

Caddo Mills Independent School District

District Improvement Plan

2017-2018

Accountability Rating: Met Standard



Board Approval Date: October 13, 2015

Mission Statement

At Caddo Mills Independent School District, we:

Educate all children

Mold, shape, and impact the community positively

Help students become life-long problem solvers

Assist our students, faculty, and staff in becoming global learners

Model integrity, respect, compassion, and responsible citizenship

This is our mission.

Comprehensive Needs Assessment

Demographics

Demographics Summary

Approximately 1740 Total Students

Economically Disadvantaged - 497/29%

Special Education - 149/9%

ESL - 62/4%

Hispanic - 270/16%

White - 1380/79%

Black - 33/2%

Asian - 10/1%

Indian - 10/1%

At Risk - 620/36%

Demographics Strengths

- ELL students are achieving on STAAR and TELPAS and 12 students were able to exit the ESL program.
- Special Education is going to an Inclusion model. Special Education students are in General Education classroom for instruction with support from the Special Education teacher.
- Interventionists continue to provide RtI programs and services to struggling and At Risk students.
- Hispanic and African American populations continues to increase for the district

Problem Statements Identifying Demographics Needs

Problem Statement 1: Economically Disadvantaged percentages are decreasing. **Root Cause:** Parents and students are not completing and turning in the free and reduced lunch forms

Problem Statement 2: The number of Special Education students continues to increase. **Root Cause:** Students are not being moved out of Special Education and into a 504 placement when possible.

Student Achievement

Student Achievement Summary

Overall STAAR percentages were the same or consistent with last year's performance and all campuses met state expectations. All campuses received Distinction Designations for STAAR performance. Middle and High School are offering more Dual Credit and Honors classes for high achieving students.

Student Achievement Strengths

- Achievement of Hispanic subgroup on STAAR is increasing
- Economically Disadvantaged students performed well on STAAR, increasing the number of students that achieved Masters Grade Level
- State passing standards continue to increase in every subject area, and student achievement continues to rise in spite of the that increase
- Highest enrollment in dual credit classes out of all the district with A&M Commerce.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Special Education students are not performing well on STAAR **Root Cause:** Students that have been on modified curriculum in the past are expected to achieve on grade level without a modified test.

District Culture and Climate

District Culture and Climate Summary

Parents agree that using social media is a good way to communicate district information. The district maintains high expectations for all students and individual instruction plans for those that are in need. Parent Education nights and school events have been well attended. Plans to host a Cyber-Bullying information night for parents are underway.

District Culture and Climate Strengths

- Most teachers are using Remind to communicate with students and parents about assignments, tests and other campus information.
- No tolerance policies on bullying, harassment, and tobacco/drug use is decreasing the number of incidences on campuses.
- Attendance is increasing at Parent Education nights across the districts.

Problem Statements Identifying District Culture and Climate Needs

Problem Statement 1: Cyber-bullying is a topic that needs to be discussed with students, teachers and parents. **Root Cause:** Finding an expert to train all stake holders.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Implementation of T-TESS evaluation system and Student Learning Objective Goal has been challenging. Professional Development reward program and Teachers-Training-Teachers model has been very successful. Professional Learning Communities within the district and with other districts help to maintain cohesiveness with grade levels and departments.

Staff Quality, Recruitment, and Retention Strengths

- New Teacher Mentor Program
- Teachers train other teachers on programs and resources before and after school and during lunches
- Access to Region 10 trainings and consultants
- Access to CTE cohort through NETCAT

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: New teachers are overwhelmed with the amount of information they receive at the beginning of the school year. **Root Cause:** There's only one day for new teacher training.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

All state mandated TEKS are covered in all classes. Up to date resources and instructional material are available to all teachers. Training is provided for all teachers on innovative instructional resources and best practices. Data analysis is being done at all grade levels to drive instruction.

