

THE CLEAR CREEK INDEPENDENT SCHOOL DISTRICT

Community Report

2021-2022



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CLEAR CREEK INDEPENDENT SCHOOL DISTRICT
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CCISD.NET



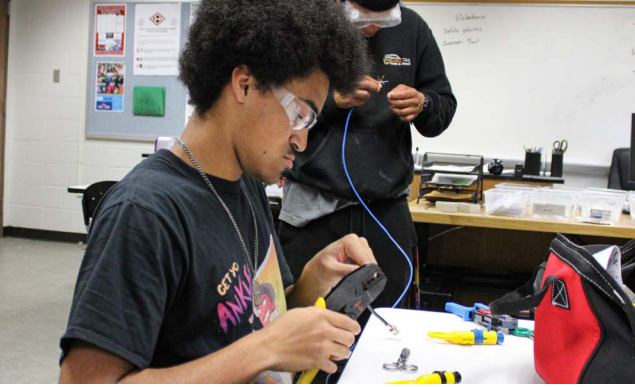
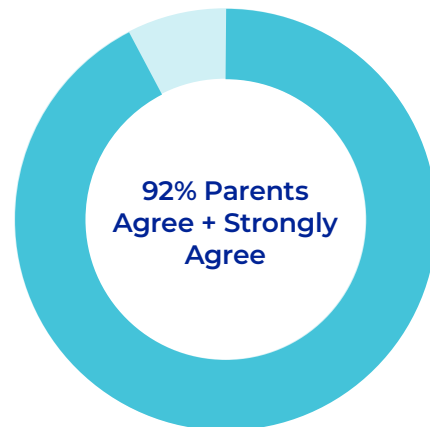


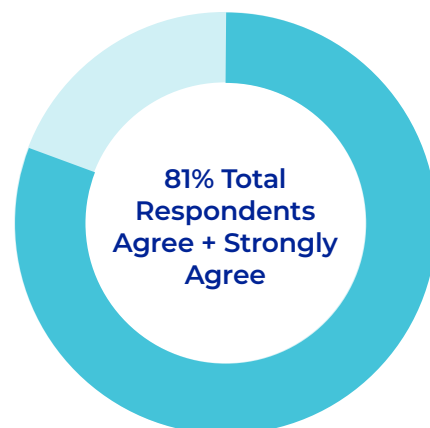
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My school wants students to succeed



Students receive a high-quality education at CCISD



A Message to Our Community

The 2021-2022 school year presented an opportunity to reengage students in in-person learning while simultaneously mitigating the health risks related to COVID-19. As board members, we could not be more appreciative of the dedication among staff to return to some level of normalcy for children.



Clear Creek ISD successfully kept its school doors open the entire academic year, provided extracurricular activities with minimal restrictions, and offered opportunities for parents and the community to connect with their local schools.

Even with these looming challenges, our students remained focused on reaching their academic goals as you will see in this community report.

Since 2013, Clear Creek ISD has been developing a community-based report card based on seven core areas. These focus areas are as follows:



This report and findings are instrumental in driving strategic objectives and improvement plans at all levels of CCISD.

Sincerely,
Jay Cunningham
Clear Creek Independent School District
Board President

Our Mission

The mission of the Clear Creek Independent School District, the visionary leader igniting learning for all, is to ensure each student achieves, contributes and leads with integrity in a safe and nurturing environment distinguished by authentic relationships, service before self, and the spirit of exploration.

Our Beliefs

Everyone deserves to be physically and emotionally safe.

Each child’s voice deserves to be heard.

Strength of character is a hallmark of growth and learning.

Trust, compassion, and respect are essential to positive relationships.

Parents, community and school have a shared responsibility for the education of youth.

There is a collective moral imperative to invest in each person’s capacity for growth and excellence.

Determination, perseverance and resilience lead to achievement.

Inclusivity creates unity.

Service before self, strengthens community.

An innovative mindset is essential for future success.

About Clear Creek ISD

The spirit of exploration runs deep in the Clear Creek Independent School District. Incorporated in 1948, the school district educates more than 40,000 students, employs 5,000 educators and staff, and is accountable to the taxpayers across 110 square miles, 13 cities and two counties. Clear Creek ISD is the 29th largest school district in Texas, out of more than 1,000 districts.



45
Schools



40K+
Students



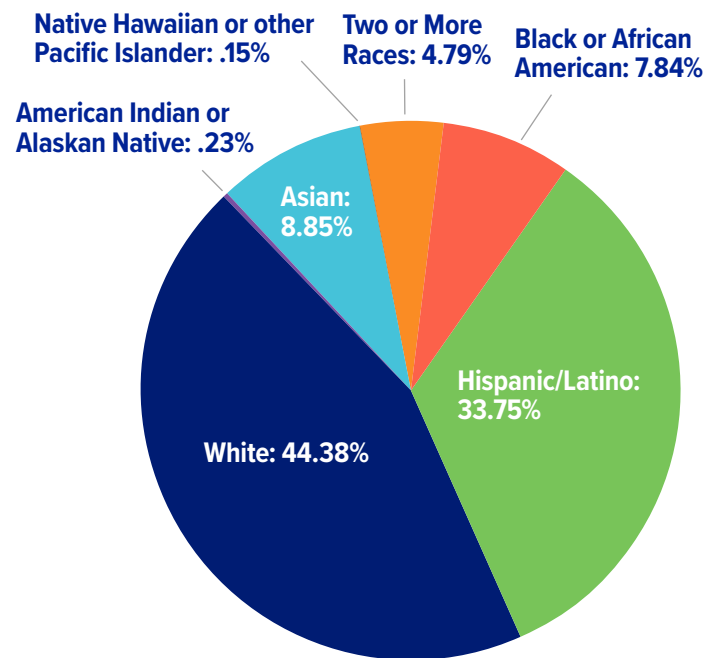
5K+
Employees

CCISD 2021-2022 Demographics

Student Enrollment by Grade

Early Education	235
Pre-Kindergarten	890
Kindergarten	2,651
Grade 1	2,813
Grade 2	2,809
Grade 3	2,855
Grade 4	2,846
Grade 5	3,002
Grade 6	3,080
Grade 7	3,134
Grade 8	3,292
Grade 9	3,644
Grade 10	3,237
Grade 11	3,241
Grade 12	3,083
Total	40,832

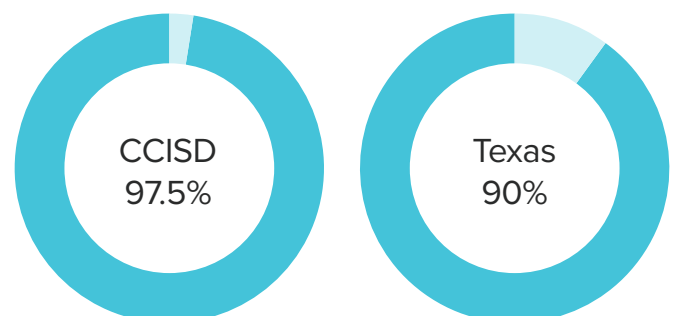
Student Ethnicity



District Demographics

Economically Disadvantaged: 35.62%
 Gifted and Talented: 12.43%
 Special Education: 12.84%
 Emergent Bilingual: 11.88%
 Total Home Languages Spoken: 82
 Overall Attendance Rate: 92.9%

2021 Graduation Rates



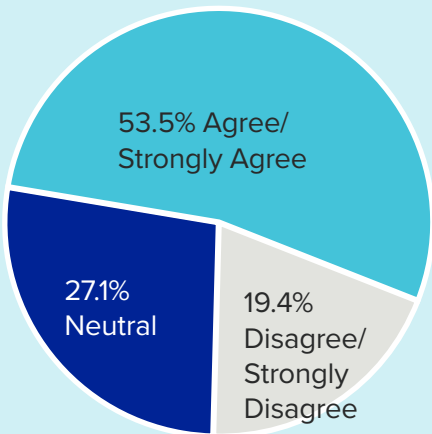


Student Learning and Progress

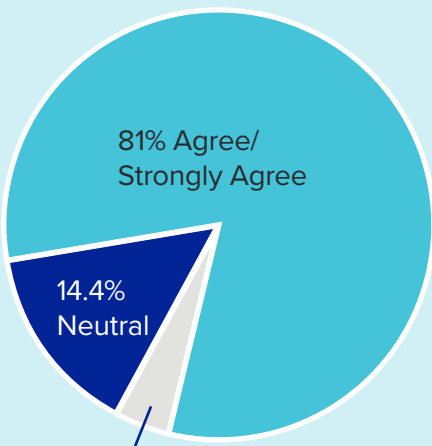
We will inspire learning through an array of personalized opportunities and experiences.

