

CLEAR CREEK ISD

# District Goals 2023-2024





## District Priority Areas

The 2023-24 Clear Creek ISD District Goals are aligned with the District's Community-Based Accountability Pillars, and the strategies and result statements within the District's Strategic Plan.

The 2023-2024 District Goals are summarized in five priority areas:



**Academic  
Achievement**



**Physical and  
Emotional Safety**



**Financial  
Stability**



**Culture &  
Belonging**



**Vision  
2030**

**These areas are prioritized for the work of staff and students for the 2023-2024 school year with recognition that many other initiatives, major work, and expectations support our success as a district.**



# Academic Achievement

**Community Based Accountability Pillar:**  
Student Learning, Progress, and Readiness

**Strategic Plan Strategy:**

We will design and implement learning experiences that inspire student achievement, agency, and growth.



In Clear Creek ISD, we are committed to ensuring all students reach their highest academic potential as well as be college, career, or military ready upon graduation. This is accomplished through the development of strong curriculum and delivered by quality educators.

Early literacy has been a priority for Clear Creek ISD for several years as this is a strong indicator of long-term success for a student. The District has seen substantial gains in this area. It is a goal to see continuous improvement in kindergarten through second grade as evidenced by the Amplify assessment system.

Clear Creek ISD's Professional Learning Communities (PLCs) at each school monitor student progress on High Priority Learning Standards (HPLS) and respond to the data regularly. For the 2023-2024 school year, the District will articulate three priority learning standards for Reading Language Arts and Math in grades 3-8, 5th and 8th grade science, Algebra and English I and II. The District will develop common assessment questions to monitor student progress at three points of the school year. This will provide Curriculum and Instruction leaders important data to support schools. Additionally, this will provide PLCs and individual teachers data to support interventions and extensions for students.

The Texas Education Agency has changed its metrics for the purpose of school and district accountability on STAAR, End of Course Exams, and College and Career and Military Readiness (CCMR). The District is responding to these changes through instructional design. It is the District's expectation to improve Clear Creek ISD's overall academic score. However, at the time of the Board's approval of the District Goals, the State had not released its ratings for public schools in Texas based on the new metrics. Additionally, CCMR data is based on the prior-year graduating class therefore actions taken this year to improve CCMR will only be reflected in the 2025 accountability scale score.

## Academic Achievement Goal

Clear Creek ISD's overall accountability composite score will be 85 or higher by 2025.



### Metrics

#### Early Literacy

Increase the percentage of students reading on-grade level as evidenced by Amplify composite scores.

- Cohort 2035: 78.58% at or above level in kindergarten in 2023 to 80% in first grade in 2024.
- Cohort 2034: 71.96% at or above level in first grade in 2023 to 75% in second grade in 2024.

#### Student Growth

Improve individual student growth in grades 3-8 Reading Language Arts and math, 5th and 8th grade science, English I, English II, and Algebra as measured through common assessment questions on High Priority Learning Standards each nine weeks.

Increase the Domain 2 Part A score, which is the growth measure for reading and math in the State's accountability system, by 2 points in the scale score for 2024.

#### College, Career, and Military Readiness

Increase the percentage of students who meet the Texas Success Initiative benchmarks in both English Language Arts and Math from 44% for 2023 graduates to 50% for 2024 graduates.

#### Student Attendance

Increase the Average Daily Attendance to 95%.





# Physical and Emotional Safety

**Community Based Accountability Pillar:**  
Safety & Wellness

**Strategic Plan Strategy:**  
We will foster a safe and nurturing environment



The physical and emotional safety of students and staff has improved year-to-year in Clear Creek ISD. This is accomplished through increased access to mental health resources for students, active monitoring of CCISD safety protocols, addition of security officers, and the hardening of school facilities.

For the 2023-2024 school year, the District will focus on expanding mental health training for staff so they are aware of the signs a student or a coworker who may need additional support, improve communication to families, increase collaboration with local agencies, and ensure compliance with House Bill 3.



## Physical and Emotional Safety Goal

The physical and emotional safety of students and staff will continue to be improved.

