Commerce Independent School District

District Improvement Plan

2022-2023

Mission Statement

In partnership with families and community, CISD will provide all students an exemplary education, preparing them to be successful, productive citizens.

Vision

Commerce ISD is a dynamic learning organization committed to excellence for all students and every program.

Value Statement

We believe that..

* a strong partnership with Texas A & M University- Commerce is the cornerstone to our tradition-rich district

* trusting relationships is a safe and caring environment are vital to an innovative learning organization

* quality education promotes collaboration, adaptability, goal setting, critical thinking, and innovation

* each student should be empowered to realize the opportunities that they have acquired in our District will help them thrive in a global economy

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Commerce ISD contains four campuses and serves students from PreKindergarten to 12th Grade. Commerce ISD was established in 1872.

The student population percentages gathered in early October 2022 include

African American- 25%

White- 41%

Hispanic- 25%

Asian- 1.0%

American Indian- .30%

Pacific Islander- 1.0%

Two or More Races- 7.0%

Economically Disadvantaged- 75%

Non Economically Disadvantaged- 25%

English Language Learners- 9.2%

At Risk- 49.8%

The District had a 98.9% Graduation rate for the Class of 2022. The average daily attendance rate for students in October 2021 is 92.72%.

(Graduation - there were 91 who should have graduated - 1 did not.)

The District serves 138 English Learners and 59 students in Gifted and Talented program, 245 students served through special education program and 6 homeless students.

Demographics Strengths

The District has a diverse population.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Commerce Middle School is NOT Rated under old Accountability rating in 2021 **Root Cause:** Effective Schools Framework has outlined some deficiencies. See Targeted Improvement Plan

Student Learning

Student Learning Summary

The State of Texas Assessments of Academic Readiness (STAAR) program, which was implemented in spring 2012, includes annual assessments for

- reading and mathematics, grades 3–8
- science at grades 5 and 8
- social studies at grade 8
- end-of-course (EOC) assessments for English I, English II, Algebra I, biology and U.S history.

Beginning in spring 2016, STAAR English III and Algebra II will be available for districts to administer.

Commerce ISD reviews data and will adjust instruction, provide additional staff training, and create strategic plans to close learning gaps.

For 2021-2022, the District is rated a B under the Accountability system.

We are particularly proud of our Relative Performance of our Economically Disadvantaged Population (71.1%). We were rated an A. Relative performance measures the academic achievement of all students relative to districts or campuses with similar economically disadvantaged students.

- Commerce High School was rated a B overall. CHS was also rated a B for relative performance with an economically disadvantaged student population of 60.2%.
- Commerce Middle School was not rated according to *Senate Bill 1365*. *Senate Bill 1365* states a campus is not rated when the domain or overall scales score is less than 70. Commerce Middle School's scaled score was 69. We are reviewing all data and calculations and will appeal if we determine there is sufficient documentation. It should be noted that Commerce Middle School made significant progress in Closing the Gap and received a C rating for this domain.
- A.C. Williams improved from a D rating to a C rating. The most significant progress came in the Academic Growth component of the School Progress Domain.

Student Learning Strengths

Extensive Professional Learning opportunities provided throughout the district

Literacy framework provided and offered at elementary schools using Fountas and Pinnell

Use of Eduphoria for Curriculum, Scope, Sequence and Pacing guides

Use of Eduphoria for Curriculum Based Assessments

Problem Statements Identifying Student Learning Needs

Problem Statement 1: The District is currently look at accountability percentages. Specifically at African American passing percentages compared to other groups. **Root Cause:** Lack of resources for all students in a rural area

District Processes & Programs

District Processes & Programs Summary

Commerce ISD believes that curriculum, instruction, and assessment must all be in alignment for students to be successful. The curriculum is purchased via TEKS Resource system and specifically addresses the needs of our students. We utilize common district assessments that are used across all campuses and aligned directly with the curriculum. Simulation tests are given periodically in each core subject area to assess the strengths and weaknesses of students' mastery of the standards. Data from all tests are used by teachers to reteach, tutor, and provide enrichment when necessary. The Data is housed in Eduphoria for all stakeholders to access.

The HR department and Curriculum and Instruction Department is focused on recruiting and hiring qualified staff and providing training opportunities for all of our staff. Commerce ISD did have a convocation at CMS auditorium this year. CISD provides ongoing support to new teachers. Professional learning is planned throughout the district to meet the needs of students and staff. District wide Professional Development on District initiatives is purposely planned and developed. Commerce ISD strives to keep salaries competitive on experience and compared to surrounding districts that mirrors student enrollment.

The District has evolved toward a Google application, thus becoming paperless as possible.

The District is enhancing the Mentor/Mentee program at Commerce Middle School to address the teachers in need of assistance.

Commerce ISD has benefited from campus efforts to reorganize themselves into functions and create more efficient campus alignment structures for process development and efficiency.

CES- Current Principal since 2022; New Assistant Principal in 2022

ACW- Current Princpal since 2021; New Assistant Princiapl in 2022.. Prior Admin Intern

CMS- Current Principal since October 2021; Dean of Students since October 2021

CHS- Current Principal since 2021; New Assistant Principal since 2022.. Prior Dean of Students

This allows for a new reorganized leadership amongst all the campuses. These reorganized administrative and instructional efforts have been helpful in developing the vertical plans that will define its impact on our students. The district has also benefited from our partnership with Texas A & M University-Commerce. The ability of campuses to become more functional and agile reflects a desire at all levels of the organization to become more responsive AND more forward-thinking, in order to better serve our stakeholders.