Parents, Staff, and Students Survey Responses

CCISD teachers provide students choices in how they learn and how they present what they learned.



CCISD teachers set high expectations for students.



4.1% Disagree/Strongly Disagree

Personalized Learning

Personalized Learning in Clear Creek ISD artfully combines targeted instruction, collaboration and creativity, reflection and goal setting, and flexible learning paths and pace so that each student is empowered and inspired to achieve at high levels.

CCISD has created a learning eco-system based on four key principles which allows instruction to be targeted based on what a student needs, when they need it. [Click here to watch a video on Personalized Learning in CCISD.](#)



Measuring the success of personalized learning in CCISD is achieved through learning walks utilizing a standard rubric. On a scale of 1-4, the overall average for all components, at 10 pilot campuses, was 1.96.

The averages are listed below:

- Collaboration & Creativity: 1.79
- Reflection & Goal Setting: 1.97
- Targeted Instruction: 2.07
- Flexible Path and Pace: 2.00

Collectively all ten elementary campuses focused on reflection and goal setting as a target area for students. From the first learning walk to the last, evidence of student reflection and goal setting went from 40% emerging and 52% developing, advancing, and sustaining to 15% emerging and 83% developing, advancing, and sustaining.

The Key 4 to Personalized Learning are embedded in the curriculum and intentional work in this area will continue in the 2022-2023 to include additional elementary schools.

“Students learn by participating in authentic learning experiences. We measure progress by collaborative teams analyzing student work, campus common assessments based around essential standards, as well as district and state assessment data.”

Georgina Benavides, Assistant Principal
Ross Elementary School



Click the speaker to hear more voices from the field regarding Student Learning and Progress.

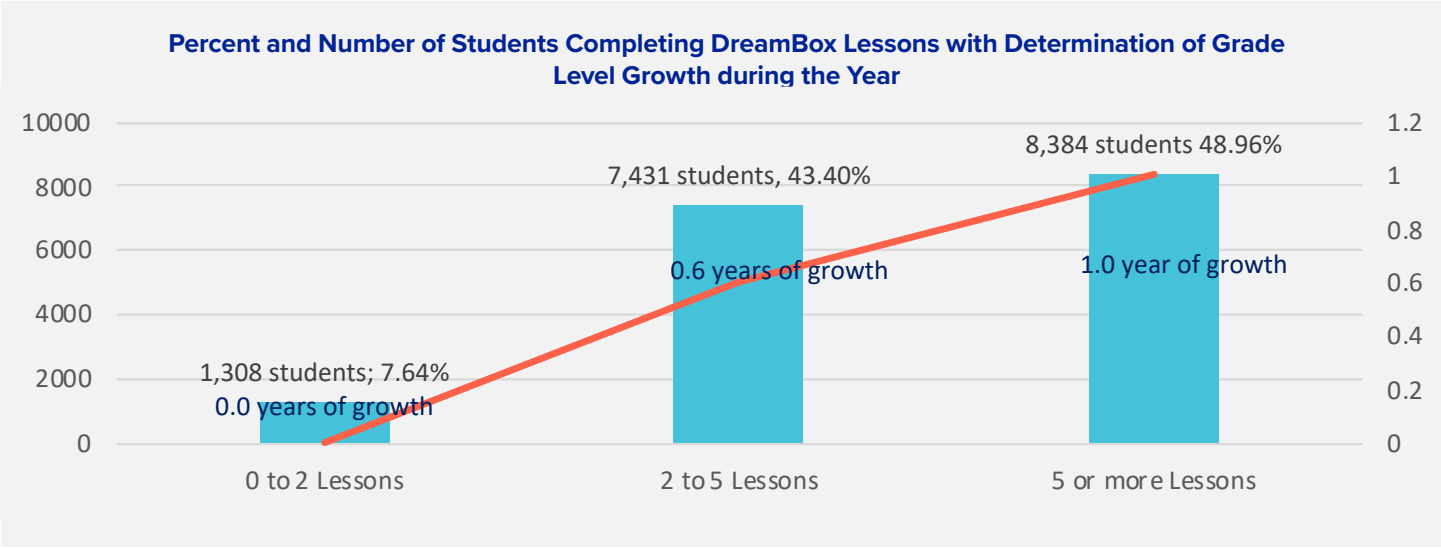
Elementary Education

Reading and Mathematics are foundational subjects for students in elementary schools. Clear Creek ISD utilizes an array of assessments, both formal and informal, to monitor student progression towards mastery of the Texas Essential Knowledge and Skills.



Mathematics

The data below show grade-level growth of elementary students in math based on their use of the DreamBox program. 49% of elementary students met the recommended use standards of at least five DreamBox lessons each week. Those students who met the recommended usage grew, on average, one grade level in math proficiency. Students who did not meet the recommended usage exhibited less than one year’s growth in math proficiency.



Data Source: DreamBox Impact district report



2022 STAAR Elementary Mathematics						
	Approaches		Meets		Masters	
	CCISD	State	CCISD	State	CCISD	State
Grade 3	79%	71%	50%	43%	26%	21%
Grade 4	77%	70%	51%	43%	30%	23%
Grade 5	84%	77%	58%	48%	33%	25%

Source: TEA Analytic Tools – STAAR Performance



Accountability Pillar

Student Learning and Progress

We will inspire learning through an array of personalized opportunities and experiences.



Reading

During the 2021-2022 school year, K-2 teachers administered the Benchmark Assessment System (BAS) in the fall and spring. In all three grade levels more students were reading on or above grade level by the end of the year than at the start of the year, even though the assessment in the Spring is more rigorous than the assessment in the Fall.

Growth as Measured by the Benchmark Assessment System (BAS) 2021-22		
Grade Level	% On or Above Reading Level	
	Fall	Spring
Kindergarten	61.7%	73.0%
Grade 1	62.5%	63.2%
Grade 2	64.5%	73.9%

Source: Eduphoria: Aware data

2022 STAAR Elementary Reading						
	Approaches		Meets		Masters	
	CCISD	State	CCISD	State	CCISD	State
Grade 3	83%	76%	60%	51%	39%	30%
Grade 4	84%	77%	65%	54%	37%	28%
Grade 5	88%	81%	70%	58%	48%	36%

Data Source: TEA Analytic Tools-STAAR Performance
TEA: STAAR Performance (texas.gov)

Secondary Education

Personalized Learning at the secondary level primarily focuses on pathways of interest towards graduation. Students may select courses that align with certain endorsements or specific areas of study as seen in the table. Students may alter or add endorsements any time in their high school career.

Students also have the option to opt out of an endorsement after the completion of their sophomore year pending parent and administrator approval.

Endorsements Earned by CCISD Graduates			
Endorsement Type	Number of Graduates		
	2021-22*	2020-21	2019-20
Arts and Humanities Endorsement	1,416	1,143	1,088
Business and Industry Endorsement	1,686	1,605	1,630
Multi-disciplinary Endorsement	2,494	2,408	2,417
Public Services Endorsement	751	687	654
STEM Endorsement	1,348	1,331	1,415
Not FHSP Distinguished with endorsements	107	72	68
Not FHSP Distinguished- No Endorsement	634	477	514

Students may earn more than one endorsement.