Curriculum, Instruction, and Assessment Strengths

- Data driven instruction is utilized in all core classes.
- Continue to monitor students for growth and college readiness.
- Training in the summer to align the Writing curriculum K through 12.
- Writing initiative district wide - write in every subject at least once a week.
- Vertical alignment with Reading resources and teaching strategies. Weekly tutorial schedule required for all teachers.
- All grade levels progress monitor students in reading and math every six or nine weeks.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: RtI at the secondary level needs to be implemented more effectively. **Root Cause:** Limited time in the schedule.

Family and Community Involvement

Family and Community Involvement Summary

Parent communication has increased by using social media - Facebook, Remind and Twitter. Parents and student are more aware of due dates and tests. Participation at parent nights and school events has increased. The Health Fair had a great turnout and participation from the community.

Family and Community Involvement Strengths

- Parent survey results show 95% of parents agree that there is frequent communication between parents, faculty, and administration
- Caddo Mills ISD participated in several community events - Fox Fest, Health Fair, Drive One for Your School, Senior Citizens Night/Luncheon, Clothing Caddo Kids, and the Caddo Mills Christmas Parade

Problem Statements Identifying Family and Community Involvement Needs

Problem Statement 1: Need to offer Cyber-Bullying Education Night for parents. **Root Cause:** Finding an expert to train all stake holders and scheduling around school events.

District Context and Organization

District Context and Organization Summary

All campuses are consistently having PLC meetings to plan and discuss curriculum and data. Administrators take an active role in PLC and data meetings. All core courses, Kindergarten through 12th grade, give Nine Week Checkpoint tests and/or Benchmarks for the purpose of progress monitoring students.

District Context and Organization Strengths

- PLC meeting days are built into the calendar each nine weeks
- All core teachers complete data sheets detailing strengths and weaknesses from progress monitoring assessments
- Writing initiative is being implemented district wide for all classes
- Vertical alignment in ELAR and Math

Problem Statements Identifying District Context and Organization Needs

Problem Statement 1: Lack of cross curricular planning with special/elective classes and core classes. **Root Cause:** The similarities between these courses are not apparent.

Technology

Technology Summary

Internet and WiFi capabilities have been improved on all campuses. The purchase of additional devices on each campus allows for more student to access online resources.

Technology Strengths

- Additional WiFi connection points were added to all campuses
- Additional chromebooks were purchased, many through grants
- Replacing iPads with chromebooks for more efficient online access

Problem Statements Identifying Technology Needs

Problem Statement 1: Not every student has access to a device (one-to-one) **Root Cause:** Funding for purchasing devices and maintenance of the devices

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

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

Accountability Data

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

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data

- Student failure and/or retention rates
- Observation Survey results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Dyslexia Data
- Response to Intervention (RTI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data
- Highly qualified staff data
- Campus leadership data
- Professional development needs assessment data
- PDAS and/or T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation

- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Other additional data

Goals

Goal 1: The students in Caddo Mills ISD will demonstrate exemplary performance in English Language Arts, Reading, Mathematics, Science, and Social Studies.

Performance Objective 1: Sustain district-wide EC-12 TEKS-aligned curriculum and assessments with research-based instructional practices that enhance all curricular areas.







Evaluation Data Source(s) 1:

- TRS
- Lesson Plans
- Professional Development
- Survey
- PLC Meeting notes
- Data Meetings
- T-TESS

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) TESKS Resource Systems (TRS) professional development for all staff members to ensure curriculum alignment and documentation of required instructional content for all subjects and grade levels.</p>		Curriculum Directors Region 10 Administrators Teachers	Documentation of implementation in lesson plans and PLC meetings for improved student instruction.				
Funding Sources: Federal TITLE 2 6200 - 6600.00							
<p>Critical Success Factors CSF 1</p> <p>2) Continue a balanced reading program using strategies and activities consistent with the Texas Reading Initiative to assure early reading success for all students in Primary grades.</p>	3, 9	Teachers Interventionist Principals	Growth from BOY, MOY and EOY of year assessments.				
Funding Sources: Federal TITLE 1 6100 - 200000.00							

<p>System Safeguard Strategy</p> <p>3) Move to an inclusion model for Special Education students - in the General Education classroom with Special Education teacher support.</p>		<p>Teachers Principals Curriculum Administration</p>	<p>Increased achievement and growth in Special Education students.</p>				
<p>Critical Success Factors CSF 1 CSF 7</p> <p>4) Teachers will use TRS as a guide for curriculum alignment and sequence.</p>		<p>Teachers Curriculum Principals</p>	<p>Consistent rigor in instruction and alignment in curriculum.</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: The students in Caddo Mills ISD will demonstrate exemplary performance in English Language Arts, Reading, Mathematics, Science, and Social Studies.