District Processes & Programs Strengths

Continued development of campus/district processes

Continued development of Strategic Plan

Continued development of District of Innovation

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1: The District is currently look at accountability percentages. Specifically at African American passing percentages compared to other groups. **Root Cause:** Lack of resources for all students in a rural area

Perceptions

Perceptions Summary

District promotes a positive school culture, encourages and maintains a safe classroom environment, and demonstrates care. District demonstrates respect for diversity and relationships through equality. District supports and has a strong relationship with Texas A & M University-Commerce.

Perceptions Strengths

Partnership with Texas A & M University- Commerce.

Small University community with a tight knit atmosphere.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: We are addressing behaviors of students that make it challenging for instruction and environment. **Root Cause:** Students are coming to school with lack of resources.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card and accountability data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- 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
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Student failure and/or retention rates
- Local benchmark or common assessments data
- Running Records results
- Prekindergarten Self-Assessment Tool
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data
- Other PreK - 2nd grade assessment data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Dyslexia data
- Dual-credit and/or college prep course completion data

Student Data: Behavior and Other Indicators

- Annual dropout rate data
- Attendance data
- Discipline records
- Class size averages by grade and subject

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-PESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

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: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 1: CISD will increase scores on state tests that will meet or exceed the state standards for all subpopulations including increasing mastery performance percentages. Focus will be on growth for each learner. Targeted Goal is one year growth.

High Priority

Evaluation Data Sources: STAAR reports, Unit Tests, Cambia Tests, SLO's,. etc will be evaluated.

Strategy 1 Details	Reviews			
Strategy 1: Coordinate the alignment and articulation of instruction both vertically and horizontally to deliver a rigorous curriculum to all students.	Formative			Summative
Strategy's Expected Result/Impact: PLC meetings, agendas **Staff Responsible for Monitoring:** Assistant Superintendent, Coordinators, Principals, Departments **Title I:** 2.4, 2.5, 2.6	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Teachers/Principals will use Eduphoria Aware and STAAR data to provide in depth data disaggregation for state and district assessments to target instruction for improvement.	Formative			Summative
Strategy's Expected Result/Impact: Assessment results, STAAR released data **Staff Responsible for Monitoring:** Assistant Superintendent, Coordinators, Principals, Teachers, Department Heads **Title I:** 2.4, 2.5, 2.6	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Utilize data tools to increase teacher understanding and awareness of achievement gaps.	Formative			Summative
Strategy's Expected Result/Impact: Assessment results, STAAR released data **Staff Responsible for Monitoring:** Assistant Superintendent, Coordinators, Principal, Teachers **Title I:** 2.4, 2.5, 2.6 - **Equity Plan**	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Conduct walk-throughs to collect classroom instructional data with emphasis on areas targeted in the Fundamental Five	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Records, Eduphoria logs **Staff Responsible for Monitoring:** Assistant Superintendent, Principals, Assistant Principals **Title I:** 2.5 - **Equity Plan**				

Strategy 5 Details	Reviews			
Strategy 5: Administer, score, and analyze data on TRS unit tests for grades 1-12	Formative			Summative
Strategy's Expected Result/Impact: State test accountability reports **Staff Responsible for Monitoring:** Principals, Assistant Principals, Coordinators, Teachers, Department Heads **Title I:** 2.4, 2.5, 2.6 - **Equity Plan**	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: Develop and implement district wide Multi Tiered Support System procedures that provide small group and one on one support for struggling students	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Student performance data **Staff Responsible for Monitoring:** Assistant Superintendent, Coordinators, Reading Specialists **Title I:** 2.4, 2.5, 2.6				

Strategy 7 Details		Reviews			
Strategy 7: Fully implement the TRS curriculum and unit assessments		Formative			Summative
Strategy's Expected Result/Impact: Lesson plans, Eduphoria **Staff Responsible for Monitoring:** Assistant Superintendent, Coordinators, Principals, Teachers **Title I:** 2.4, 2.5, 2.6 - **Equity Plan**		Nov	Jan	Mar	June

Strategy 8 Details		Reviews			
Strategy 8: Plan and deliver HB4545 Accelerated Instruction to all students who did not make mastery on STAAR and EOC tests. Meet the 30 hours of Accelerated Intervention for each subject they did not show mastery.		Formative			Summative
Strategy's Expected Result/Impact: STAAR data **Staff Responsible for Monitoring:** Principals, Coordinators, Teachers **Title I:** 2.4, 2.5, 2.6 **Funding Sources:** ESSER Funds - 282-ESSER III		Nov	Jan	Mar	June

Strategy 9 Details		Reviews			
Strategy 9: Focus on instruction for target areas to address Math, emphasis on African American and Special Education.		Formative			Summative
Strategy's Expected Result/Impact: STAAR data **Staff Responsible for Monitoring:** Principals, Coordinators, Teachers **Title I:** 2.4, 2.5, 2.6 - **Equity Plan**		Nov	Jan	Mar	June

Strategy 10 Details	Reviews			
Strategy 10: Review STAAR data and allow for opportunities for teachers to attend Professional Development in areas that are in need of improvement.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: STAAR Data, Region X, Consultants, Professional Development Conferences **Staff Responsible for Monitoring:** Principals, Coordinators, Teachers **Title I:** 2.4, 2.5, 2.6				

Strategy 11 Details	Reviews			
Strategy 11: Received Texas Afterschool Centers on Education program, or Texas ACE grant. Provide after school enrichment activities for all students. Dinner and after school snack will be offered to all students, as well as transportation.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increase measure of one year growth on STAAR. Grant program aim to improve student attendance, behavior, and academics, while providing safe supplemental learning space for students and families who otherwise would not have such opportunities. These grant-funded programs provide high quality supplemental enrichment activities that align with the regular academic program; and programs are encouraged to deliver those activities in creative, hands-on, and exploratory ways. **Staff Responsible for Monitoring:** Director of ACE, site coordinators of ACE **Title I:** 2.4, 2.5, 2.6				