Source: PEIMS (years 2021 and prior: ODS FHSP Graduation Report for All Students; 2021-2022-ODS Leaver FHSP Distinguished with Endorsement breakdown) *not finalized at time of publication

The 13 clusters shown (not including Career Development) represent the career pathways through the National Career Clusters Framework and are reported through PEIMS. Clear Creek ISD offers workforce certifications in 22 areas. In the 2021-2022 school year, 454 students successfully passed their state workforce certification exams.

Career & Technical Education Enrollment			
Course Type	2021-22 updated	2020-21*	2019-20
Agricultural, Food & Natural Resources	2,227	1,963	1,770
Architecture & Construction	381	309	232
Arts, A/V Technology & Communication	1,531	1,062	1,292
Business, Management & Administration			995
Business, Marketing, and Finance*	2,099	2,338	
Education & Training	977	738	425
Finance			83
Health Science	2,298	2,360	2,824
Hospitality & Tourism	509	394	499
Human Services	1,050	984	1,114
Information Technology	9	9	762
Law, Public Safety, Corrections & Security	1,667	1,870	923
Manufacturing	121	86	67
Marketing			740
Science, Technology, Engineering & Mathematics	1,862	2,035	1,644
Transportation, Distribution & Logistics	62	67	64
Total CTE Enrollment	14,793	14,215	13,434

Source: OnPointe Data Suite Fall/Summer enrollment for CTE cluster or CTE Service ID

The totals do not include career preparation courses and only include courses that align to the course type.

Notes: This report is a duplicated count; i.e., one student may be reported multiple times. Beginning 2020-2021, PEIMS no longer collected CTE enrollment for the fall submission and began collecting CTE enrollment only at summer submission. *Beginning in 2020-2021, Business, Marketing, and Finance were reported through PEIMS as combined with previously standalone Finance and Marketing clusters in addition to the Business, Management, and Administration Cluster. **Not reported in this particular report.

Unique Students	2021-22	2020-21	2019-20
	9,926	9,874	13,605

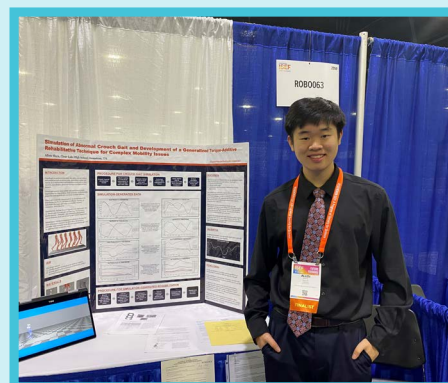
Source: OnPointe Data Suite Fall/Summer enrollment for CTE cluster or CTE Service ID

Student Learning



CCISD Students Recruited by Global Health Care System

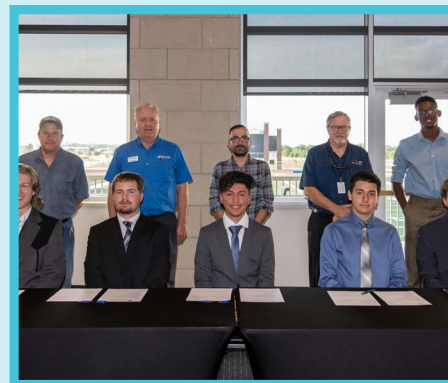
[Read More](#)



CCISD Students Qualify for Science Fair National and International Awards

[Read More](#)

CCISD Students Commit to



Internships with Car Dealerships

[Ready More](#)



Accountability Pillar

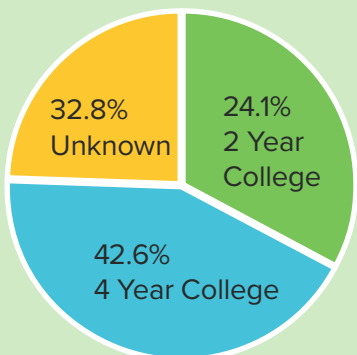
Student Readiness

We will provide support to meet the needs and aspirations of each student.

Post-Secondary Plans, Class of 2022

Two thirds of Clear Creek ISD's Class of 2022 graduated with the intent to pursue post-secondary education, working toward at least a bachelor's degree. CCISD offers the PSAT to all ninth and tenth graders, as well as a school-day SAT at least once to each eleventh or twelfth grader. Additionally, the District offers a robust selection of both Advanced Placement (AP) and dual credit courses to prepare all learners for post-secondary education.

The pie chart below displays the self-reported, future plans of graduates in the Class of 2022.



Source: Naviance Class of 2022 Outcomes Summary

College Readiness Exams

SAT

The SAT is a college readiness exam offered through The CollegeBoard® that measures students' abilities in Evidenced-based Reading and Writing (EBRW) and mathematics. The highest score possible on the SAT is an 800 in EBRW and an 800 in Math for a total score of 1600. The district experienced a decrease in average SAT total, with a more substantial decline in math scores than reading and writing scores.

SAT Performance - All Testers					
Year	SAT	# of Students	Avg EBRW	Avg Math	Avg Total
2021-22	District*	3,041	527	521	1048
2021-22	State	243,410	506	495	1001
2021-22	Global	1,737,678	529	521	1050
2020-21	District*	3,309	533	531	1063
2020-21	State	225,685	505	498	1003
2020-21	Global	1,509,133	533	528	1060
2019-20	District*	4,170	533	532	1063
2019-20	State	252,019	510	500	1010
2019-20	Global	2,198,460	528	523	1051

Source: CollegeBoard® SAT Datafiles | *Average calculated using each students' highest score from each school year

ACT

The ACT is another college readiness exam that measures students' performance in four subject areas: English, math, reading, and science. The highest possible score on each of the four subjects is a 36. District scores declined for the ACT at about one point lower for each subject area and the overall composite.

ACT Performance - All Testers							
Year	SAT	# of Students	Average English	Avg Math	Avg Reading	Avg Science	Avg Total
2021-22	District*	376	23.3	23.4	25.0	24.3	24.1
2021-22	State	84,822	18.7	19.5	20.4	19.9	19.8
2021-22	Global	1,349,644	19	19.3	20.4	19.9	19.8
2020-21	District*	361	24.7	24.3	26.2	25.3	25.1
2020-21	State	88,948	18.9	20	20.6	20.3	20.1
2020-21	Global	1,295,349	19.6	19.9	20.9	20.4	20.3
2019-20	District*	555	22.9	23.3	24.7	23.7	23.7
2019-20	State	131,292	19.1	20.1	20.8	20.4	20.2
2019-20	Global	1,670,497	19.9	20.2	21.2	20.6	20.6

Source: ACT Datafiles | *Average calculated using each students' highest score from each school year



PSAT

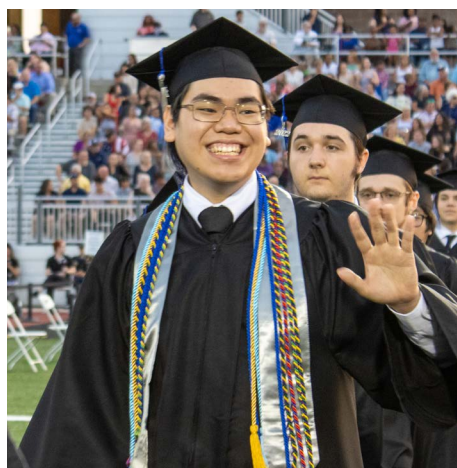
THE PSAT/NMSQT is designed for use by tenth and eleventh graders and includes the content and skills they have most likely have had the opportunity to learn by those grade levels. Additionally, the PSAT/NMSQT is used as a qualifying assessment for National Merit honors and recognitions when taken by students in the fall of their second to last year of high school.

