

Experience the BLUE!



Community
INDEPENDENT SCHOOL DISTRICT

2016 CISD STRATEGIC PLAN
BELIEVE | LEAD | UNITE | EXCEL

Strategic Planning Team

In the spring of 2016 the Community ISD Strategic Planning Team (SPT) developed the District's mission, graduate profile, strategies and action plans for creating a culture of excellence in every part of the organization. Over thirty community members, teachers, and staff members participated as committee members along with additional engagement from students, staff, and community participation in a survey. Information from the Board of Trustees, students, community members and the SPT provided the basis for the final strategies and plans articulated in the plan.

Committee Members

Alberto Alcivar, Anabel Arrequin, John Bolin, Claire Cook, Mike Cook, Dr. Isom Crawford, Isom Crawford, Norma Hargrove, Jana Hunter, Mark Johnson, Sheila Laye, Erika Leyva, Brad Limes, Raul Martinez, Randy McCuistion, Joshua Murray, Tamera NeSmith, Kristie Nix, Kathy Petty, Amanda Pippen, Kim Price, Patricia Sandy, Justin Schroeder, Courtney Selby, Francine Sorensen, Chellie Soza, Dr. David Stanfield, Tammy Swigert, Travis Taylor, Cheryl Turek, Gary Woods, Alicia Young

Action Team Facilitators

The SPT developed four high-level strategies that will guide the District through the 2020-2021 school year. Each Strategy was assigned to an Action Team which worked to develop specific action steps toward each strategy led by the CISD administrator responsible for that area: Chief Academic Officer Christi Farish (Strategy 1 and 2), Director of Public Relations Sabreana Smith (Strategy 3) and Coordinator for Human Resources Alphonso Bates (Strategy 4).

CISD Board of Trustees

Mike Shepard, President
Randy McCuistion, Vice President
Mike Cook, Secretary
Jana Hunter
Jeff Pendill
Marc Stanfield
Sean Walker

CISD Superintendent

Dr. Roosevelt Nivens

Mission

In partnership with an engaged community, we will create an uncompromising commitment to excellence by empowering learners in the Brave Nation where success is celebrated and everyone is valued.

Strategy I: Curriculum and Instruction

We will provide an innovative, challenging and academically engaging environment that celebrates student success as they strive to reach their full potential.

Specific Results:

1. Ensure that a culture of effective collaboration is consistent throughout the district to allow for opportunities to share innovative strategies for overall student success.
2. All instructional staff will actively participate in professional development based on innovative, challenging and academically engaging strategies to meet the needs of diverse learners.
3. District staff will use data to drive planning and instruction.
4. Teachers will implement lessons that are innovative, challenging and academically engaging allowing for all students to master the state standards and strive for their full potential.

Strategy II: Personalized Education

We will design and implement a system which creates personal education plans that address the diverse needs of students.

Specific Results:

1. Each student will have a comprehensive personal education plan (PEP) which addresses academic, social, emotional, and extra-curricular needs and is developed at the time of entry into CISD.

Values

We believe that success is non-negotiable.

We provide a safe and caring learning environment.

We make decisions driven by data.

We invest in positive relationships.

We value trust and expect honesty.

We are transparent and embrace accountability.

Strategy III: Communication and Partnerships

We will create and strengthen sustainable partnerships that enhance our schools and community through highly effective and innovative communication.

Specific Results:

1. Expand and enhance the use of strategic communication tools resulting in our students, parents, staff and external stakeholders being better informed about the district.
2. Develop programs and traditions that celebrate CISD, foster excitement about the District, and instill pride in students, staff, parents, businesses, and community members.
3. Establish and expand active and supportive faith-based, business and educational institution partnerships to build mutually beneficial relationships that promote mentoring, internship opportunities, classroom innovation and financial support.

Strategy IV: Employee Recruitment and Retention

We will design a system that exemplifies a purposeful commitment to attract, recruit, employ, and retain exceptional and caring staff.

Specific Results:

1. Through a competitive compensation and benefits package we will purposefully attract recruit and retain exceptional and caring staff.
2. We will utilize best practices to design a recruitment, retention, and development system for personnel that capitalizes on strengths and talents.
3. The district will develop and implement intentional practice that focuses on fostering a caring and nurturing environment for all staff members.

Vision

**Inspiring students, staff and the community
to Believe, Lead, Unite and Excel.**

Community ISD Graduate Profile

Academically prepared for their individual future

The graduate will be a globally competitive, adaptable individual who can think critically and express ideas clearly. Through the mastery of foundational academic skills and highly rigorous coursework, he or she is able to engage effectively in fulfilling their goals.

Responsible and ethical citizen

Our graduates will be engaged individuals who will effectively demonstrate ethical, social, moral and cultural decisions.

Effective communicators

The Community ISD graduate will master the skills to listen actively, speak articulately and write in a clear logical manner as they communicate with diverse audiences.

Effective problem solver

Students will master the skills needed to identify a problem, gather information, analyze data, develop a plan of action, and implement a decision in order to design innovative solutions.

Graduate profile

Experience the Blue.