

China Spring Independent School District

District Improvement Plan

2019-2020



Mission Statement

Our mission, in partnership with the community, is to provide individualized learning experiences to prepare students for success in life.

Vision

Our vision in China Spring Independent School District is to strive for continuous improvement of our educational system by providing opportunities for all to achieve excellence.

Translation Statement

CSISD Translation Policy:

Required Documents will be translated to parents upon request in a language they can understand, such as through translated materials or a language interpreter and to adequate notice of information about any program, service, or activity that is called to the attention of all parents.

Process for Requesting Translations for District Wide Documents:

Submit English to Spanish or Preferred Language Translation Request to Jennifer Crook, Executive Director of Curriculum and Instruction, jcrook@chinaspringisd.net, 254-836-1115.

Expect 5 business days for 1- page documents and 8-10 business days for 3 or more pages.

Jobs will be prioritized by the date they are scheduled on the “First come, first serve” basis. CSISD reserves the right to review and approve all requests submitted. Documents that may be translated are those documents that have a direct impact on media and communication issues.

Política de traducción de CSISD:

Los documentos requeridos se traducirán a los padres cuando lo soliciten en un idioma que puedan entender, por ejemplo, a través de materiales traducidos o un intérprete de idiomas, y con un aviso adecuado de información sobre cualquier programa, servicio o actividad que se llame a la atención de personas que todos los padres.

Proceso para solicitar traducciones para documentos de todo el distrito:

Envíe una solicitud de traducción de inglés a español o lenguaje preferido a Jennifer Crook, Directora Ejecutiva de Currículo e Instrucción,
jcrook@chinaspringisd.net, 254-836-1115.

Espere 5 días hábiles para documentos de 1 página y 8-10 días hábiles para 3 o más páginas.

Los trabajos se priorizarán en la fecha en que se programen en base a "Primero en llegar, primero en servir". CSISD se reserva el derecho de revisar y aprobar todas las solicitudes enviadas. Los documentos que pueden traducirse son aquellos documentos que tienen un impacto directo en los problemas de comunicación y medios.

Parent and Family Engagement Policy

Policy Purpose: China Spring ISD is committed to our district mission of partnering with the community in an effort to provide educational opportunities that serve the needs of all students. Education succeeds best when there is a strong partnership and communication between home and schools. The parent involvement policy is one that needs to be reviewed annually to remain effective in meeting the needs of children who live in a constantly changing society. Parents and school personnel should work together to achieve such a policy.

CSISD encourages parents to:

Serve as parent representatives on the district or campus level planning committees – Site-Based Decision Making (SBDM - campus), Collaborative Action Team (CAT- district), School Health Advisory Committee (SHAC - district), etc.

Become active participants in campus/district organizations – Parent Teacher Association (PTA), CSISD Education Foundation, Booster Clubs, etc.

Review the campus Student Handbook for areas of Parental Involvement

CSISD pledges to:

Maintain open lines of communication between home, school, and community via websites, newsletters, phone calls, voicemail, parent conferences, and parent focused campus/district meetings and presentations.

Involve parents in the joint development of district policies

Encourage coordination of all programs - federal, state, and local

Encourage parents to participate in school/district activities

Evaluate the parent involvement policy annually







Table of Contents

Goal 1: China Spring ISD will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.	5
Goal 2: China Spring ISD will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.	17
Goal 3: China Spring ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.	19
Goal 4: China Spring ISD will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflect the rich diversity of the students CSISD serves.	22

Goal 1: China Spring ISD will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 1: CSISD students will continue to make gains on STAAR assessments resulting in an increase of at least one point in Domain 1 student achievement.

Summative Evaluation 1:





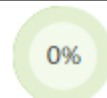

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Provide appropriate assessments to document student progress.	Ex Dir of C&I Campus Administrators Classroom Teachers	Improved student growth: Test Results Universal Screenings Progress Monitoring Mid-Year Benchmark Tests, if applicable Benchmark Tests				
2) Provide curriculum that is scientifically research-based, aligned to the state standards, aligned with assessments, and one that provides varied instructional strategies to ensure academic success for all students in all subject areas	Superintendent Asst. Supt. Ex. Dir. of C&I Director of Special Education Campus Administrators Classroom Teachers	Aligned Curriculum: Walk-throughs Teacher Lesson Plans T-TESS Professional Learning Community (PLC)				
3) Provide intervention opportunities in academic curriculum areas to meet the needs of all student groups based on assessment scores and needs.	Superintendent Asst. Supt. Ex. Dir. of C&I Director of Special Education Campus Administrators Classroom/Intervention Teachers	Improved student growth: Test Results Universal Screenings Progress Monitoring Mid-Year Benchmark Tests, if applicable Benchmark Tests Intervention Logs RtI Meetings				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr

Goal 1: China Spring ISD will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 2: Domain 1 Post-Secondary Readiness/College Career Military Readiness will improve by 1 point.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Provide activities and programs to promote Career and Technology Education pathways.	Superintendent Asst. Supt. Ex. Dir. of C&I/CTE Director of Special Education Campus Administrators Campus Counselors Classroom Teachers	Improvement in Career and Technology programs/activities: Policies/Procedures Coordination/Planning Completion of Coherent Sequence Counseling Career Aptitude Career Investigations				
2) Provide opportunities to obtain industry certification (s) through advanced CTE courses.	Superintendent Asst. Supt. Ex. Dir. of C&I/CTE Director of Special Education Campus Administrators Campus Counselors Classroom Teachers	Increase student industry certifications: Industry certifications earned				
3) Provide Advanced Placement (AP) courses locally and Dual Credit (DC) opportunities through partnerships with local institutions of higher education.	Superintendent Asst. Supt. Ex. Dir. of C&I/GT/CTE Campus Administrators Campus Counselors Classroom Teachers	Increased Participation and Success: AP results at 3 or higher DC course credit(s) earned AP Certified Staff				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
4) Promote ACT, SAT, PSAT, ASVAB, and TSI testing.	Superintendent Asst. Supt. Ex. Dir. of C&I/CTE Director of Special Education Campus Administrators Campus Counselors Classroom Teachers Career & College Readiness Counselor	Increased College Readiness based on norm referenced test: Student test achievement results				
5) Increase collaboration on behalf of special education students to ensure development of appropriate individualized transition plans, as well as providing all special education and at-risk students classroom support leading to endorsement opportunities and vocational employment readiness.	Superintendent Asst. Supt. Ex. Dir. of C&I/CTE Director of Special Education Campus Administrators Campus Counselors Classroom Teachers Career & College Readiness Counselor Transition Coordinator	Increase in CCMR for special education and at-risk student populations: Endorsements earned Completion of IEP with employable skills				
6) Coordinate with institutions of higher education, employers, and other local partners to facilitate effective transitions.						
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Goal 1: China Spring ISD will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 3: Domain 2 - School Progress score will increase at least one point with a gain in the number of students meeting and exceeding a year's worth of academic growth.







Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Provide training to campus administrators and staff on calculation and monitoring of student progress.	Ex Dir of C&I Campus Administrators	Informed practice for monitoring data: Meeting Agendas- PLC, Administrators, In-service				
TEA Priorities Build a foundation of reading and math 2) Provide training to special education staff regarding the use of general education data to drive individualized instruction and related plans.	Director of Special Education Special Education Teachers Inclusion Teachers	Increase in data-informed design of individual instruction: Training agenda Campus data Aware data				
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Goal 1: China Spring ISD will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 4: Domain 3 - Closing the performance gap will increase at least one point as the achievement gap among subgroups decreases.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
<p>TEA Priorities Build a foundation of reading and math 1) Ensure campus administration and staff have the appropriate knowledge of- and are monitoring campus-relevant ethnic subgroups as well as eco dis and special education.</p>	<p>Ex Dir of C&I Dir of Special Education Campus Administrators Teachers</p>	<p>Gap improvement by campus: Training Agendas PLC Agendas Aware Data STAAR/EOC Data</p>				
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Goal 1: China Spring ISD will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 5: Improve the Gifted and Talented Program to differentiate instruction for all gifted learners.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
TEA Priorities Connect high school to career and college 1) Ensure that AP teachers receive appropriate training from College Board.	HS Principal	Relevant Teaching Strategies and Content Knowledge: Training Records				
	GT Coordinator	Increased scores on assessments and State Assessments by gifted learners: GT student worksheet and progress monitoring				
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Goal 1: China Spring ISD will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 6: Increase LEP Language Proficiency by at least one level.