National Merit Semi-Finalists

National Merit Semi-finalists are represented by the top 1% of eleventh-grade scorers on the fall PSAT/NMSQT from each state.

# of National Merit Semi-Finalists			
	2021-2022	2020-2021	2019-2020
CCISD	22	18	17

Year indicates the junior year in which the test was taken



PSAT/NMSQT Performance - 11th Grade							
Year	PSAT/NMSQT	Avg EBRW	% Met EBRW	Avg Math	% Met Math	Avg Total	% Met Both
2021-22	District	580	89%	554	67%	1134	66%
2021-22	State	482	57%	473	33%	955	31%
2021-22	Global	506	66%	488	40%	994	39%
2020-21	District	574	89%	558	73%	1132	71%
2020-21	State	508	67%	493	43%	1001	41%
2020-21	Global	533	76%	510	51%	1044	49%
2019-20	District	575	87%	556	68%	1131	67%
2019-20	State	487	59%	477	34%	963	32%
2019-20	Global	509	67%	494	42%	1004	41%

PSAT/NMSQT Performance - 10th Grade							
Year	PSAT/NMSQT	Avg EBRW	% Met EBRW	Avg Math	% Met Math	Avg Total	% Met Both
2021-22	District	474	66%	462	42%	936	39%
2021-22	State	449	55%	447	33%	896	30%
2021-22	Global	464	61%	452	36%	916	34%
2020-21	District	488	72%	482	54%	970	50%
2020-21	State	473	66%	465	43%	938	40%
2020-21	Global	488	71%	471	46%	959	43%
2019-20	District	479	67%	469	46%	948	43%
2019-20	State	453	56%	449	35%	903	33%
2019-20	Global	467	61%	458	39%	925	37%

PSAT Performance - 9th Grade							
Year	PSAT	Avg EBRW	% Met EBRW	Avg Math	% Met Math	Avg Total	% Met Both
2021-22	District	440	63%	431	43%	871	39%
2021-22	State	418	51%	414	34%	832	30%
2021-22	Global	434	58%	423	37%	857	34%
2020-21	District	452	67%	446	45%	897	41%
2020-21	State	441	60%	439	42%	880	39%
2020-21	Global	453	66%	439	43%	892	41%
2019-20	District	451	66%	460	54%	911	49%
2019-20	State	428	55%	437	41%	865	37%
2019-20	Global	432	57%	431	38%	863	35%

Source: CollegeBoard® PSAT Datafiles; CollegeBoard® 2022 SAT Suite of Assessments Annual Report, Total Group; CollegeBoard® 2022 SAT Suite of Assessments Annual Report, Texas



Accountability Pillar

Student Readiness

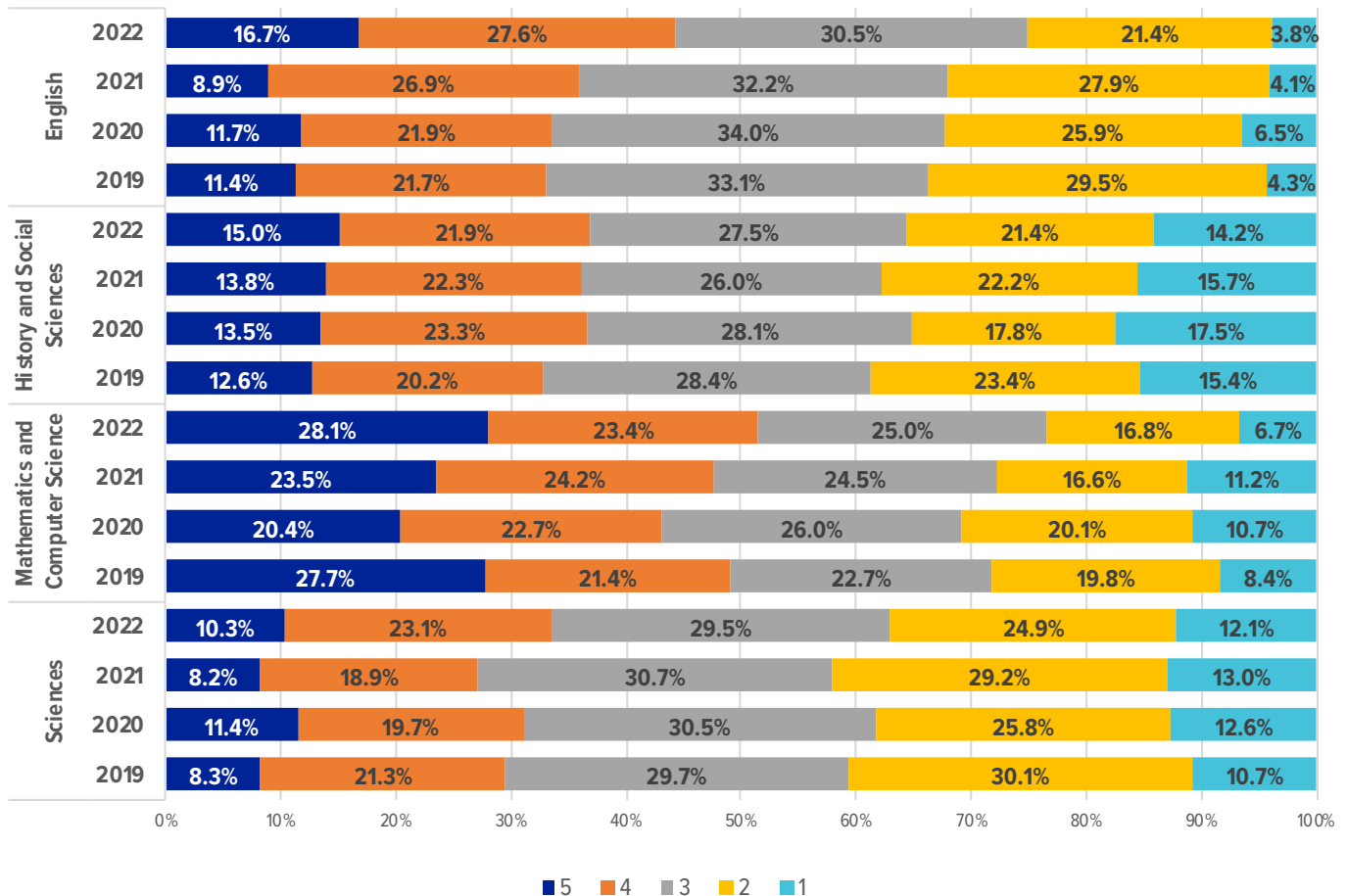
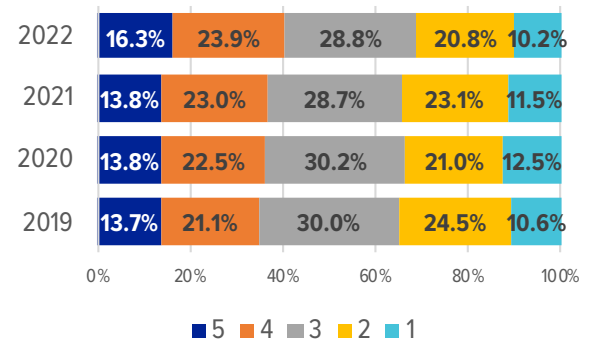
We will provide support to meet the needs and aspirations of each student.

College Readiness Coursework

Advanced Placement (AP)

Advanced Placement courses engage students in a rigorous curriculum across a variety of self-selected subjects and courses. At the end of the school year, students have the opportunity to take an AP exam that may result in the student earning college credit for that subject if their exam score meets preset criteria. CollegeBoard® considers a score of 3, 4, or 5 to be passing.

CCISD students experienced an increase in the percentage of exams scored at 3 or higher with most of that growth at the highest possible score of 5.