Performance Objective 2: Effectively deliver a rigorous and relevant curriculum using technology, innovative techniques and other research-based instructional strategies to engage all learners in meaningful learning experiences.

Evaluation Data Source(s) 2:

- Lesson Plans
- Professional Development
- Parent Survey
- PLC Meetings
- Data Meetings
- T-TESS

Summative Evaluation 2:

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>1) District hosted a STEM conference for rural Hunt County Schools in order to implement STEM lessons in all classrooms.</p>		Teachers Principals Curriculum Technology Administration	Teachers will implement STEM lessons which will increase student achievement in Science, Technology, Engineering and Math.				
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>2) Professional Development Reward Program which requires all certified teaching staff to attend 4 hours of in-district professional development and rewards those who do above those hours in technology or instruction training.</p>		Principals Teachers Technology Dir Instructional Technologist	Technology and innovative instruction will be incorporated into classrooms on a consistent basis.				
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>3) Principals will utilize strategies and guidelines from T-TESS and walk through trainings to evaluate teachers.</p>		Principals Teachers Curriculum	Teachers will be evaluated on the impact they have on students in the classroom.				
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: The students in Caddo Mills ISD will demonstrate exemplary performance in English Language Arts, Reading, Mathematics, Science, and Social Studies.

Performance Objective 3: Monitor student progress through a variety of formative and summative assessments to ensure all student needs are being met through diverse instructional strategies and intervention programs.

Evaluation Data Source(s) 3:

- RtI Documentation
- Eduphoria
- TPRI
- DRA
- District Assessments
- STAAR

Summative Evaluation 3:

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2</p> <p>1) Analyze district and state assessment data in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.</p>		Teachers Principals Curriculum Dir Special Ed Cohort	Special Education students will meet or exceed standards on STAAR and show growth in the progress measure.				
<p>System Safeguard Strategy Critical Success Factors CSF 1</p> <p>2) Provide Special Education and accommodations training to all teachers.</p>		Curriculum Special Ed Cohort Special Ed Teachers Teachers Administrators	Special Education and 504 students will meet or exceed standards on STAAR. Special Education and 504 students will show increased growth on STAAR and in classroom achievement.				
<p>Critical Success Factors CSF 1</p> <p>3) Utilize Math Interventionist for math tutorials and RtI intervention with students.</p>		Interventionist Teachers Principals	Students will meet or exceed standards on STAAR and will show growth in the progress measure and in classroom achievement.				

<p>System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>4) Teachers will disaggregate District and STAAR assessment data for student improvement and remediation.</p>		<p>Teachers Curriculum Principal</p>	<p>Student growth and achievement will increase.</p>				
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 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 1: The students in Caddo Mills ISD will demonstrate exemplary performance in English Language Arts, Reading, Mathematics, Science, and Social Studies.







Performance Objective 4: Encourage and challenge all students to meet their full educational potential with advanced courses, Gifted and Talented programs, Dual Credit, extra curricular activities, and STEM courses.

Evaluation Data Source(s) 4:

- Enrollment in programs and courses
- Survey
- Student Grades
- STAAR
- SAT/ACT Performance

Summative Evaluation 4:

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Provide enrichment lessons to increase student achievement of Masters and Met Grade Level passing standard at all grade levels in all subjects STAAR.</p>		<p>Principals Counselor Teachers Curriculum Dir</p>	Increase postsecondary readiness in all students.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: The students in Caddo Mills ISD will demonstrate exemplary performance in English Language Arts, Reading, Mathematics, Science, and Social Studies.

Performance Objective 5: Analyze district and state assessment data in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.