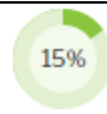

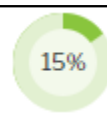
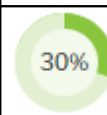
Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
TEA Priorities Recruit, support, retain teachers and principals Build a foundation of reading and math 1) Ensure that all ELAR teachers of LEP students are ESL certified.	Exec Dir of C&I Principals	Increase in ESL strategies to support ELL students: Teacher Certification Record				
TEA Priorities Build a foundation of reading and math 2) Provide proper in-class support strategies for ELL students through recommendations from LEP teacher and LPAC.	ELL Teacher	Increase in effective instruction: LPAC documentation				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: China Spring ISD will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 7: Increase Special Education and At-Risk Student Group academic achievement and passing rates of STAAR and EOC through proper identification and appropriate levels of instruction and rigor.

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
<p>TEA Priorities Recruit, support, retain teachers and principals Build a foundation of reading and math 1) Ensure that Special Education Inclusion teachers are involved in campus professional learning communities.</p>	Principals Curriculum Specialist for campus Dir of Special Education	Maintain appropriate curriculum design, rigor and pace: PLC sign-in sheets				
<p>TEA Priorities Recruit, support, retain teachers and principals Build a foundation of reading and math 2) Provide opportunities for professional development of Special Education and Inclusion teachers to stay abreast of best practices and inclusive strategies for teaching.</p>	Dir of Special Education	Innovative practices for relating content at high levels of rigor while addressing individual needs: Local Training records Teacher PD record				
<p>TEA Priorities Build a foundation of reading and math 3) Develop targeted intervention plans with strategies for skills based on areas of individual academic need in order to improve success on state testing.</p>	Dir of Special Education Special Education Staff	Increased performance in "bubble" reporting categories per individual student through benchmarks/state assessment: Intensive Intervention Plans, Progress Monitoring				
<p>TEA Priorities Build a foundation of reading and math 4) Properly identify students with Dyslexia and provide appropriate programmed instruction.</p>	Dir of Special Education Dyslexia Specialists					
<p>TEA Priorities Build a foundation of reading and math Connect high school to career and college 5) Coordinate drop-out prevention programs to enhance instruction for students requiring intervention programs.</p>	Principals Counselors Teachers					

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Oct	Dec	Feb	Apr
6) Administer universal screeners and utilize teacher, parent, and benchmark data to identify students at risk for academic failure.	Exec Dir of C&I Dir of Sped					
7) Identify homeless children and youth and provide services to support enrollment, attendance, and success.	Asst Sup Principals Teachers Counselors					
8) Support, coordinate, and integrate services for early childhood and transition to elementary program.						
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Goal 1: China Spring ISD will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 8: Increase technology in instructional and administrative settings.

Summative Evaluation 8:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Continue to evaluate District technology plan: training, infrastructure, hardware/software needs, teacher compliance, participation, and follow-up.	Technology Exec Dir of C&I Supt Asst Sup					
2) Provide targeted staff development based on staff and student needs.	Technology IT Staff					
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: China Spring ISD will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 9: Provide proper identification and services to Migrant students.

Summative Evaluation 9:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Maintain SSA with local Region Service Center to provide for Migrant services.						
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Goal 2: China Spring ISD will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.

Performance Objective 1: China Spring ISD will actively engage stakeholders in a variety of means, increasing parent /community involvement by 5%.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Host "Parent Summit" sessions by topic to increase awareness and build relationships among CSISD and stakeholders.						
2) Utilize a variety of media formats to promote, inform, educate, and engage stakeholders.						
3) Provide dedicated time to allow for parent-teacher conferences.						
TEA Priorities Connect high school to career and college 4) Host parent and student orientation sessions on each campus, to include sessions at Middle and High School regarding higher education admissions and processes, financial aid and grant opportunities and sources, and curriculum advising options.	Principals CCR Counselor Counselor					
TEA Priorities Build a foundation of reading and math Connect high school to career and college 5) Provide opportunities for stakeholders to participate in mutually beneficial programs such as volunteering, service projects, and mentoring programs.	Deputy Superintendent, Campus Administrators	Increased involvement leading to additional opportunities for students to interact with others and grow academically.				
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Goal 2: China Spring ISD will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.