2021-2022 Superintendent Scholars

Every year, CCISD recognizes meritorious academic achievement of high school students through the Superintendent Scholars program. Superintendent Scholars have earned grades of at least 95 in all courses (85 in advanced academics/honors) each semester. The table reflects the attainment of Superintendent Scholars by grade level and cumulative year of award receipt.

	1st Year	2nd Year	3rd Year	4th Year
Grade 12	43	93	84	244
Grade 11	31	87	297	
Grade 10	64	289		
Grade 9	490			

Dual Credit Earned

Dual credit courses allow students to receive both high school credit toward graduation and college credit from a local community college simultaneously. CCISD partners with two institutions to offer dual credit to our students. Students attending school in Harris County may receive dual credit in partnership with San Jacinto Community College, and students attending a school in Galveston County may receive dual credit in association with College of the Mainland.

Count of Students Earning Dual Credit by Grade			
	2021-2022*	2020-2021	2019-2020
Students in 9th Grade	123	121	122
Students in 10th Grade	125	112	167
Students in 11th Grade	341	418	400
Students in 12th Grade	484	491	549
Total Students	1,073	1,142	1,238

*Extended data not yet available at time of publication

Expected College Enrollment

Based on data obtained from Naviance (self-reported by students), below lists the top 25 colleges where over 6,100 students applied for admission in 2022.

San Jacinto Community College (1,196)
University of Houston (670)
Texas A & M University-College Station (637)
The University of Texas at Austin (483)
Texas State University (371)
University of Houston-Clear Lake (269)
Sam Houston State University (254)
Texas Tech University (253)
Baylor University (238)
The University of Texas at San Antonio (220)
College of the Mainland (186)
The University of Texas at Dallas (174)
Rice University (163)

Blinn College (134)
Stephen F Austin State University (123)
University of North Texas (122)
Louisiana State University (102)
University of Mary Hardin-Baylor (85)
University of Houston-Downtown (73)
Southern Methodist University (67)
Houston Baptist University (64)
Trinity University (61)
Harvard University (56)
New York University (56)
Texas Christian University (56)

Data Source: Naviance College Admissions Statistics obtained in Fall 2021. This data is self-reported by students.

Profile of a CCISD Graduate



Lindsey Austin

Lindsey Austin is a perfect example of how far honing your craft can take you. [Read More](#)



Lucas Barber

Lucas Barber is not afraid of a challenge. [Read More](#)



Sabrina Washington

Sabrina Washington's has applied her passion for helping others. [Read More](#)



Aiden Nguyen

Aiden Nguyen's inquisitive mind and ability to problem solve will take him far. [Read More](#)



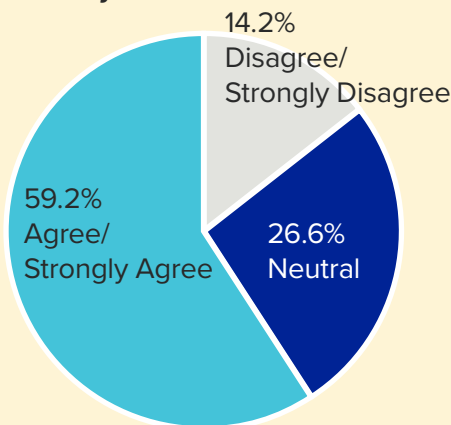
Accountability Pillar

Engaged, Well-Rounded Students

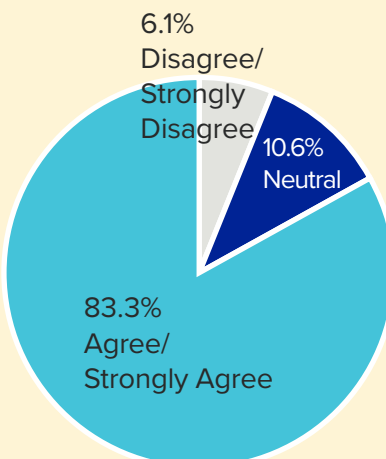
We will ensure each student is prepared to assume their role as a productive citizen.

The Clear Creek Independent School District emphasizes the importance of leadership and service through a variety of school-embedded programs as well as extracurricular activities.

CCISD prepares students to engage with the local community.



CCISD schools provide a variety of extracurricular programs and activities for students.



Leadership and Service Programs

A focus on core values is integrated in the curriculum PK-12 yet there are certain initiatives that raise these values to a higher level.

Leader in Me

The Leader in Me program is currently in the following schools with plans for future campuses.



Armand Bayou Elementary, Bay Elementary, Brookwood Elementary, Campbell Elementary, Falcon Pass Elementary, Landolt Elementary, McWhirter Elementary, Stewart Elementary, Whitcomb Elementary, Clear Lake Intermediate, Space Center Intermediate, and Clear View High



Leader in Me Lighthouse Schools

Bay Elementary, Falcon Pass Elementary, and Space Center Elementary

National Schools of Character

Bauerschlag Elementary, Clear Lake City Elementary, Goforth Elementary, McWhirter Elementary, Mossman Elementary, North Pointe Elementary, Robinson Elementary, Ross Elementary, Stewart Elementary, Ward Elementary, Weber Elementary, Clear Brook High School, and Clear Lake High School



State Schools of Character

Bauerschlag Elementary, Clear Lake City Elementary, Goforth Elementary, McWhirter Elementary, Mossman Elementary, North Pointe Elementary, Robinson Elementary, Ross Elementary, Stewart Elementary, Ward Elementary, Weber Elementary, Whitcomb Elementary, Clear Brook High School, Clear Falls High School, and Clear Lake High School



“Engaged, well rounded individuals have a belief in themselves, have voice and choice in what they do, foster leadership, take the lead, and focus on their personal development.”

Joey Thomas, Principal
Bayside Intermediate School



Click the speaker to hear voices from the field regarding Engaged, Well-rounded Students.

Extracurricular Activities

The rate of participation in extracurricular activities is also an indicator of a well-rounded education.

Athletics and Fine Arts

Athletics and Fine Arts participation experienced a bump in 2021-22 after an unsurprising dip during the COVID-19 Pandemic and virtual school options. In athletics, participation increased most dramatically among lower high school grades, while fine arts experienced higher participation rates among higher grade levels.



Fine Arts and Athletics Participation					
	Students	# in Athletics	%	# in Fine Arts	%
2021-22	13,205	5,076	38%	6,767	51%
Grade 9	3,644	1,896	52%	2,493	68%
Grade 10	3,237	1,333	41%	1,710	53%
Grade 11	3,241	1,058	33%	1,394	43%
Grade 12	3,083	789	26%	1,170	38%
2020-21	13,222	4,600	35%	6,555	50%
Grade 9	3,425	1,652	48%	2,461	72%
Grade 10	3,424	1,230	36%	1,743	51%
Grade 11	3,275	951	29%	1,309	40%
Grade 12	3,098	767	25%	1,042	34%
2019-20	13,315	4,876	37%	5,968	45%
Grade 9	3,661	1,723	47%	2,362	65%
Grade 10	3,375	1,383	41%	1,549	46%
Grade 11	3,262	1,087	33%	1,140	35%
Grade 12	3,017	683	23%	917	30%

Source: PEIMS Course Completion reports



Accountability Pillar

Engaged, Well-Rounded Students

We will ensure each student is prepared to assume their role as a productive citizen.

Robotics

Every CCISD comprehensive campus as well as Clear View and Clear Horizons have active and competitive robotics programs.

The Robotics Event Center

The development of the Robotics Event Center (REC) has helped grow CCISD to become the largest host of robotics events in the world. Since its opening in 2019, the REC hosted events with teams from 10 different states and Mexico.

Program interest in Robotics has led to the creation of Robotics, Coding, and Computational Thinking immersion programs at three elementary schools. Click [here](#) to learn more.