Evaluation Data Source(s) 5:

- STAAR
- PBMAS
- TAPR
- Eduphoria
- TPRI
- DRA
- TELPAS

Summative Evaluation 5:

TEA Priorities: 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2</p> <p>1) Continue Professional Learning Communities at every grade level and subject area, allowing teachers to review data and plan instruction for alignment between campuses and grade levels.</p>		<p>Teachers Capacity Team Leaders Principals Curriculum</p>	<p>Aligned curriculum at all grade levels. Cohesive planning. Data driven instruction.</p>				
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2</p> <p>2) Monitor achievement in all subgroups and use appropriate strategies to address individual needs.</p>		<p>Teachers Principals Curriculum</p>	<p>Increase achievement of students in all subgroups.</p>				



✔ = Accomplished
 ➔ = Continue/Modify
 ● = Considerable
 ● = Some Progress
 ● = No Progress
 ✘ = Discontinue


Goal 2: Caddo Mills ISD will partner with parents and the community in the education and social development of students in order to maintain a positive school culture and educational environment.

Performance Objective 1: Maintain positive communication of teacher expectations, critical information, involvement opportunities, and district initiatives in a clear, consistent manner.

Evaluation Data Source(s) 1:

- Social Media Views
- Participation in school events
- Parent Survey

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Communicate with parents and students using social media, Remind and Phone Messenger.</p>		Teachers Secretaries Principals Technology Dept	Increase communication and involvement with parents, students and community members. Create strong partnerships with community stakeholders.				
<p>Critical Success Factors CSF 5</p> <p>2) Provide campus incentives and recognition for students with perfect attendance.</p>		Teachers Principals Administration	Increase in attendance percentages.				
<p>Critical Success Factors CSF 1 CSF 5</p> <p>3) Utilize TxEIS grade book access for parents to review daily grades, tests, and averages.</p>		Teachers PEIMS Coordinator Parents Technology Curriculum Administration	Increase in student class averages and awareness of student responsibilities.				
Funding Sources: Federal TITLE 2 6200 - 367000.00							
							

Goal 2: Caddo Mills ISD will partner with parents and the community in the education and social development of students in order to maintain a positive school culture and educational environment.


Performance Objective 2: Maintain community and parent engagement through involvement opportunities and parent education.

Evaluation Data Source(s) 2:

- Social Media Views
- Participation in school events
- Parent Survey

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) The SHAC (School Health Advisory Committee) will organize parent and student education on health and wellness for the community.</p>		SHAC Principals Administration District Nurse	Increase in parent involvement and participation in school events. Provide parent education on important topics.				
<p>Critical Success Factors CSF 5</p> <p>2) Encourage parent participation in the CMISD Education Foundation.</p>		Teachers Principals Administration Foundation Members	Increase donations and participation in the Foundation events and funds for grant applications from teachers.				



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Goal 2: Caddo Mills ISD will partner with parents and the community in the education and social development of students in order to maintain a positive school culture and educational environment.

Performance Objective 3: Create a welcoming and friendly environment for students and families.

Evaluation Data Source(s) 3:

- Social Media Views
- Participation in school events
- Parent Survey

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide state assessment data and district communication to parents in English and Spanish.		Principal Counselor Secretaries Interrupter Region 10					
Funding Sources: Federal TITLE 2 6200 - 3400.00							
<p>Critical Success Factors CSF 5</p> 2) Invite community members to educate students about careers in the local and surrounding community.		Teachers Counselor Principals Curriculum Technology	Increase student success and participation in various programs and High School endorsements.				

Goal 3: Caddo Mills ISD will recruit, develop, and retain highly qualified and highly effective personnel.

Performance Objective 1: Educators will keep up to date on the development of creative and innovative techniques as appropriate to improve student learning.


Evaluation Data Source(s) 1:

- T-TESS
- Lesson Plans
- Professional Development Survey

Summative Evaluation 1:

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

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 6 CSF 7</p> <p>1) Professional Development Reward Program which requires all certified teaching staff to attend 4 hours of in-district technology training and rewards those who do above those hours in technology or instruction training.</p>		Principals Teachers Technology Dir Instructional Technologist	Technology and innovated instruction will be incorporated into instruction on a consistent basis.				
<p>Critical Success Factors CSF 6 CSF 7</p> <p>2) Provide first year teachers with assistance and support from the district mentoring program.</p>		Teachers Principals Mentors Administration	Teacher success and longevity within the teaching career.				