Strategy 12 Details	Reviews			
Strategy 12: Continue PreK program to address Proclamation 2021 at CES.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Quality and sustainable PreK Adoption	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Assistant Supt., Elementary Coordinator, Principals **Title I:** 2.4, 2.5, 2.6				

Strategy 13 Details	Reviews			
Strategy 13: Utilize and disaggregate STAAR data to make well informed decisions on instruction, outline goals for Targeted Improvement Plan. **Strategy's Expected Result/Impact:** STAAR data **Staff Responsible for Monitoring:** Principals, Coordinators, Teachers **Title I:** 2.4, 2.5, 2.6 **- Equity Plan**	Formative			Summative
	Nov	**Jan**	**Mar**	**June**
0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue	

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 2: Title 1 as well as other state and federal fund sources will be used to implement programs and provide support for students who are at-risk as well as students with disabilities.

> **Evaluation Data Sources:** Use of Data reports will yield what monetary resources were utilized to make progress in specific programs and areas of concern.

Strategy 1 Details	Reviews			
Strategy 1: Develop instructional support to accelerate the Reading/ELA achievement of At Risk students using Fountas and Pinnell phonics, spelling, and word study system	**Formative**			**Summative**
Strategy's Expected Result/Impact: Student products, teacher notebooks, ELA test results	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Assistant Superintendent, Coordinator, Principals, Dept. Heads **Title I:** 2.5				

Strategy 2 Details	Reviews			
Strategy 2: Students in At Risk situations will receive accelerated instructional strategies during before/after school tutorials and summer session to improve their performance on local assessments, and state tests	**Formative**			**Summative**
Strategy's Expected Result/Impact: Skyward Grades and reports, Local Assessment data	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Assistant Superintendent, Coordinator, Principals, Department Heads **Title I:** 2.6				

Strategy 3 Details	Reviews			
Strategy 3: Ensure that ESL program is research based, responsive to the needs of students, designed, implemented, supported and monitored for impact on student learning.	**Formative**			**Summative**
Strategy's Expected Result/Impact: TELPAS results, LPAC logs	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: ESL Teachers **Title I:** 2.5				

Strategy 4 Details	Reviews			
Strategy 4: On assessments, focus on sub group Hispanic and ESL students. TIER Organization and specific focus on improving success in Writing	**Formative**			**Summative**
Strategy's Expected Result/Impact: Writing examples, student products, state assessment results **Staff Responsible for Monitoring:** Assistant Superintendent, Coordinator, Principals, Teachers **Title I:** 2.5	**Nov**	**Jan**	**Mar**	**June**

Strategy 5 Details	Reviews			
Strategy 5: Adhere to Dyslexia audit. Special Ed Coordinator will support this audit.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Targeted assistance to Special Education students **Staff Responsible for Monitoring:** Assistant Superintendent, Coordinator **Title I:** 2.5	**Nov**	**Jan**	**Mar**	**June**

Strategy 6 Details	Reviews			
Strategy 6: Partner with TAMU-C students and organizations to provide tutoring to individual students	**Formative**			**Summative**
Strategy's Expected Result/Impact: Logs **Staff Responsible for Monitoring:** Administrators, TAMU-C students **Title I:** 2.6	**Nov**	**Jan**	**Mar**	**June**

Strategy 7 Details	Reviews			
Strategy 7: Involve staff in devising placement options for students with disabilities	**Formative**			**Summative**
Strategy's Expected Result/Impact: Meeting agendas **Staff Responsible for Monitoring:** Teachers, Principals, Tri-County SSA **Title I:** 2.5	**Nov**	**Jan**	**Mar**	**June**

Strategy 8 Details	Reviews			
Strategy 8: Provide training to teachers working with Special Education students to analyze data to determine goals in curriculum and instruction. Strategies will be developed to meet identified needs. **Strategy's Expected Result/Impact:** Training agendas, Sign in Sheets **Staff Responsible for Monitoring:** Assistant Superintendent, Director of Tri County Shared Services, Coordinator, Campus Intervention Coach **Title I:** 2.6	Formative			Summative
	Nov	Jan	Mar	June

Strategy 9 Details	Reviews			
Strategy 9: Provide equipment, materials, software and new technology to campuses to increase the numbers of students with disabilities included in the general ed setting **Strategy's Expected Result/Impact:** Purchase orders **Staff Responsible for Monitoring:** Principals, Assistant Superintendent, Instructional Technologist **Title I:** 2.6	Formative			Summative
	Nov	Jan	Mar	June

Strategy 10 Details	Reviews			
Strategy 10: CISD will collaborate with Tri-County Coop to provide programs and services to struggling students prior to placement in special education through the CEIS initiative **Strategy's Expected Result/Impact:** Meeting minutes **Staff Responsible for Monitoring:** Tri County Cooperative, Assistant Superintendent, Coordinator, Special Ed. Staff **Title I:** 2.6	Formative			Summative
	Nov	Jan	Mar	June

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 3: Students will be offered a curriculum that includes state of the art technology and programs so that classes simulate real world learning

    High Priority

    Evaluation Data Sources: Use of Eduphoria, TEKS Resource System, Supplemental resources, etc. will drive decisions on quality of curriculum.