### Metrics

- Increase communication and collaboration with city officials and local first responders.
- Each student will meet with their school counselor during the 2023-2024 school year at which time a mental health check-in will be completed.
- The average number of student visits with a counselor will be three.
- A 2% increase in the 2024 Spring Performance Survey in the area of Safe and Appropriate Environment.
- K-12 structured student behavior support
- Expand mental health training to include auxiliary staff.
- Complete interactive electronic mapping system, and door and window numbering for all schools.
- Increase monitoring of restrooms at secondary schools.
- Successful campus safety audits.



# Financial Stability

## **Community Based Accountability Pillar:**

Fiscal and Operational Systems

### **Strategic Plan Strategy:**

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



Clear Creek ISD continues to be a strong steward of public dollars. CCISD has the second lowest Maintenance & Operations tax rate in the Region and the fourth lowest in Texas all while providing children unique opportunities to grow and achieve.

Due to various factors, the school district is facing financial challenges in meeting the funding needs for day-to-day operations.

Inflation, student enrollment and attendance declines and stagnant per-student funding from the State, has resulted in a projected deficit of \$11 million in 2023-2024, \$18.4 million in 2024-2025, and \$30 million in 2025-2026. By 2025, the District's Capital and Contingency fund may be depleted if no changes are made.

The school district has reduced \$10.2 million in expenditures to date.

CCISD convened a Strategic Budget Team in 2023 to develop considerations to increase revenue and decrease expenditures.

## Financial Stability Goal

Clear Creek ISD will have a balanced budget by the 2024-2025 fiscal year.



### Metrics

- Successful passage of a November 2023 Voter Approved Tax Rate Election.
- Increase in average daily attendance to a minimum of 95% in 2023-2024.
- Reduce expenditures as recommended by a CCISD Budget Team.
- Increase student enrollment of 300 for the 2024-2025 school year through tuition-based pre-k expansion and a limited open enrollment program.
- Investigate and incorporate innovative cost savings and revenue enhancements.





# Culture and Belonging

## Community Based Accountability Pillar:

Professional and Quality Staff

### Strategic Plan Strategy:

We will cultivate social and emotional capacity and a commitment to service before self



The Clear Creek Independent School District has long been a destination for people to work and learn. Employee engagement, loyalty, motivation, and attendance are key factors in recruiting and retaining a high performing team. Organizations all over the nation participate in an annual survey of employees which measures these factors, and the results are made public through the Top Workplace program. Clear Creek ISD has participated in this survey since 2012 and up until 2022, CCISD was named a Top Workplace in Houston.

When compared to like school districts in the nation, Clear Creek ISD is scoring 10% below the benchmark in employee engagement. In the 2022-2023 school year, the Superintendent and leadership team embarked on a listen, learn and respond tour to each school and department in the fall and again in the spring. These sessions led to substantive change in district operations to address the needs of employees. The district also reinstituted the Superintendent Communication Council, launched a mobile app for employees, a gratitude campaign, and developed podcasts on various topics important to the CCISD team.

This work, along with an intense focus on *People, Purpose, Promise*, led to an increase in employee engagement from 35% in 2022 to 56% in 2023.

## Culture and Belonging Goal

Employee engagement will increase by 10% in CCISD as measured by the Energage Survey in May 2024.



### Metrics

- Professional learning opportunities based on leadership growth and capacity building.
- Streamline and improve communications with all employees.
- Increase resources and time allocation to incorporate elements of Leader In Me for all campuses and departments.
- Increase the teacher retention rate.
- Increase the average daily attendance of employees.
- Increase teacher satisfaction through schoolwide discipline supports.