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Goal 3: Caddo Mills ISD will recruit, develop, and retain highly qualified and highly effective personnel.


Performance Objective 2: Provide high-quality and ongoing professional development opportunities that foster technology integration, communication, critical thinking, collaboration, and creativity for teachers, principals, and paraprofessionals.

Evaluation Data Source(s) 2:

- T-TESS
- Lesson Plans
- Professional Development Survey

Summative Evaluation 2:

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

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6 CSF 7</p> <p>1) Teachers Training Teachers model of in district staff development.</p>		Teachers Technology Department Principals Curriculum	Teachers will learn from peers how to implement new instructional strategies into the classroom.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Provide meaningful, scientific, research-based professional development for all teachers and paraprofessionals during August In-Service.</p>		Teachers Principals Curriculum Administration Region 10	Increase student performance and teacher effectiveness.				
Funding Sources: Federal TITLE 2 6200 - 8000.00							
							

Goal 3: Caddo Mills ISD will recruit, develop, and retain highly qualified and highly effective personnel.

Performance Objective 3: Ensure teachers, coaches, administrators, counselors, and paraprofessionals maintain required certifications and trainings.

Evaluation Data Source(s) 3:

TASB Requirements for Professional Development
 T-TESS
 Professional Development Survey
 Training Certificates
 Region 10

Summative Evaluation 3:

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

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 5 CSF 7 1) Provide in district training on CPR, AED, Compliance training, and CPI.		Curriculum Principals Teachers Region 10 District Nurse	All employees will be trained/certified in required training..				


Goal 4: Caddo Mills ISD school campuses will maintain a safe, disciplined, and drug free environment conducive to student learning.

Performance Objective 1: Promote a safe and secure school environment for all students, parents, and staff by providing programs and resources which ensure appropriate physical, behavioral, and emotional development.

Evaluation Data Source(s) 1:

- Safety Audit
- Parent Survey
- Emergency Drill Documentation

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 4 CSF 5 CSF 6</p> <p>1) Continue drug testing policy in Middle and High School.</p>		Coaches Principals Administration One Source Toxicology	Reduction in the number of drug related disciplinary actions.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Campuses will perform drills to ensure appropriate procedures are in place as outlined in Safety Management Plan.</p>		Teachers Principals SRO Administration	Increase in student and employee safety and awareness.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) Campuses will continue to utilize Lobby Guard to monitor visitors.</p>		Secretaries Principals Administration	Increase in student and employee safety and awareness.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>4) Caddo Mills Police Department will provide the services of a School Resource officer.</p>		CMPD Principals Administration	Decrease in discipline referrals. Increase in student awareness on behavior and laws.				
							







Goal 4: Caddo Mills ISD school campuses will maintain a safe, disciplined, and drug free environment conducive to student learning.

Performance Objective 2: Emphasize the importance of regular attendance to students and parents.

Evaluation Data Source(s) 2:

Enrollment
Attendance

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>1) Provide campus incentives and recognition for students with perfect attendance.</p>		Teachers Principals	Increase in attendance percentages and student achievement.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: Caddo Mills ISD school campuses will maintain a safe, disciplined, and drug free environment conducive to student learning.

Performance Objective 3: Coordinate and integrate programs on violence prevention, nutrition, and bullying.

Evaluation Data Source(s) 3:

- Parent Survey
- Discipline Reports
- Fitness Gram

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Provide training for staff and students concerning aggression, sexual harassment, and other forms of bullying.</p>		Principals Counselors Teachers	Reduction in bullying incidents and office referrals.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) All campuses will participate in the Fitness Gram.</p>		PE Staff Technology Dept	Increase health and welfare awareness.				