Strategy 1 Details	Reviews			
Strategy 1: Integrate instructional technology (iPads, Chromebooks, Promethean boards) into classroom instruction K-2 to support student achievement	**Formative**			**Summative**

Strategy's Expected Result/Impact: Lesson plans, teacher observations, training, results from state and local assessments
     Staff Responsible for Monitoring: Teachers, Principals, Technology Staff
 	
     Title I:
     2.5
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Inclusion of technology integration efforts in the classroom with both teacher and student by the Instructional Technology Coordinator. Continued support by campus technology integration specialists, or Digital Learning Team.	**Formative**			**Summative**

Strategy's Expected Result/Impact: Training agendas
     Staff Responsible for Monitoring: Teachers, Technology Staff
 	
     Title I:
     2.5
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Utilize 1 to 1 chromebook initiative at CHS to increase student engagement in learning	**Formative**			**Summative**

Strategy's Expected Result/Impact: Classwork Walkthrough data targeting integration of technology, Results from state assessments
     Staff Responsible for Monitoring: Technology Director, Assistant Superintendent, Principals, Teachers
 	
     Title I:
     2.5
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			

Strategy 4: Partner with the Northeast Texas Children's Museum to provide extended learning opportunities for elementary students.
    Strategy's Expected Result/Impact: Schedule
    Staff Responsible for Monitoring: Principals
Teachers
 	
    Title I:
2.6
    Funding Sources: - 211 - Title I, Part A - $5,000
	Formative			Summative

	Nov	Jan	Mar	June
	0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 4: All students will develop skills for transition from high school to successful, productive citizenship through employment of post secondary education.

Strategy 1 Details	Reviews			
Strategy 1: Partnership with TAMU-C to address college readiness	**Formative**			**Summative**
Strategy's Expected Result/Impact: Monthly meeting agendas **Staff Responsible for Monitoring:** Assistant Superintendent, Superintendent, TAMU-C personnel **Title I:** 2.4, 2.5, 2.6 **- Equity Plan**	**Nov**	**Jan**	**Mar**	**June**

Strategy 2 Details	Reviews			
Strategy 2: CISD will pay student tuition for dual credit courses	**Formative**			**Summative**
Strategy's Expected Result/Impact: Budget summary allocation **Staff Responsible for Monitoring:** Assistant Superintendent, Superintendent, Principals **Title I:** 2.4, 2.5, 2.6	**Nov**	**Jan**	**Mar**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Focus on HB 5, Endorsements, Graduation Plans	**Formative**			**Summative**
Strategy's Expected Result/Impact: Multiple endorsement options **Staff Responsible for Monitoring:** Assistant Superintendent, Secondary Coordinator, High School Principals, counselors **Title I:** 2.4, 2.5, 2.6	**Nov**	**Jan**	**Mar**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Develop awareness of post secondary options through college trips and career days to promote a college going culture **Strategy's Expected Result/Impact:** Agendas **Staff Responsible for Monitoring:** Community in schools personnel, counselors, Principals, Secondary Coordinator **Title I:** 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Offer SAT/ACT preparation course for CHS juniors and seniors **Strategy's Expected Result/Impact:** Student enrollment in SAT/ACT course **Staff Responsible for Monitoring:** Assistant Superintendent, Principal, Teachers, Counselors **Title I:** 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 5: Enhance Career and Technical (CTE) opportunities for students

High Priority

Evaluation Data Sources: CTE reports, PD evaluations from CTE Co-Op, etc.

Strategy 1 Details		Reviews			
Strategy 1: Conduct comprehensive review of current CTE offerings, student interest in additional offerings, and facilities to increase CTE programming **Strategy's Expected Result/Impact:** CTE course offerings **Staff Responsible for Monitoring:** Assistant Superintendent, Vocational Counselor, CHS Principal **Title I:** 2.5		Formative			Summative
		Nov	Jan	Mar	June

Strategy 2 Details		Reviews			
Strategy 2: Monitor academic progress of CTE students in the core content areas and provide intensive support for students who are under performing **Strategy's Expected Result/Impact:** Results from TRS unit assessments **Staff Responsible for Monitoring:** Teachers, Principals, Vocational Counselor **Title I:** 2.5		Formative			Summative
		Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Ensure CTE representation in ARDS involving CTE students **Strategy's Expected Result/Impact:** Notifications of ARDs, CTE's signature of attendance at ARDs **Staff Responsible for Monitoring:** CTE instructor, Special Education Staff, Principal **Title I:** 2.6		Formative			Summative
		Nov	Jan	Mar	June

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 6: Students will show continuous improvement on primary assessments instruments including CIRCLE, TPRI, TX-KEA and use of the platform CLI Engage

    Evaluation Data Sources: Data Reports

Strategy 1 Details	Reviews			
Strategy 1: K-2 teachers will use of TPRI and Benchmark Assessment System to monitor students' reading performance	**Formative**			**Summative**
Strategy's Expected Result/Impact: Attendance logs **Staff Responsible for Monitoring:** Consultants, Coordinator, Technology staff **Title I:** 2.4	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Utilize Texas Go Math & Education Galaxy to monitor student progress in mathematics. Emphasis on sub groups African American, Economically Disadvantaged, Special Education, and English Language Learners.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Lesson plans **Staff Responsible for Monitoring:** Coordinator, Teachers, Principals **Title I:** 2.4				

Strategy 3 Details	Reviews			
Strategy 3: Administer EOY assessments to K-2 students to determine mastery of grade level TEKS	**Formative**			**Summative**
Strategy's Expected Result/Impact: results from Benchmarks and assessments **Staff Responsible for Monitoring:** Teachers, Assistant Superintendent, Coordinator **Title I:** 2.4	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Facilitate the transition of preschool children into public school by campus visitation and parent communication	Formative			Summative
Strategy's Expected Result/Impact: Lesson plans, Agendas, sign in sheets **Staff Responsible for Monitoring:** Early Childhood Teachers **Title I:** 4.2	Nov	Jan	Mar	June

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 7: Title 1 as well as other state and federal fund sources will be used to implement school wide programs at grades PreK-Grade 5.