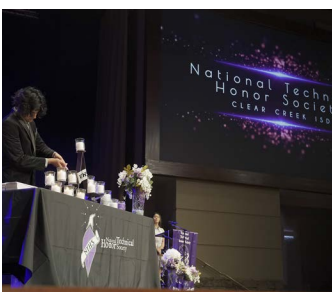


Robotics Competition Participation		
2021-2022 Program	Campuses	Students
Elementary VEX IQ	23	417
Middle School VEX Robotics	10	203
Middle School BEST	2	60
High School VEX Robotics	5	41
High School BEST	6	21
High School FIRST Robotics	6	90
Total	39	832



Science Fair

Annually, more than 500 CCISD students in grades 4-12 compete in the Science and Engineering Fair. In 2021-2022, 329 elementary and 250 secondary students created unique projects to be judged. Of those, 25 students qualified to advance to the Texas Science and Engineering Fair. The competition drew more than 1,200 projects from across the state. Four CCISD students placed at or near the top of their respective categories and two advanced to the Regeneron International Science Fair.



National Technical Honor Society

A total of 390 Clear Creek ISD high school students were inducted into the 2021 National Technical Honor Society (NTHS). This is the 16th year the District has recognized top juniors and seniors for their success within the Career and Technical Education (CTE) program. Established in 1984, NTHS rewards student excellence in technical education, develops self-esteem, encourages students to reach for higher levels of achievement and promotes career-based values.



Accountability Pillar

Engaged, Well-Rounded Students

We will ensure each student is prepared to assume their role as a productive citizen.



FFA

Clear Creek ISD is home to five active FFA chapters, represented by over 365 students and 16 agriculture science instructors.

Student participation opportunities include Leadership Development Events (LDE), Career Development Events (CDE), Livestock Shows, Leadership Teams, Speaking Development Events (SDE), as well as other community service events.

In the 2021-2022 academic year, CCISD was represented in LDE competitions, taking 36 different teams to compete at the Gulf Coast District competition. Of the 36 teams competing from CCISD, 6 teams advanced to the Area III contest.

2021-2022 Highlights

It was a record-breaking year of athletic talent in Clear Creek ISD as 116 total student athletes representing every comprehensive high school earned scholarships to play at the next level in their respective sports after graduation.

Clear Springs High School was nominated for 11 total 2022 Tommy Tune Awards by Theatre Under the Stars for their spring production of “SpongeBob, The Musical.”

[Read More](#)

The Clear Brook High School sports medicine program was recognized for the second time by the National Athletic Training Association (NATA) with the 1st Team Safe Sports School Award for going above and beyond to help ensure the safety of their student athletes. [Read More](#)

The Clear Creek High School varsity football team was selected as a finalist for the Touchdown Club of Houston’s 2022 High School Sportsmanship Award. The team is one of only 15 total Class 6A schools in Houston nominated for showing good character during the fall football season. [Read More](#)

Thirty-three CCISD students were named as 2022 All-State Musicians, the highest honor for music students in Texas. [Read More](#)





Accountability Pillar

Professional Learning and Quality Staff

We will expand the organization's capacity to accomplish our strategic intent.

2021-2022 Professional Learning

Student learning outcomes and teacher efficacy continue to improve through a variety of professional learning opportunities that are aligned to the district standards and are relevant, timely, and meaningful for the staff. Protocols, expectations, and standards were explicitly communicated district-wide, and teachers had more time prior to the start of school for professional learning modules, collaborative group work, and time to plan.

2021-2022 PL Active Enrollment

57,768

Campus Credit

76,224

District Credit Hours

83,064

College/ University PL Credit Hours

370

Assessment	Creativity	Curriculum	GT Hours			HS RW Workshop Hours	Reading Academy Hours	SB 11 Trauma Hours
			Nature & Needs	SEL	Update			
745	559	739	596	674	4,828	20	11,564	244

PL enrollment=total number of active registrations for PL sessions | Total number of courses offered=3,085

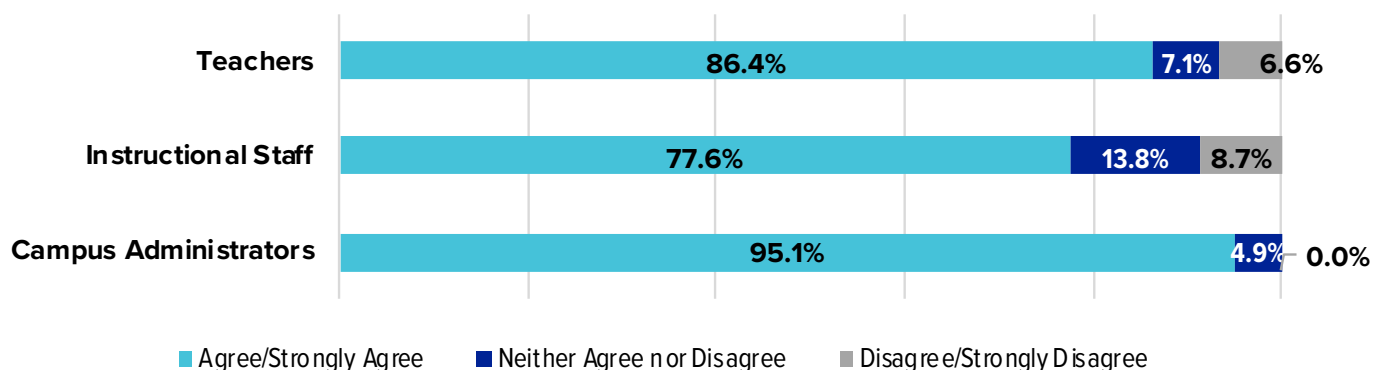
Includes duplicate employee PL credit hours | Data Source: Strive Report-Staff Spreadsheet (2021-2022)

Leaders Learn

Campus administrators participated in collaborative sessions to guide their campus' work in Professional

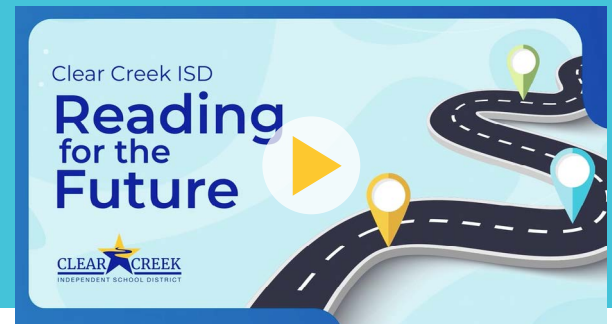
Learning Communities (PLCs) throughout the 2021-2022 school year. When teachers were asked if they regularly meet in a PLC to help plan instruction for students, 86.4% agreed (strongly agree and agree combined).

Teachers regularly meet in a PLC to help plan instruction for students.



Reading Academy

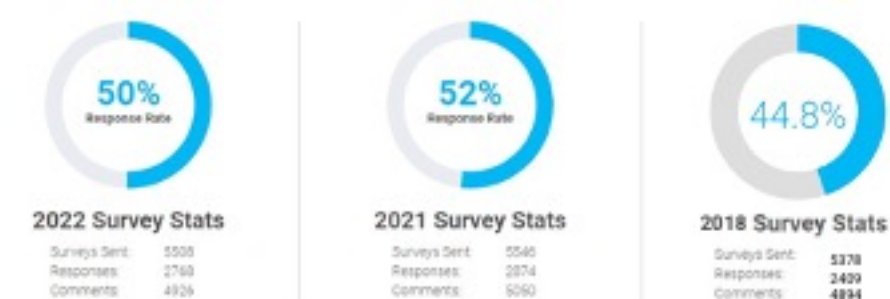
During the 2021-22 school year, 99.0% of Kindergarten and 1st grade teachers participated in and completed Reading Academy. Campus administrators also completed this training. Click the thumbnail to watch video.



Energage Workplace Survey

Annually, Clear Creek ISD conducts, via a third-party, a workplace climate survey. In the 2021-2022 school year, Clear Creek ISD employees indicated a higher level of disengagement than in prior years, some of which can be attributed to the national downward trend of educators' satisfaction in the industry.

