

China Spring Independent School District

China Spring High School

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

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Comprehensive Needs Assessment

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Goals

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

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

Evaluation Data Source(s) 1: End-of-Course Data: TAPR Report

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
TEA Priorities Build a foundation of reading and math 1) Provide appropriate assessments to document student progress.	2.4		Improved student growth: Test Results Universal Screenings Progress Monitoring Mid-Year Benchmark Tests, if applicable Benchmark Tests				
TEA Priorities Build a foundation of reading and math 2) Provide intervention in academic curriculum areas to meet the needs of all student groups based on assessment scores.	2.4, 2.5, 2.6	Campus Admin. Teachers	Improved student growth: Test Results Progress Monitoring Benchmark Tests Intervention Logs Rtl Meetings				
TEA Priorities Build a foundation of reading and math 3) 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	2.4, 2.5	Campus Administrators Classroom Teachers	Aligned Curriculum: Walk-throughs Teacher Lesson Plans T-TESS Professional Learning Community (PLC)				

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





Goal 1: China Spring High School 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.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
<p>TEA Priorities Connect high school to career and college</p> <p>1) Critical Success Factors CSF 1 1) Provide activities and programs to promote Career and Technology Education pathways.</p>	2.4, 2.5, 2.6	Campus Administrators Campus Counselors Coordinator of College and Career Readiness	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.	2.4, 2.5, 2.6	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.	2.4, 2.5	Campus Administrators Campus Counselors Coordinator of College and Career Readiness Classroom Teachers	Increased Participation and Success: AP results at 3 or higher DC course credit(s) earned AP Certified Staff				
<p>TEA Priorities Connect high school to career and college</p> <p>4) Promote ACT, SAT, PSAT, ASVAB, and TSI testing.</p>	2.4, 2.5, 2.6	Principal Asst. Principals Campus Counselors Classroom Teachers Career & College Readiness Counselor	Increased College Readiness based on norm referenced test: Student test achievement results				





Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
<p>TEA Priorities</p> <p>Connect high school to career and college</p> <p>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.</p>	2.4, 2.5, 2.6	Director of Special Education Principal Asst. Principals Campus Counselors Classroom Teachers Coordinator of College and Career Readiness Transition Coordinator	Increase in CCMR for special education and at-risk student populations: Endorsements earned Completion of IEP with employable skills				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>							

Goal 1: China Spring High School 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.

Evaluation Data Source(s) 3: STAAR/EOC Results

Summative Evaluation 3:



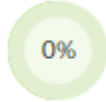

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
1) Provide training to campus administrators and staff on calculation and monitoring of student progress.		Ex Dir of C&I Campus Administrators	Informed practice for monitoring data: Meeting Agendas- PLC, Administrators, In-service				
<p>TEA Priorities Build a foundation of reading and math</p> 2) Provide training to special education staff regarding the use of general education data to drive individualized instruction and related plans.	2.4, 2.6	Director of Special Education Special Education Teachers Inclusion Teachers	Increase in data-informed design of individual instruction: Training agenda Campus data Aware data				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

Goal 1: China Spring High School 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.

Evaluation Data Source(s) 4: STAAR/EOC

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
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.	2.4, 2.6	Ex Dir of C&I Dir of Special Education Campus Administrators Teachers	Gap improvement by campus: Training Agendas PLC Agendas Aware Data STAAR/EOC Data				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

Goal 1: China Spring High School 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.

Evaluation Data Source(s) 5: Parent Surveys, Teacher Training Records, CSISD Staff Development Records

Summative Evaluation 5:

Strategy Description	ELEMENTS	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.	2.5	HS Principal	Relevant Teaching Strategies and Content Knowledge: Training Records				
2) Identify gifted learning and support campuses for increased performance on state assessments.	2.5	GT Coordinator	Increased scores on assessments and State Assessments by gifted learners: GT student worksheet and progress monitoring				


Goal 1: China Spring High School 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.

Evaluation Data Source(s) 6: TELPAS, STAAR/EOC

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
TEA Priorities Recruit, support, retain teachers and principals 1) Ensure that all ELAR teachers of LEP students are ESL certified.	2.6	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.	2.6	ELL Teacher	Increase in effective instruction: LPAC documentation				



Goal 1: China Spring High School 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.