    Evaluation Data Sources: Evaluation of Programs, survey, and look at Data Reports.

Strategy 1 Details	Reviews			
Strategy 1: Federal, State, and local funds will be coordinated to achieve the most effective use of these resources when implementing programs and services.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Budge summary sheets	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Assistant Superintendent, Coordinator, Principals, Teachers, Federal Programs Coordinator				
Funding Sources: Federal Programs Coordinator - 211 - Title I, Part A - $32,000				

Strategy 2 Details	Reviews			
Strategy 2: Programs and services will be designed to meet the needs of all students and include tutorials, remediation and special materials.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Lesson plans	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principals, Teachers, RtI Team				
Title I: 2.6				

Strategy 3 Details	Reviews			
Strategy 3: Provide facilities for ACE program	**Formative**			**Summative**
Strategy's Expected Result/Impact: Program Activities, Attendance logs	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: ACE staff, Principal, teachers				
Title I: 2.6				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 8: ESSER 3 Funds will be utilized to provide Educational Field trips and Experiences to implement programs and provide support for ALL students including those At Risk as well as students with Disabilities.

High Priority

Evaluation Data Sources: Evaluation of Programs and experiences, survey and feedback from Students, teachers, and parents

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 9: ESSER 2 and ESSER 3 Funds will be utilized to provide quality instructional staff to address student learning loss.

   High Priority

   Evaluation Data Sources: Data

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 1: CISD will provide a safe and orderly environment where students are safe and secure.

Evaluation Data Sources: Data Reports, feedback from Commerce ISD Police Department, and other evaluative measures.

Strategy 1 Details	Reviews			
Strategy 1: Continue the 5 year plan for replacement, repairs, and upgrades of District facilities, e.g., roofing and HVAC	**Formative**			**Summative**
Strategy's Expected Result/Impact: Budget Financial Analysis	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Superintendent, Maintenance Director, Finance Director				

Strategy 2 Details	Reviews			
Strategy 2: CISD will continue to provide bus drivers and students with training regarding school bus safety	**Formative**			**Summative**
Strategy's Expected Result/Impact: Sign in Sheets, Training logs, Calendar	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Transportation Director				

Strategy 3 Details	Reviews			
Strategy 3: Continue to provide campus based character and drug awareness programs.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teacher Lesson Plans, Record of Activities	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principals **Title I:** 2.6				

Strategy 4 Details	Reviews			
Strategy 4: Parent Square alerts to emergency notification system	**Formative**			**Summative**
Strategy's Expected Result/Impact: Logs of Phone calls, Summary of Phone call list, Usage report	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Communications Director, Principal, Superintendent				

Strategy 5 Details	Reviews			
Strategy 5: Continue SHAC Committee	**Formative**			**Summative**
Strategy's Expected Result/Impact: sign in sheets	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Director of Health Services **Title I:** 4.1				

Strategy 6 Details	Reviews			
Strategy 6: Maintain a multi-hazard emergency action plan that provides staff training, drills for students and coordination with local agencies. **Strategy's Expected Result/Impact:** Completed plan, training dates, agendas, Logs of Drills **Staff Responsible for Monitoring:** Superintendent, Student Resources Officer **Title I:** 2.6	Formative			Summative
	Nov	Jan	Mar	June

Strategy 7 Details	Reviews			
Strategy 7: Continue bullying, drug free and dating violence education for students and staff. **Strategy's Expected Result/Impact:** Programs, Handouts, agendas **Staff Responsible for Monitoring:** Principals, Counselor **Title I:** 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
Strategy 8: Provide training to new employees addressing sexual abuse and maltreatment of children. **Strategy's Expected Result/Impact:** Logs, Sign in Sheets, Meeting agendas **Staff Responsible for Monitoring:** Administrators, Counselors	Formative			Summative
	Nov	Jan	Mar	June

Strategy 9 Details	Reviews			
Strategy 9: Attend discipline management updates provided by Region X and TEA **Strategy's Expected Result/Impact:** PEIMS report **Staff Responsible for Monitoring:** Assistant Principals	Formative			Summative
	Nov	Jan	Mar	June

Strategy 10 Details	Reviews			
Strategy 10: SRO will provide security for the district and conduct safety audit and training **Strategy's Expected Result/Impact:** Training logs **Staff Responsible for Monitoring:** Superintendent, Board of Trustees	Formative			Summative
	Nov	Jan	Mar	June

Strategy 11 Details	Reviews			
Strategy 11: Continue to provide canine detection and services at CHS and CMS	Formative			Summative
Strategy's Expected Result/Impact: Inspection reports **Staff Responsible for Monitoring:** Principals, School Police Department **Title I:** 2.5	Nov	Jan	Mar	June

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

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 2: CISD will achieve an attendance rate above 97%.