Performance Objective 2: CSISD will continue to increase electronic and social media presence to enhance community support and engagement by informing stakeholders of educational advancements, innovations, and opportunities offered by the district.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Coordinate with technology personnel on a timeline and schedule of social media postings.						
2) Work with campuses to assist assigned social media advocates on best practices for audience engagement.						
3) Provide learning opportunities to campus and district personnel for increasing capacity and impact of social media posts.						
4) Maintain district calendar of events in digital format on website.						
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Goal 3: China Spring ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

Performance Objective 1: Ensure a safe and secure facilities and environment for both staff and students.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Align all practices across the district with plans and procedures in the CSISD Emergency Operations Plan and disseminate accordingly.	Superintendent Asst. Superintendent Safety & Security Committee District EOP Team	Alignment/Implementation of District Emergency Plan: Updated EOP Drill Documentation Staff/Student Training CSISD Police Department				
2) Clearly communicate mechanisms for reporting bullying and/or other student safety concerns.	Superintendent Asst. Superintendent Campus Administration Campus Counselors CSISD Technology Dept.	Provide increased opportunities for reporting student safety concerns: See Something, Say Something Online report usage				
3) Provide safe/drug-free school and community activities	Superintendent Asst. Superintendent Exe. Dir. of C&I Director of Special Education Campus Administration Campus Counselors CSISD Technology Dept CSISD Police Dept.	Evidence of activities promoting safe/drug-free educational environment: District-wide initiatives Campus based initiatives				
4) Provide safe, secure, and well maintained facilities and transportation.	Asst. Superintendent Director of Maintenance Director of Transportation	Continued improvements and maintenance of all district facilities and transportation: Preventative Maintenance Programs Annual Service Agreements Building/Vehicle Inspections Capital Expenditure Report				
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Goal 3: China Spring ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

Performance Objective 2: CSISD will ensure that students, parents, and staff have access to physical and emotional health and wellness information.


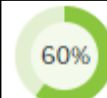
Summative Evaluation 2:





Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Provide links on district website for students, parents, and staff regarding issues of wellness, substance abuse, bully prevention, violence prevention, suicide prevention, and additional areas of concern.	Asst Supt Technology Dist Social Worker	Live links Site Analytics				
2) Regularly convene with the SHAC to discuss issues related to the campuses and gather input on recommendations for adjustment or inclusion in practice.	Asst Supt	SHAC Agendas Sign-in sheets				
3) Offer platforms for in-person, live via FB, or recorded viewing of Parent Summit programs for parents, students, and stakeholders to gain awareness of pertinent issues facing our youth to include, but not limited to, Human Trafficking, Suicide Prevention, Substance Abuse, Technology, Vaping Crisis, and life beyond HS.	Asst Sup Dist Social Worker Technology	Availability of information for live participation and review FB site Analytics Audience participation Sign-in sheets				
4) Provide training to all staff in methods of Positive Behavioral Interventions and Supports for behavior and conflict resolution, violence prevention programs to include dating violence, sexual and verbal harassment and assault and physical aggression.	Dir of Special Education Asst Sup District Social Worker					
5) Provide Pregnancy Related Services (PRS), including Compensatory Education Home Instruction during pregnancy, prenatal, and postpartum to help student adjust and be prepared to return to school.	Deputy Sup. Campus Counselors	Student will maintain good academic standing and be prepared to return to the demands of the school setting with appropriate supports.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: China Spring ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

Performance Objective 3: Promote anti-bullying campaign through "See Something, Say Something".

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Ensure placement of program posters in multiple highly visible areas.	Campus Administrators	Provide students with repeated visuals to know what options are available: Periodic campus walks to verify poster placement				
2) Provide opportunities for reporting bullying and other suspicious activity through website link.	Asst Supt Technology Campus	Opportunity for students to speak up in private: Live Link Usage Report				
3) Maintain clearly stated documentation regarding the district's response to bullying reports, investigations, and ensure state mandates are in place. Board Policy FFI (Legal) and FFI (Local)	Asst Supt Principals Technology	Informed stakeholders at all levels: Annual Review of Documents and reports				


 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

Goal 4: China Spring ISD will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflect the rich diversity of the students CSISD serves.

Performance Objective 1: Hire quality and qualified staff that matches the culture and diversity of CSISD.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
TEA Priorities Recruit, support, retain teachers and principals 1) Attend regional and relevant job fairs to recruit qualified instructional staff.	Asst Supt Principals	Increased quality candidates: Job Fair Sign-in sheets Applicants/Resumes from job fairs				
TEA Priorities Recruit, support, retain teachers and principals 2) Create promotional materials to be used at job fairs geared toward recruiting teachers for China Spring.	Asst Supt Exec Dir of C&I Technology	Provision of materials to potential candidates to showcase CS values: Brochure/flyers Video Promo/Interviews				
TEA Priorities Recruit, support, retain teachers and principals 3) Ensure teacher certification matches teacher assignment, including ESL for ELAR teachers for new hires.	Asst Supt Principals HR Dept	Qualified instructional staff in place: SBEC Certification Teacher Assignment Chart				



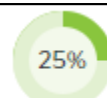

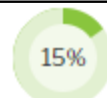
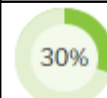



100% = Accomplished
 → = Continue/Modify
 0% = No Progress
 ✗ = Discontinue

Goal 4: China Spring ISD will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflect the rich diversity of the students CSISD serves.