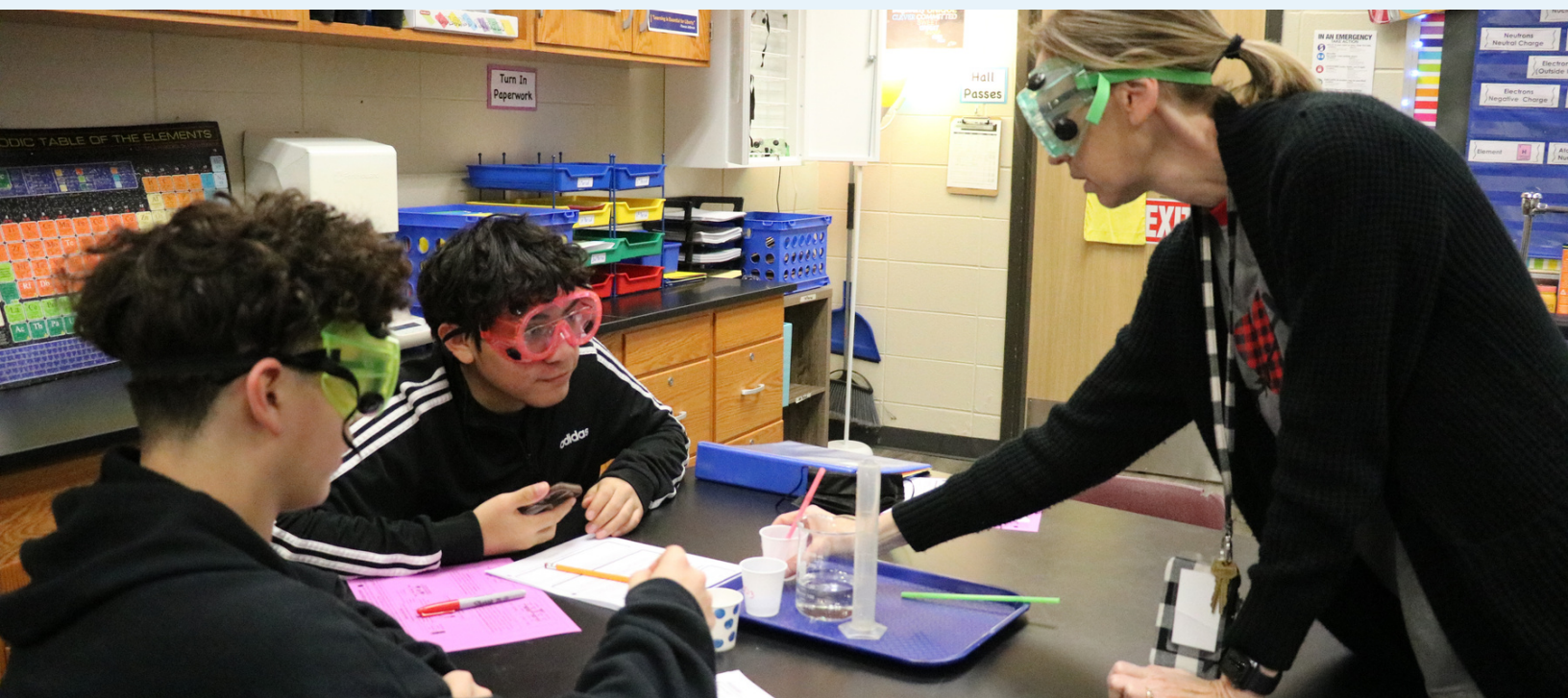


# Vision 2030

**Community Based Accountability Pillar:**  
Engaged, Well Rounded Students

**Strategic Plan Strategy:**

We will design and implement learning experiences that inspire student achievement, agency and growth.



In the Fall of 2022, the District brought together a group of educators, parents, school board members, and business leaders to develop a vision for 2030, the steps Clear Creek ISD should take to ensure students develop the competencies to be successful beyond graduation. As part of this effort, the Board approved aspirational goals which include becoming a Leader in Me district, elevating the experience for all intermediate students, and increasing career exploration opportunities.

## Vision 2030 Goal

Implement year one of the Vision 2030 plan



### Metrics

- A 6th grade Habits Course developed for the 2024-2025 school year.
- Create STREAM (Science, Technology, Robotics, Engineering, Arts and Math) opportunities for grades 6-8 with implementation timeline.
- Scale 7 Habits/Leader in Me to all elementary schools for the 2024-2025 school year.