> **Evaluation Data Sources:** PEIMS data

Strategy 1 Details	Reviews			
Strategy 1: Campuses will provide incentives to encourage attendance. Utilize a new Staff member of the Safety and Security department to transition to District Attendance Officer.	Formative			Summative
Strategy's Expected Result/Impact: Incentives, awards, ADA report	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Superintendent, Principals, Teachers **Title I:** 2.5				

Strategy 2 Details	Reviews			
Strategy 2: Increase student and parent awareness of EOC/STAAR upcoming test dates	Formative			Summative
Strategy's Expected Result/Impact: Newsletters, District website, E Messenger	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Principals, Director of Communication **Title I:** 4.2				

Strategy 3 Details	Reviews			
Strategy 3: Monitor attendance. Daily reports and contact.	Formative			Summative
Strategy's Expected Result/Impact: Monitor Attendance, ADA report shows improvement	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Principals, Attendance clerks				

Strategy 4 Details	Reviews			
Strategy 4: Provide parent communication regarding the importance of good attendance and mail notifications of excessive absences	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Attendance rate improves				

Staff Responsible for Monitoring: Principals, Assistant Principal, Counselors

Title I:
4.2

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

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 3: Students unable to function in the regular classroom due to disciplinary problems will be provided an alternative educational program

Evaluation Data Sources: PEIMS reports, comparing last year's data to current school year, Professional Development surveys.

Strategy 1 Details				Reviews			
Strategy 1: Academic instruction will be monitored and coordinated with the student's teacher of record to insure that the student continues to make progress while in DAEP.				**Formative**			**Summative**
				Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Lesson Plans **Staff Responsible for Monitoring:** Teachers and Principals **Title I:** 2.5							

Strategy 2 Details				Reviews			
Strategy 2: Counseling services will be provided to individual students to prevent future violations of the Code of Conduct or felony violations.				**Formative**			**Summative**
				Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Student Logs, Counseling session logs **Staff Responsible for Monitoring:** Counselors **Title I:** 2.5, 2.6							

Strategy 3 Details				Reviews			
Strategy 3: Utilize Edgenuity software to maintain course credit and acquisition				**Formative**			**Summative**
Strategy's Expected Result/Impact: Skyward grades report				**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Teachers, Counselors, Principals **Title I:** 2.4, 2.5, 2.6							
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue				

Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 1: Parent and community involvement will increase (i.e., PTO membership, attendance at meeting, events)

  Evaluation Data Sources: Meeting agendas and sign in sheets

Strategy 1 Details	Reviews			

Strategy 1: Parent involvement will be encouraged through volunteer programs, book fairs, family nights and meetings and student/parent activities at each campus.
  Strategy's Expected Result/Impact: Sign in logs
  Staff Responsible for Monitoring: Assistant Superintendent, Principals, Teachers
 	
  Title I:
  4.2
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**

Strategy 2 Details	Reviews			

Strategy 2: Hold Student Success Nights at elementary schools to provide fellowship and information sessions for parents regarding the Title 1 Schoolwide Program
  Strategy's Expected Result/Impact: Sign in logs
  Staff Responsible for Monitoring: Assistant Superintendent, Principals, Teachers
 	
  Title I:
  2.6, 4.1, 4.2
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**

Strategy 3 Details	Reviews			

Strategy 3: Provide volunteer opportunities
  Strategy's Expected Result/Impact: Volunteer logs
  Staff Responsible for Monitoring: Principals, Personnel Director
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**

Strategy 4 Details	Reviews			

Strategy 4: Maintain Skyward web-based parental access to student grades and attendance records
  Strategy's Expected Result/Impact: Usage logs
  Staff Responsible for Monitoring: Principals
 	
  Title I:
  4.2
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**

Strategy 5 Details		**Reviews**			
Strategy 5: Continue centralized and coordinated online student registration		**Formative**			**Summative**
Strategy's Expected Result/Impact: Skyward reports		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Directors, Principals					

Strategy 6 Details		**Reviews**			
Strategy 6: Provide opportunities to showcase student achievement through open houses, special performances such as the Winter Arts Festival		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Sign in logs **Staff Responsible for Monitoring:** Superintendent, Communication Director **Title I:** 2.5, 4.2					

Strategy 7 Details		**Reviews**			
Strategy 7: Community input and interaction on school wide committees will be encouraged through the development of a Graduate profile		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Committee participation on committees **Staff Responsible for Monitoring:** Superintendent, Communication Director, Assistant Superintendent **Title I:** 2.5					

Strategy 8 Details		**Reviews**			
Strategy 8: Provide family engagement activities via ACE program.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase Family involvement and education.		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: ACE family Educator **Title I:** 2.6, 4.1, 4.2					

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 2: CISD will improve communication among school staff, parents, students, and community members

    Evaluation Data Sources: Usage Report for School Messenger.

Strategy 1 Details	Reviews			
Strategy 1: Provide communication documents to reflect board policy regarding End of Course (EOC) exams	**Formative**			**Summative**
Strategy's Expected Result/Impact: Communication logs **Staff Responsible for Monitoring:** Principals, Counselors **Title I:** 2.4, 2.6	**Nov**	**Jan**	**Mar**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Provide communication documents to reflect the graduation requirement changes for 2019 graduates and beyond	**Formative**			**Summative**
Strategy's Expected Result/Impact: Graduation Plan documentation, logs, Agendas, sign in sheets **Staff Responsible for Monitoring:** Director of Communications, Counselors **Title I:** 4.2	**Nov**	**Jan**	**Mar**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Continue to develop use of social media such as Facebook, Twitter, etc for parent and community communication	**Formative**			**Summative**
Strategy's Expected Result/Impact: Media **Staff Responsible for Monitoring:** District Webmaster and Social Media, Principals **Title I:** 4.2	**Nov**	**Jan**	**Mar**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Campuses will provide timely email bulletin to parents and community	Formative			Summative
Strategy's Expected Result/Impact: Copies of bulletin **Staff Responsible for Monitoring:** Principals **Title I:** 4.1, 4.2	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Partner with Texas A&M University-Commerce to provide support services to campuses. ASPIRE program.	Formative			Summative
Strategy's Expected Result/Impact: ASPIRE goals **Staff Responsible for Monitoring:** Superintendent ASPIRE Director TAMUC staff **Title I:** 2.5	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: Continue to use Parent Square for all communication	Formative			Summative
Strategy's Expected Result/Impact: Call log, Parent Square reports **Staff Responsible for Monitoring:** Superintendent, Director of Communications, District Webmaster and Social Media, Principals **Title I:** 4.2	Nov	Jan	Mar	June

