

Summative Evaluation: Documentation of Guidance lessons, speakers, and collaboration agreements.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Incorporate and expand character education on all campuses.	4	Principals, Counselors	Aug – May	Local Funds	Lessons, Posters, Schedules	Campus Discipline, PEIMS Reports
Provide tobacco, drug, and alcohol prevention to students.	4	Principals, Counselors	Aug – May	Local Funds	Lessons, Posters, Schedules	Campus Discipline, PEIMS Reports
Provide Counseling for students as appropriate.	4	Counselors	Aug – May	Local Funds	Lessons, Posters, Schedules	Campus Discipline, PEIMS Reports
Staff members will participate in mental health professional development.	4	Counselors	Nov	Local Funds	Agendas, Posters, Handouts, Schedules	Support of Students

Goal 3: CPISD will recruit, support and retain high quality staff members to optimize their impact on student learning.

Objective 1: Establish recruiting methods to attract possible future staff.

Summative Evaluation: Recruiting records, hiring timelines and retention reports.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Establish a comprehensive master schedule to outline specific staffing needs.	1	Superintendent, Principals, Counselors	Feb	Local	Master Schedule	100% of all staff will be certified where applicable.
Sustain an equitable compensation benefits plan for all employees	1	Superintendent	April	Local, Title II A	Salary Schedule	Salary schedule will be competitive with area districts.
Participate in TEA's Grow Your Own program.	1	Superintendent, Principals	Aug - June	Local, State Title II A	Number of participants enrolled in the program.	Records of hiring those individuals enrolled in the program.
Provide retention stipends for positions in high demand.	1	Superintendent, Principals	Aug - July	Local	Retention Rate of Staff / Position	Longer tenure for positions in high demand.

Goal 3: CPISD will recruit, support and retain high quality staff members to optimize their impact on student learning.

Objective 2: Analyze workplace culture and develop systems to improve and support engagement among employees.

Summative Evaluation: Staff surveys, teacher recognitions, mentor programs.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide surveys throughout the year to allow for staff feedback.	1	Superintendent, Principals	Aug – June	Local	Summary of survey results	Campus Improvement Plans, Daily procedures, Employee Handbook
Continue to utilize the TTESS system that allows collaboration between staff and administrators.	1	Principal, Staff	Aug – May	Local	TTESS Evaluations	Goal Setting Worksheets, TTESS Summative
Establish a long-lasting teacher mentor program to support new teachers to the district.	1	Superintendent, Principals, Counselors	May	Local, Title II A	Written and adopted mentor plan.	Employee Handbook
Create a framework for district leaders to use to increase teacher/staff recognition.	1	Superintendent, Principals	Jan	Local	Written framework / Awards & Recognition / Buffalo of the Month	Teacher retention and/or teacher survey satisfaction report.
Implement Teacher Leadership	1	Superintendent, Principals, Teachers	July	Local	TIL Framework, Lessons Plans, Evaluations	Consistency, district wide, curriculum to curriculum, course to course, resulting improvement in test scores.

Goal 3: CPISD will recruit, support and retain high quality staff members to optimize their impact on student learning.

Objective 3: All campuses will be 100% staffed with highly effective, certified (if applicable) personnel.

Summative Evaluation: Teacher Certifications

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Identify specific K-3 teachers that will be required to attend a Reading Academy.	1	Superintendent, Principals	April	Local	Teacher certifications	A complete list of teachers requiring Reading Academy training.
Budget for the number of currently hired teachers needing to attend a Reading Academy.	1	Superintendent	April	Local	Budget	Adopted Budget August 2020-21
Hire only those K-3 teachers starting in 20201 that have acquired the Reading Academy certification.	1	Superintendent, Principals	April	Local	Teacher applications	Teacher Certification records
Maintain subgroup certification for required personnel (ESL, GT, CTE).	1	Superintendent, Principals	Apr - Aug	Local Title II A	Professional Development / Teacher Certifications	Subgroup populations will be provided instructions by specifically trained staff.

Goal 3: CPISD will recruit, support and retain high quality staff members to optimize their impact on student learning.

Objective 4: Support Teachers, Administrators in Staff in Compliance Activities

Summative Evaluation: Federal & State Reports

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Contracted Services to provide assistance in the Application process, monitoring and compliance for Federal Programs and Accountability.	4	Superintendent, Principals, ESC 14	All Year	Federal Programs	Documentation of Compliance, Expenditures	Compliance & Ratings
Identify At-Risk Students, as listed in State Compensatory Ed and provide teachers with supplies and support for these students.	4	Superintendent, Principals	All Year	Sate Comp Ed	Documentation of Compliance, Expenditures	Compliance & Ratings