Performance Objective 2: Promote District-Wide positive work environment to retain quality personnel.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
<p>TEA Priorities Recruit, support, retain teachers and principals 1) Coordinate mentoring program for teachers new to district and/or profession to increase level of comfort, satisfaction, and decrease learning curve.</p>	Asst Supt Exec Dir of C&I Dir of Special Education Principals	Increased performance and retention among new teachers: Mentor Meeting Agenda New Cougar Orientation Agenda New Teacher survey (mid semesters)				
<p>TEA Priorities Recruit, support, retain teachers and principals 2) Celebrate Faculty and Staff Members of the Month and their achievements at Board Meetings, on the District Website, and on other District media.</p>	Supt Asst Supt Technology	Recognition of efforts, positive atmosphere: Board Book Website and Media Postings				
<p>TEA Priorities Recruit, support, retain teachers and principals 3) Annually recognize retiring personnel and those with years of service awards within the district.</p>	Supt Asst Supt HR	Increase in pride/commitment to CSISD: Employee Awards/End of Year Ceremony				
<p>TEA Priorities Recruit, support, retain teachers and principals 4) Promote positive actions through service, challenges, participation, etc. to include Twitter Challenges, service to campuses (i.e. morning car duty), and visibility at campuses and student events.</p>	Supt Asst Supt Exec Dir of C&I Dir of Special Education	Increased staff comfort with presence of administration, increased positive comment/feedback: Monitored participation in Challenges Admin Participation at Campuses and events				
<p>TEA Priorities Recruit, support, retain teachers and principals Connect high school to career and college 5) Make monthly visits by Central Administration to Campuses to award innovative teaching tools to teachers at each campus level.</p>	Exec Dir of C&I Supt Asst Supt Dir of Special Education	Increased excitement and engagement by teachers, technology infused into learning: Monthly campus visits Innovative Tech Inventory Distribution List				


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
						

Goal 4: China Spring ISD will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflect the rich diversity of the students CSISD serves.

Performance Objective 3: Evaluate the competitive market for quality personnel, including salary, stipends, and benefits in order to devise a plan for Recruitment and Retention in CSISD.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
<p>TEA Priorities Recruit, support, retain teachers and principals 1) Conduct reviews and comparison studies of salaries and stipends of similar districts and related information from local, regional, and state data.</p>	Asst Supt Exec Dir of C&I	Informed of competition as decisions are made: Annual Performance Report Data presentation to Board				
<p>TEA Priorities Recruit, support, retain teachers and principals 2) Conduct review of benefits package offered by CSISD in comparison to similar districts (as feasible) to determine if additional comparable benefits could be supported.</p>	Exec Dir of C&I Asst Supt HR	Increased knowledge of benefits being provided and increase of benefits as feasible: Benefits Package Offered				
<p>TEA Priorities Recruit, support, retain teachers and principals 3) Devise a plan for Recruitment of new personnel and quality staff Retention for CSISD to include printed material, interviews, and video marketing.</p>	Supt Asst Supt Exec Dir of C&I Dir of Special Education Technology	Increased positive material to draw recruits and retain staff: Flyers Media Promotion Video Marketing				




100% = Accomplished → = Continue/Modify 0% = No Progress X = Discontinue

Goal 4: China Spring ISD will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflect the rich diversity of the students CSISD serves.


Performance Objective 4: Provide Relevant Professional Development related to District/Campus needs.

Summative Evaluation 4:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
TEA Priorities Recruit, support, retain teachers and principals Build a foundation of reading and math 1) Establish and provide PD that relates to individual campus performance objectives.	Exec Dir of C&I Principals					
TEA Priorities Recruit, support, retain teachers and principals Build a foundation of reading and math 2) Provide highly effective and on-going PD for teachers, principals, and paraprofessionals.	Supt Asst Supt Exec Dir of C&I Principals					




= Accomplished



= Continue/Modify



= No Progress



= Discontinue