Strategy 7 Details	Reviews			
Strategy 7: Continue to use district website to convey information and report news	Formative			Summative
Strategy's Expected Result/Impact: Web updates **Staff Responsible for Monitoring:** District Webmaster and Social Media	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
Strategy 8: Provide reports on board meetings and campus happenings	Formative			Summative
Strategy's Expected Result/Impact: newsletters online **Staff Responsible for Monitoring:** Director of Communications	Nov	Jan	Mar	June

District Webmaster and Social Media				

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

Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 1: CISD will continue a plan to recruit teachers that are 100% HQ staff with a turnover rate of less than, equal to 15%.

    Evaluation Data Sources: Personnel Reports.

Strategy 1 Details		Reviews			
Strategy 1: Continue recruiting contact with TAMU-C student observers regarding future employment with CISD		**Formative**			**Summative**
Strategy's Expected Result/Impact: Letters and contracts on file		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Personnel Director					

Strategy 2 Details		Reviews			
Strategy 2: Provide stipends for advanced degrees to increase teacher retention		**Formative**			**Summative**
Strategy's Expected Result/Impact: Budget summary		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Director of HR, Assistant Superintendent					
Funding Sources: stipends for advanced degrees - 255 - Title II, Part A - $36,000					

Strategy 3 Details		Reviews			
Strategy 3: Central administration and school administrators will recruit and hire highly qualified teachers with a focus on increasing the percent of minority teachers		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Recruiting documentation					
Staff Responsible for Monitoring: Personnel Director, Principals					

Strategy 4 Details		Reviews			
Strategy 4: Provide mentor teachers for new staff		**Formative**			**Summative**
Strategy's Expected Result/Impact: Agendas of meetings		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Personnel Director, Assistant Superintendent					

Strategy 5 Details		Reviews			
Strategy 5: Provide stipends for Department Heads, Lead Teachers, and other Staff to build capacity and promote leadership.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Budget **Staff Responsible for Monitoring:** Director of HR, Assistant Superintendent, and Federal Programs Coordinator **Funding Sources:** stipends - 255 - Title II, Part A - $7,000		**Nov**	**Jan**	**Mar**	**June**

Strategy 6 Details		Reviews			
Strategy 6: Utilize (BEA) Bilingual Education Allotment funds for ESL teachers to attend 1 day training of ESL preparation to pass ESL test, and provide a sub so the teacher can take the test.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Budget **Staff Responsible for Monitoring:** ESL Instructional and Compliance Coach HR Director Assistant Supt		**Nov**	**Jan**	**Mar**	**June**

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

Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 2: All staff will be provided high quality, research based, sustained professional development

    Evaluation Data Sources: Sign in Sheets and Surveys.

Strategy 1 Details	Reviews			

Strategy 1: Staff Development opportunities will be provided for teachers, administrators, and paraprofessionals concerning the TRS curriculum/best practices.
    Strategy's Expected Result/Impact: Sign in sheets, Professional development logs
    Staff Responsible for Monitoring: Assistant Superintendent, Coordinator, Site based committees
 	
    Funding Sources: staff development - 255 - Title II, Part A - $20,000
	Formative			**Summative**

	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			

Strategy 2: Provide training opportunities for teachers to acquire additional certifications (ESL,). Provide training opportunities for CTE teachers who do not hold Teacher certification, to have training in Classroom Management.
    Strategy's Expected Result/Impact: Certifications
    Staff Responsible for Monitoring: Assistant Superintendent, BEA Funded Instructional Specialist
	Formative			**Summative**

	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			

Strategy 3: Provide professional development to support strategies for differentiation of instruction and second language learners
    Strategy's Expected Result/Impact: Classroom observations
    Staff Responsible for Monitoring: ESL Teachers, Assistant Superintendent, Coordinator, Principals
 	
    Funding Sources: Training - 263 - Title III LEP - $1,000
	Formative			**Summative**

	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			

Strategy 4: Teachers will receive high quality, intensive, sustained professional development that is classroom focused and is coordinated with ESEA, through Region X Professional Development Cooperative.
    Strategy's Expected Result/Impact: Sign in sheets, Professional Development logs
    Staff Responsible for Monitoring: Assistant Superintendent/Region 10
 	
    Funding Sources: Region X PD Cooperative - 255 - Title II, Part A - $10,400
	Formative			**Summative**

	Nov	Jan	Mar	June

Strategy 5 Details		Reviews			

Strategy 5: Provide staff development for all teachers to implement new technologies in the classroom and allow additional accommodations for special education students in regular education classrooms.
    Strategy's Expected Result/Impact: Staff Development Records
    Staff Responsible for Monitoring: Assistant Superintendent, Principals
		Formative			**Summative**

		Nov	Jan	Mar	June

Strategy 6 Details		Reviews			

Strategy 6: The District will assist campuses in developing and implementing plans to recruit and train teachers to maintain 100% of core academic subject area classes taught by highly qualified teachers
    Strategy's Expected Result/Impact: Recruitment records
    Staff Responsible for Monitoring: Personnel Director, Principals
		Formative			**Summative**

		Nov	Jan	Mar	June

Strategy 7 Details		Reviews			

Strategy 7: Staff Development opportunities will be provided for teachers and administrators with Restorative Discipline Practices to decrease negative student behaviors, increase attendance and provide relationship building.
    Strategy's Expected Result/Impact: Lesson Plans, Attendance logs, Office Referrals
    Staff Responsible for Monitoring: Assistant Superintendent, Administrators, Teachers
		Formative			**Summative**

		Nov	Jan	Mar	June

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.