Evaluation Data Source(s) 7: STAAR/EOC, PBMAS

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
<p>TEA Priorities Recruit, support, retain teachers and principals 1) Ensure that Special Education Inclusion teachers are involved in campus professional learning communities.</p>		Principal Asst. Principals	Maintain appropriate curriculum design, rigor and pace: PLC sign-in sheets				
<p>TEA Priorities Recruit, support, retain teachers and principals 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>	2.6	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>	2.6	Dir of Special Education Dyslexia Specialists					
<p>TEA Priorities Build a foundation of reading and math 5) Coordinate drop-out prevention programs to enhance instruction for students requiring intervention programs.</p>	2.6	Principals Counselors Teachers					

Strategy Description	ELEMENTS	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					

Goal 1: China Spring High School 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.

Evaluation Data Source(s) 8:

Summative Evaluation 8:

Strategy Description	ELEMENTS	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					

Goal 1: China Spring High School 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.

Evaluation Data Source(s) 9:

Summative Evaluation 9:





Strategy Description	ELEMENTS	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.		Counselors					

Goal 2: China Spring High School will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.

Performance Objective 1: In 2019-2020, parent /community involvement will increase by 5%.

Evaluation Data Source(s) 1: China Spring High School APPLE Logs and Sign-In Sheets from Parent Meetings

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
1) Utilize a variety of media formats to promote, inform, educate, and engage stakeholders.	3.1	Principal Asst. Principals Counselors	Increase parent communication				
2) Provide dedicated time to allow for parent-teacher conferences.	3.2	Principal Counselors	Increase face to face meetings between teachers and parents.				
TEA Priorities Connect high school to career and college 3) Host parent and student orientation sessions on each campus, to include sessions at the High School regarding higher education admissions and processes, financial aid and grant opportunities and sources, and curriculum advising options.	3.2	Principal Counselors College & Career Coordinator	Increase parent knowledge base regarding college admissions and financial aid.				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							


Goal 2: China Spring High School will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.

Performance Objective 2: CSHS 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.


Evaluation Data Source(s) 2: Views, shares, likes, comments, posts, clicks

Summative Evaluation 2:

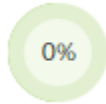
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
1) Coordinate with technology personnel on a timeline and schedule of social media postings.	3.2	Principal Asst. Principals Counselors College & Career Coordinator	Increase social media footprint.				
2) Work with campuses to assist assigned social media advocates on best practices for audience engagement.		Principal Asst. Principals Director of Instructional Technology Counselors	Increase social media footprint.				
3) Provide learning opportunities to campus and district personnel for increasing capacity and impact of social media posts.		Principal Asst. Principals Counselors Director of Instructional Technology	Increase social media footprint.				
4) Maintain district calendar of events in digital format on website.		Principal Asst. Principals Counselors Director of Instructional Technology	Increase social media footprint.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 3: China Spring High School 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.

Evaluation Data Source(s) 1: Emergency Operating Procedures SRO Reports
Drill Records

Summative Evaluation 1:

Strategy Description	ELEMENTS	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.		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				

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


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

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


Evaluation Data Source(s) 2: CSISD Website, Parent Newsletters, District Messenger

Summative Evaluation 2:

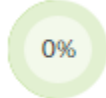
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
1) Provide links on district website for students, parents, and staff regarding issues of wellness, substance abuse, bully prevention, violence prevention, suicide prevention, 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.	3.2	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					




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 3: China Spring High School 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".

Evaluation Data Source(s) 3: Website, bullying reports/investigations

Summative Evaluation 3:

Strategy Description	ELEMENTS	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 placeme				
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.		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 High School 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.

Evaluation Data Source(s) 1: Teacher Assignment Report, Equity Data/PR1500

Summative Evaluation 1:

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

Goal 4: China Spring High School 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.

Evaluation Data Source(s) 2: Stay Interviews, Climate/Campus surveys

Summative Evaluation 2:

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

Goal 4: China Spring High School 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.

Evaluation Data Source(s) 3: Annual Comparison at the Local/Regional/State levels

Summative Evaluation 3:

Strategy Description	ELEMENTS	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				

Goal 4: China Spring High School 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.

Evaluation Data Source(s) 4:

Summative Evaluation 4:

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

Campus Advisory Council

Committee Role	Name	Position
Administrator	David Ellis	Assistant Principal
Administrator	Max Rutherford	Principal
Administrator	Rob Rogers	Assistant Principal
Classroom Teacher	Michael Donaldson	Teacher
Non-classroom Professional	Tabitha Hymel	Library Aide
Classroom Teacher	Colin Aldredge	Teacher
Classroom Teacher	April Bryan	Teacher
Classroom Teacher	Gina Goforth	Teacher
Classroom Teacher	David Wright	Teacher
Classroom Teacher	Sara Odajima	Teacher