According to a national Hanover Research Study titled "2022 Trends in K-12 Education," 33% of the nation's teachers report they are very likely to leave the profession in the next two years, up from 13% before the pandemic.



Performance Culture Report

Since 2021, Clear Creek ISD saw a decline in the Performance and Culture Report which measures predetermined skill sets of an organization. The school district will implement an employee culture improvement plan for the 2022-2023 school year.

PERFORMANCE CULTURE REPORT - SKILL SET SCORECARD				
Clear Creek Independent School System				
	Skill Set 1 Problem Solving Solution Focused	Skill Set 2 Build Trust	Skill Set 3 Forward Thinking Mission Driven	Skill Set 4 Innovative
	% Positive	% Positive	% Positive	% Positive
Clear Creek 2022	66%	35%	54%	63%
Clear Creek 2021	76%	49%	68%	74%
Clear Creek 2018	82%	57%	78%	82%
School District Benchmark	72%	49%	63%	69%



Accountability Pillar

Professional Learning and Quality Staff

We will expand the organization's capacity to accomplish our strategic intent.

Staff Information

Clear Creek ISD's Department of Human Resources monitors staff retention. Data collected on staff retention indicates campus level teachers, librarians, nurses, and instructional coaches. Reasons for resignations include performance, personal, relocation, certification, retirement, or other. Clear Creek ISD's teacher retention rate remains largely unchanged from the previous years.

Teacher Retention Rates						
Campus Level	2021-2022		2020-2021		2019-2020	
	Total Resignations	Retention Rate	Total Resignations	Retention Rate	Total Resignations	Retention Rate
Elementary	167	88.60%	136	90.70%	139	90.50%
Intermediate	108	84.20%	93	86.50%	79	88.40%
High School	116	87.20%	118	87.10%	112	87.60%
Total	391	87%	347	89%	330	89%

Source: CCISD Human Resources Department

**In the 2019-2020 Community-Based Accountability Report, the overall retention rate was reported as 91%; however, the correct retention rate for 2019-2020 is 89%, as shown in the table above.*

Teachers by Years of Experience						
	2021-2022		2020-2021		2019-2020	
	Total in Education	In District	Total in Education	In District	Total in Education	In District
First Year	132	277	115	249	122	306
1 – 5 Years	619	1050	640	1037	649	1019
6 – 10 Years	552	512	543	507	552	465
11 – 20 Years	855	618	838	620	788	609
21 – 30 Years	378	136	359	134	362	128
Over 30 Years	79	22	71	19	69	15
Total	2615		2566		2542	

Teacher Starting Salary

The current starting teacher salary (0-4 years of experience) in 2021-2022 was \$58,000. CCISD increased the starting salary by \$1,000 for a master's degree and \$2,000 for a Ph.D.

Forbes Top Workplace

Clear Creek ISD was named to the Forbes' annual list of America's Best Employers. Of the top 101 workplaces in Texas, CCISD is ranked 13 and one of only two Houston-area school districts on the list.

[Read More](#)

The Faces of CCISD

The people who impact lives of children. [Watch Video](#)



Accountability Pillar

Community Engagement and Partnerships

We will broaden and strengthen connections within our communities.

INSIDE CCISD

For more than 15 years, Clear Creek ISD has offered an engaging, behind the scenes view into the District through the INSIDE CCISD program. Through INSIDE, 30 parents, business leaders and community members learn firsthand about the people, programs, and operations of the school district. Sessions are led by experts in the focus area with campus and District leaders also present as well as CCISD Board members. The program also serves as a launch pad for future District-level engagement by program graduates as many participants move on to serve on the District Education Improvement Council, school boundary or finance committees and even the Board of Trustees.

INSIDE'ers become informed ambassadors of the school district and public education and are encouraged to share what they know and help dispel misinformation in their community circles.



2021-2022 Video Summaries

- [CCISD Leadership, the INSIDE CCISD Class of 2022, and Discover the Learner Support Center](#)
- [Focus on Advanced Academics and Gifted & Talented Programming](#)
- [Introducing the Robotics, Coding & Computational Thinking Program](#)
- [Supporting At-Risk Students for Lifelong Success](#)
- [Inside Special Services Programs & Resources](#)
- [Future Ready: Career & Technical Education Programming](#)

2022 Participant Testimonial

“Being a part of the 2022 Class of INSIDE CCISD gave me a firsthand look at the remarkable programs and services that the school district has to offer the students. We were able to get a very beneficial behind the scenes look at the school system while meeting wonderful students, amazing teachers, and district leaders who are working hard to not only get students to the graduation finish line but prepared for postsecondary success.

The program also enabled me to make key connections and find ways to support staff and students through my business. INSIDE CCISD is an integral part of promoting positive community awareness in the education of our children.”

Cyndy Butcher

Director of Community Relations, Advanced Dermatology

“We plan to continue grow our community engagement and partnerships by building on the strength and network of our staff members to include more connections with non-profit organizations, and local professionals who can show the real-world experiences to enhance student learning.”

Westbrook Intermediate Administrators

Stephanie Cooper, Principal and Brittany Walker and Richard Basile, Assistant Principals



Click the speaker to hear voices from the field regarding Community Engagement and Partnerships.

CCISD Parent Connections

CCISD has a variety of parent organizations and district committees who support school and district level efforts from parent education and student safety to long range financial planning and school attendance zones.

- Clear Creek Education Foundation
- Clear Creek Council of PTAS
- School PTAs and PTSA
- Special Education PTA
- Booster Clubs
- CCISD Gold Card Club (Seniors over 65)
- Superintendent High School Advisory Council

In the 2021-2022 school year, special project teams were formed to assist in district decision-making regarding important issues.

- COVID-19 School Opening Committee
- School Safety and Security Advisory Committee
- Teacher Retention Sprint Group
- School Health Advisory Committee
- Citizens Financial Advisory Committee

Community Support Organizations

The following organizations work closely with Clear Creek ISD to provide wraparound services for students in need.

- Communities in Schools Bay Area
- Bay Area Alliance for Youth and Families
- Assistance League Bay Area
- CCISD Cares
- Interfaith Collaborative

See Pillar 7-Fiscal and Operational Systems for the donation impact on fiscal operations from community organizations and parent support organizations.

Engagement

Clear Creek ISD engages with the community through various live productions, podcasts, video highlights, and electronic newsletters.

E-Newsletters

48% Open Rate
(Up 10% from last year)
33% Industry Open Rate

Facebook

360,386 Total Video Views
30,251 Total Followers
1,851 Gained from June 2021

Twitter

13,033 Total Followers
2,328 Gained from June 2021

Instagram

9,200 Total Followers
1,139 Gained from June 2021

Podcast

18,538 All-Time Downloads
7,156 Total Downloads 2021-2022



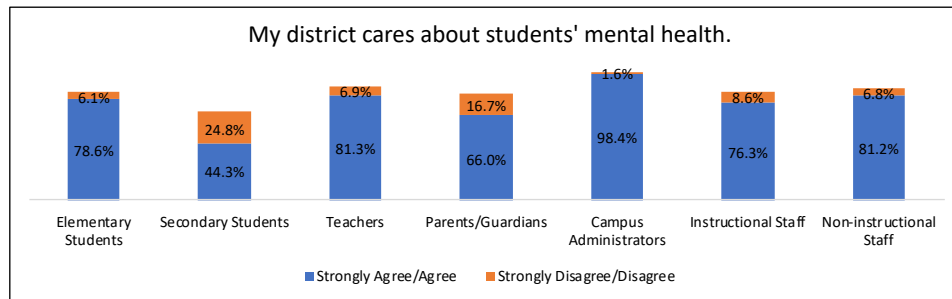
Safety and Well-Being

We will broaden and strengthen connections within our communities.

Social and Emotional Well-Being

The school district has programs to help develop students' core values and social emotional skills.