Performance Objective 1: CISD will implement measures to ensure efficient and effective fiscal responsibility.

    Evaluation Data Sources: Evaluation of Budget reports.

Strategy 1 Details		Reviews			
Strategy 1: Monitor the student transportation program for its safety, security and efficiency and make adjustments as needed		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: TXDot and local safety inspection records, continuing ed certificates, reports filed with Railroad commission, EP and other government agencies, safety audit reports, evaluations of route descriptions aligned to ridership **Staff Responsible for Monitoring:** Transportation Director, Finance Director, School Resource Officer **Title I:** 2.6					

Strategy 2 Details		Reviews			
Strategy 2: Campuses will comply with nutrition policy		**Formative**			**Summative**
Strategy's Expected Result/Impact: Year End Review		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Finance Director, Food Services Director **Title I:** 2.6					

Strategy 3 Details		Reviews			
Strategy 3: Administer procedures required to keep schools clean, safe, and secure through effective custodial services and preventative maintenance		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Year End Review **Staff Responsible for Monitoring:** Finance Director, GCA Supervisor, Director of Operations					

Strategy 4 Details		Reviews			
Strategy 4: Manage an integrated e-purchasing process that complies with all government regulations (Skyward)		**Formative**			**Summative**
Strategy's Expected Result/Impact: Annual Audit Report, Plans to Superintendent, FIRST report		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Director of Operations and Director of Finance					

Strategy 5 Details	Reviews			
Strategy 5: Continue working with Energy Education Specialist to oversee District Comprehensive Energy Management Plan/Process started for the CISD Retrofit	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Reduced energy costs **Staff Responsible for Monitoring:** Finance Director, Energy Management Specialist				

Strategy 6 Details	Reviews			
Strategy 6: EDGAR compliance for all federal programs	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Financial reports **Staff Responsible for Monitoring:** Finance Director, Administrators				

Strategy 7 Details	Reviews			
Strategy 7: Develop district procedures and guidelines for prevention, intervention and postvention with students who are identified as depressed and/or suicidal. Created a comprehensive suicide prevention policy. Training for all Administrators with PREPaRE Training.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Healthy mental stage for optimal learning for all students. **Staff Responsible for Monitoring:** Federal Grants Manager Counselors Assistant Supt. **Title I:** 2.6				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.

Performance Objective 2: CISD will extend a full day Kindergarten.

> **Evaluation Data Sources:** PEIMS data.

Strategy 1 Details	Reviews			
Strategy 1: Continue a full day Kindergarten to address needs and extended services for Early Childhood students.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Circle Assessments Reading Inventory to yield higher a Reading Readiness **Staff Responsible for Monitoring:** Coordinator of Family Services/Head Start Principal Coordinator of Federal Programs **Title I:** 2.4, 2.5, 2.6	**Nov**	**Jan**	**Mar**	**June**
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.

Performance Objective 3: CISD will create a Safety and Security committee. They will prioritize and follow safety and security actions.

    Evaluation Data Sources: Meeting minutes

Strategy 1 Details	Reviews			
Strategy 1: An officer will be present at all campuses for at least part or most of the day when staff and students are present.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased Safety and Security **Staff Responsible for Monitoring:** Commerce ISD Chief of Police and Department Principals	**Nov**	**Jan**	**Mar**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Staff and students have been trained on visitor access to campuses including what forms of identification are allowable and what situations visitors are allowed to enter the building.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased Safety and Security. **Staff Responsible for Monitoring:** Commerce ISD Chief of Police and Department Principals	**Nov**	**Jan**	**Mar**	**June**

Strategy 3 Details	Reviews			
Strategy 3: All exterior doors will be locked and classroom doors will be locked during instructional time. Doors and locks will be functional and checked weekly.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased Safety and Security **Staff Responsible for Monitoring:** Chief of Commerce ISD Police and Department Principals	**Nov**	**Jan**	**Mar**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Drills are scheduled before the school year and drills and training are conducted throughout the school year for staff and students.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased Safety and Security **Staff Responsible for Monitoring:** Chief of Commerce ISD Police and Department Principals	**Nov**	**Jan**	**Mar**	**June**

Strategy 5 Details	Reviews			
Strategy 5: Building interiors and exteriors, pick up and drop off points should have video monitoring capability.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased Safety and Security **Staff Responsible for Monitoring:** Chief of Commerce ISD Police and Department Principals	**Nov**	**Jan**	**Mar**	**June**

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

District Funding Summary

			211 - Title I, Part A		
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	3	4			$5,000.00
1	7	1	Federal Programs Coordinator		$32,000.00
				Sub-Total	**$37,000.00**
			255 - Title II, Part A		
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
4	1	2	stipends for advanced degrees		$36,000.00
4	1	5	stipends		$7,000.00
4	2	1	staff development		$20,000.00
4	2	4	Region X PD Cooperative		$10,400.00
				Sub-Total	**$73,400.00**
			263 - Title III LEP		
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
4	2	3	Training		$1,000.00
				Sub-Total	**$1,000.00**
			282-ESSER III		
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	1	8	ESSER Funds		$0.00
				Sub-Total	**$0.00**