✔ = Accomplished
 ➔ = Continue/Modify
 ● = Considerable
 ● = Some Progress
 ● = No Progress
 ✘ = Discontinue

Goal 5: Caddo Mills ISD students will be well prepared for post-secondary opportunities and remain in school until they obtain a high school diploma.







Performance Objective 1: Maintain a 0% dropout rate for all students and student groups and achieve a completion rate of 100%.

Evaluation Data Source(s) 1:

- TAPR
- State Dropout Report
- PEIMS

Summative Evaluation 1:

TEA Priorities: 3. Connect high school to career and college.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 6</p> <p>1) Campuses will participate in College Week to promote college awareness for all students.</p>		<p>Teachers Counselor Principals</p>	<p>Increase percentage of students that seek postsecondary education success and participation in various programs and endorsements.</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Caddo Mills ISD students will be well prepared for post-secondary opportunities and remain in school until they obtain a high school diploma.


Performance Objective 2: Provide enhanced dropout prevention programs, such as, credit recovery, acceleration programs, summer school, interventions and tutorials.

Evaluation Data Source(s) 2:

- PEIMS
- STAAR
- Student Grades
- RtI

Summative Evaluation 2:

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>1) Students are engaged with visitors from different careers, exposing them to different career paths or STEM.</p>		Teachers Counselor Principals	Increase student success and participation in various programs and endorsements and pathways.				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>2) Continue to provide extended year opportunities (after school tutoring or summer school), as well as daily RTI.</p>	9	Teachers Principals Administration	Increase in student academic growth and decrease in retentions and dropouts.				
Funding Sources: State COMP 24/30 - 0.00							
							

Goal 5: Caddo Mills ISD students will be well prepared for post-secondary opportunities and remain in school until they obtain a high school diploma.

Performance Objective 3: Identify and serve At-Risk students based on state guidelines.


Evaluation Data Source(s) 3:

- At-Risk Guidelines
- STAAR
- PEIMS

Summative Evaluation 3:

TEA Priorities: 2. Build a foundation of reading and math.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 6</p> <p>1) Provide credit recovery program and/or acceleration program for students at-risk for failure/drop out.</p>		<p>HS Principal HS Counselor Teachers AEP Dir Curriculum</p>	Decrease in dropouts and students on the Foundation graduation plan.				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>2) Identify and serve students that are At-Risk based on state guidelines.</p>		<p>Teachers Principals Administration</p>	Increase the performance of At-Risk students.				



✔ = Accomplished
 ➔ = Continue/Modify
 ● = Considerable
 ● = Some Progress
 ● = No Progress
 ✘ = Discontinue

Goal 5: Caddo Mills ISD students will be well prepared for post-secondary opportunities and remain in school until they obtain a high school diploma.







Performance Objective 4: Provide a variety of high interest career and technical training and courses, technology courses, fine arts and elective courses for all students.

Evaluation Data Source(s) 4:

- Enrollment in courses
- PEIMS
- Student Grades
- Survey

Summative Evaluation 4:

TEA Priorities: 3. Connect high school to career and college.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 6</p> <p>1) Continue and increase offering CTE courses through PJC and A&M Commerce for Endorsements and certifications at the High School level.</p>		Administration Principals Teachers	Increased enrollment in CTE courses and endorsements and certifications earned.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Caddo Mills ISD students will be well prepared for post-secondary opportunities and remain in school until they obtain a high school diploma.







Performance Objective 5: Maintain state and federal college readiness standards based on STAAR, SAT and ACT results.

Evaluation Data Source(s) 5:

- STAAR
- SAT
- ACT

Summative Evaluation 5:

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 6</p> <p>1) CMISD teachers will receive training on SAT prep course and facilitate a SAT boot camp two Saturdays in the Spring.</p>		Curriculum Teachers Principals	Increase in participation and performance on SAT.				
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>2) Parent Nights at all campuses on subject specifics skills and accountability.</p>		Teachers Principals	Increase parent participation in student success.				
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>3) Provide enrichment lessons to increase student achievement of Masters and Met Grade Level passing standard at all grade levels in all subjects on STAAR.</p>		Principals Counselor Teachers Curriculum	Increase high level achievement on STAAR.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	3	Move to an inclusion model for Special Education students - in the General Education classroom with Special Education teacher support.
1	3	1	Analyze district and state assessment data in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.
1	3	2	Provide Special Education and accommodations training to all teachers.
1	3	4	Teachers will disaggregate District and STAAR assessment data for student improvement and remediation.
1	5	2	Monitor achievement in all subgroups and use appropriate strategies to address individual needs.