Between August 2021 and May 2022, 93.9% of students in secondary schools had a visit with a school counselor and 88.40% of elementary students.



"The school/district is a safe and supportive place to learn."			
Spring 2022 CCISD Climate Survey Participants	Number	Strongly Agree/Agree	Strongly Disagree/Disagree
Elementary Students	3,406	80.3%	6.4%
Secondary Students	5,660	57.5%	15.6%
Teachers	1,017	82.4%	7.5%
Parents	2,854	73.6%	14.0%
Campus Administrators	61	98.4%	1.6%
Instructional Staff	1,332	78.6%	8.6%
Non-Instructional	325	85.5%	4.9%
Total	14,655	70.4%	11.7%

COVID-19 Physical Health

The school district actively monitored and communicated COVID-19 confirmed cases among students and staff throughout the 2021-2022 school year. Through the involvement of local health authorities and experts, the district created a tiered response system, tightening or loosening protocols depending on the community spread of the virus. The following is trend data on cases by week.

“We support our students by building a community not only in our building but in each classroom. Students are involved in morning meetings each day where they learn about the six character pillars but also the 7 habits of highly effective people based on Steven Covey’s work.”

**School Deb Reno, Principal
Landolt Elementary School**



Click the speaker to hear voices from the field regarding Safety and Well-being.

School Safety

The school district employs a robust Anonymous Alerts system, allowing students, staff, and parents to submit concerning behaviors.

In the 2021-2022 school year, 2,000+ reports were made in the following categories. Each report was investigated.

- Other 14%
- Drugs/Alcohol 14%
- Bullying 13%
- Safety Concerns 10%
- Harassment 7%
- Threats 7%
- Theft/Vandalism 6%

Physical School Safety Facts

- \$35 Million Spent on School Safety
- 40 Galveston County School Liaison Officers
- 2 Student Support Counselors at Each Comprehensive High School
- 1 Student Support Counselor at Each Intermediate School
- Anonymous Reporting System
- Standard Response Protocol
- Watch D.O.G.S Volunteer Security Program

Student Discipline Data									
	2020-21			2019-20			2018-19		
	CCISD	Region	State	CCISD	Region	State	CCISD	Region	State
Total Students	42,922	1,262,237	5,539,732	44,067	1,284,590	5,617,681	44,210	1,244,939	5,574,620
Discipline Population	2,580	54,701	250,975	3,195	115,453	467,135	4,263	142,670	591,447
Discipline Population %	6.0%	4.3%	4.5%	7.3%	9.0%	8.3%	9.6%	11.5%	10.6%
Discipline Records	5,932	121,513	550,431	7,781	294,449	1,167,350	12,515	415,012	1,670,415
Discipline Records %	13.8%	9.6%	9.9%	17.7%	22.9%	20.8%	28.3%	33.3%	30.0%
Students Expelled	45	333	2,101	37	682	4,209	20	749	4,929
Expulsions %	0.1%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.1%	0.1%
Students Removed to DAEP	358	6,105	33,235	389	13,248	65,155	509	16,103	80,815
DAEP Removals %	0.8%	0.5%	0.6%	0.9%	1.0%	1.2%	1.2%	1.3%	1.4%
In School Students Suspended	2,340	46,312	209,577	2,927	95,236	382,181	3,934	118,556	488,096
In School Suspensions%	5.5%	3.7%	3.8%	6.6%	7.4%	6.8%	8.9%	9.5%	8.8%
Out of School Students Suspended	720	17,720	77,325	767	45,867	173,285	1,212	60,194	230,448
Out of School Suspensions %	1.7%	1.4%	1.4%	1.7%	3.6%	3.1%	2.7%	4.8%	4.1%



Fiscal and Operational Systems

We will ensure mutual understanding and support through effective communication.

The Board of Trustees adopted the lowest tax rate in more than 30 years in the 2021-2022 school year, down 8.62 cents from 2020-2021. The maintenance and operations tax rate is at the lowest level possible without incurring financial penalties from the State. To view the entire budget in detail, [click here](#).

Actual Financial Data			
	2018-19	2019-20	2020-21
Tax Rate per \$100 Valuation	\$1.40	\$1.31	\$1.2659
Fund Balance (General Fund)	\$74,709,561	\$74,926,226	\$75,139,383
Total Annual Expenditures	\$332,891,141	\$344,917,839	\$348,376,169
Instructional Expenditures	\$213,869,175	\$221,330,863	\$222,118,028
Student Enrollment	42,042	42,234	40,526
Average Expenditure per Student	\$7,918	\$8,167	\$8,596

Data Source: PEIMS District Financial Reports

Instructional Resources

2021-22 Operating Expenditures (Budgeted)	General Fund	%
Instruction	\$240,272,981	65.31%
Instructional Resources & Media Services	\$4,586,260	1.25%
Curriculum & Staff Development	\$9,305,386	2.53%
Instructional Leadership	\$3,414,599	0.93%
School Leadership	\$23,685,490	6.44%
Guidance Counseling Services	\$14,497,372	3.94%
Social Work Services	\$988,747	0.27%
Health Services	\$3,904,433	1.06%
Transportation	\$12,798,200	3.48%
Food Services	\$416,200	0.11%
Extracurricular	\$7,858,019	2.14%
General Administration	\$8,046,238	2.19%
Facilities Maintenance & Operations	\$23,877,847	6.49%
Security & Monitoring Services	\$5,716,200	1.55%
Data Processing Services	\$8,271,600	2.25%
Community Services	\$231,300	0.06%
Total Operating Expenditures by Function	\$367,870,872	100%

Data Source: PEIMS District Financial Reports

Financial Awards and Commendations

The Association of School Business Officials International (ASBO) has awarded the Clear Creek Independent School District with the Certificate of Excellence (COE) in Financial Reporting Award, the Meritorious Budget Award, and the Award of Merit for Purchasing Operations for the Fiscal Year.

- Distinguished Budget Presentation Award from the Government Finance Officers Association (GFOA)
- Texas Comptroller Leadership Circle Platinum Member
- AA credit rating by Standard & Poor's and AA+ by Fitch

Community Donations

The Clear Creek Education Foundation, through community-wide partnerships and events, raises a wide range of resources through community wide partnerships. Community members and CCISD staff commit to monetary donations each year. CCEF received \$884,991.70 in donations for the 2021-2022 school year.

Grants Awarded

Teachers can apply for various grants each year through an application process and based on certain criteria.

Grants Awarded		
	# Teachers	Total
Elementary	41	\$81,051.00
Intermediate	26	\$51,662.52
High School	23	\$95,513.74
Total	90	\$228,227.26

Booster Clubs and PTAs

Each campus is supported by a Parent Teacher Association (PTA). Additionally, high schools and intermediate schools have various parent-led booster clubs. These organizations also raise funds to support school-based activities.

Campus Organization Funds Raised	
Organization	2019-2020
Booster Clubs	\$555,936.48
PTAs	\$164,874.32
Total	\$720,810.80

Data Source: CCISD Office of Communications

RCC Funding Update

The coding platforms and Minecraft EDU are free to student users. The robotics curriculum needs funding to provide resources for the classroom.

RCC Funding Sources	
Organization	2022 Donation
Clear Creek Education Foundation	\$73,000
Moody Foundation	\$62,500
Space Center Rotary	\$10,000
Harris County Department of Education	\$10,000
Marathon Petroleum	\$25,000
Limitless Space	\$7600
Total	\$188,100

CCEF Donations Received

Community \$767,535.62

CCISD Staff \$117,456.08

Total \$884,991.70

Programs Funded by CCEF	
Program	Amount
Clear Horizons Early College High School	\$70,000.00
National Board Teacher Certification	\$2,583.82
RCC Program	\$42,600.00
The Leader In Me	\$175,200.00
Science Fair Innovative Grants	\$2,798.00
Total	\$293,181.82

Data source: Clear Creek Education Foundation



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