District Level Improvement Committee

Committee Role	Name	Position
Administrator	Julie Wiebersch	Curriculum Director
Administrator	Courtney Painter	Curriculum Director
Superintendent	Vicki Payne	Superintendent
Classroom Teacher	Sydni Johnston	Teacher
Classroom Teacher	Karen Roberts	Teacher
Non-classroom Professional	Jessica Anderton	Counselor
Classroom Teacher	Shayna Quick	Teacher
Classroom Teacher	Jenna Richardson	Teacher
Non-classroom Professional	Jaime Wygal	Counselor
Classroom Teacher	Brittany Bettes	Teacher
Classroom Teacher	Kerry Hardin	Teacher
Non-classroom Professional	Trish Bruner	Counselor
Classroom Teacher	Amy Sikes	Teacher
Classroom Teacher	Lauren McAdoo	Teacher
Non-classroom Professional	Arliss Tredway	Counselor
Administrator	Vonda Farmer	Principal
Administrator	Stephanie Duffer	Asst. Principal
Administrator	Kendra Mosher	Principal
Administrator	Jennifer Bruton	Asst. Principal
Administrator	Anne Payne	Principal
Administrator	James Gandy	Asst. Principal
Administrator	Jana Everett	Principal
Administrator	Nikki Martin	Asst. Principal
Administrator	Greg Hodges	Asst. Principal
Superintendent	Kathy Weis	Asst. Superintendent

District Funding Summary

State SPED 23					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$959,797.00
+/- Difference					\$959,797.00
State CTE 22					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$1,069,985.00
+/- Difference					\$1,069,985.00
State GT 21					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$55,462.00
+/- Difference					\$55,462.00
State COMP 24/30					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	2	2			\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$754,947.00
+/- Difference					\$754,947.00
State ESL 25					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount

					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$30,429.00
+/- Difference					\$30,429.00
State HS 31					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$129,531.00
+/- Difference					\$129,531.00
Federal TITLE 1 6100					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$200,000.00
Sub-Total					\$200,000.00
Budgeted Fund Source Amount					\$224,853.00
+/- Difference					\$24,853.00
Federal TITLE 2 6100					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$12,191.00
+/- Difference					\$12,191.00
Federal TITLE 2 6200					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Texas Resource System Professional Development		\$6,600.00
2	1	3			\$367,000.00
2	3	1			\$3,400.00
3	2	2			\$8,000.00

					Sub-Total	\$385,000.00
					Budgeted Fund Source Amount	\$8,000.00
					+/- Difference	\$-377,000.00
Federal TITLE 3 6100						
Goal	Objective	Strategy	Resources Needed		Account Code	Amount
						\$0.00
					Sub-Total	\$0.00
					Budgeted Fund Source Amount	\$4,501.00
					+/- Difference	\$4,501.00
					Grand Total	\$585,000.00

Addendums

Sheet1

Caddo Mills ISD 2017-2018	GT	CTE	Special Ed	Comp Ed	ESL	HS Allot
	PIC 21	PIC 22	PIC 23	PIC 24,26	PIC 25	PIC 31
Teachers	0.00	8.99	0.00	0.00	0.00	2.56
Teacher Aides	0.00	0.29	0.00	0.00	0.00	0.00
Counselor	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL FTE	0.00	9.27	0.00	0.00	0.00	2.56
6100		\$ 24,148.00			1037.00	
6200						
6300						
6400				\$ 71,402.00		
Total						
Campus Totals	\$24,748.00	\$537,043.00	\$794,775.00	\$473,627.00	\$99,711.00	\$152,054.00
Total	\$24,748.00	\$561,191.00	\$794,775.00	\$545,029.00	\$100,748.00	\$152,054.00