

CLASS Session 1

Carroll ISD ~ Inspire Excellence



CLASS

Carroll Leadership Academy
for Supporting Success

October 11, 2023



CARROLL
Independent School District

Agenda

- **Our Why:** Purpose of CLASS
- **Welcome & Introductions**
- **Who We Are:** Dragon Overview
- **Where We Are Going:** 5-Year Strategic Planning
- **Current CISD Financial Status and Legislative Update**
- **Exit Ticket** – Any questions or clarifications from today's session

Our Why: Purpose of CLASS

*CLASS exists to provide any Carroll ISD resident the opportunity to go ‘behind the scenes’ and learn how one of the best school systems in the state and nation continues to offer an exceptional education. The vision of CLASS, originally developed in 2008, is to develop the **most highly informed school community** in Texas.*

CARROLL ISD AMBASSADORS

Who We Are:

Carroll ISD Leadership



CARROLL
Independent School District

District Leadership

- Superintendent Leadership Council (SLC):
 - Dr. Stacie Bonner
 - Ms. Gina Peddy
 - Ms. Jola Khan
 - Mr. Randy Stuart
 - Coach Steve Keasler
 - Ms. Brandie Egan
 - Ms. Beth Robb
- Superintendent Cabinet
 - Mr. David Johnson
 - Dr. Tamy Smalskas

Who are you: CLASS Introductions



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CLASS Members

- Tell us your name
- If you have Dragons what campus do they attend?

Where We Are Going:

Carroll ISD *Strategic Plan* at a glance



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Strategic Planning Process:

Carroll ISD Strategic Plan Video



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A green ribbon graphic with the word "VISION:" written in white, bold, sans-serif capital letters.

VISION:

Empowering all Dragons to achieve excellence.

Tagline: Inspire Excellence

A green ribbon graphic with the word "MISSION:" written in white, bold, sans-serif capital letters.

MISSION:

Carroll ISD educates and inspires every Dragon through a tradition of excellence and innovation in academics, character, and service for life-long success.

OUR CULTURE, OUR VALUES:

- **Excellence:**

We believe in continuously pursuing excellence to achieve a well-rounded experience.

- **Integrity & Character:**

We believe in exhibiting the highest standards of integrity and character.

- **Respectful Relationships:**

We believe in building relationships that foster mutual respect.

- **Curiosity & Innovation:**

We believe in igniting individual curiosity for life-long learning and encouraging risk-taking for innovation.

- **Honest Communication:**

We believe in communicating honestly and sincerely.

- **Service:**

We believe in meaningfully serving others.

PROFILE OF A DRAGON:

Critical Thinking: A Dragon models critical thinking by analyzing context, examining evidence, and reasoning logically.

Effective Communication: A Dragon models effective communication by expressing themselves in a respectful and engaging manner both academically and socially.

Resilience: A Dragon models resilience by persevering through adversity to foster growth.

Preparation: A Dragon models preparation by developing and acquiring the tools needed to accomplish both short- and long-term aspirations.

Leadership: A Dragon models leadership by positively influencing others through their words and actions.

Collaboration: A Dragon models collaboration by building relationships, leveraging the strengths of team members, and working together to achieve a shared objective.

Strategic Planning Process: **ACTION TEAMS - Breakout Sessions**



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Breakout Sessions

- Each person has a group number written on their name badge:
 - #1 – begin in Lonesome Dove in the front of the room with Ms. Peddy and Ms. Pulse
 - #2 – begin in Lonesome Dove at the back of the room with Mr. Stuart
 - #3 – begin in Dove Loop with Ms. Fike
 - #4 – begin in Lowrey Library with Mr. Johnson
 - #5 – begin in Peytonville with Dr. Smalskas and Ms. Khan
 - #6 – begin in Shady Oaks with Ms. Robb and Ms. Egan

At the conclusion of the first session, Group 1 will transition to where Group 2 met, Group 2 will transition to where Group 3 met etc...

LEARNING & DEVELOPMENT GOAL 1

***Curriculum, Student Opportunities, &
Student Skills***

LEARNING AND DEVELOPMENT:

Ensure strong, innovative, educational experiences and supportive learning environments for every Dragon.

OBJECTIVES	STRATEGIES
Objective 1.1: Curriculum: Evaluate, design, and develop a vertically and horizontally aligned K-12 curriculum.	1.1.1: Ensure a vertically and horizontally aligned curriculum.
	1.1.2: Ensure best instructional practices in the classroom and implement accountability to follow vertically and horizontally aligned curriculum.
	1.1.3: Research and implement additional cross-curricular opportunities.
Objective 1.2: Student Opportunities: Evaluate current student offerings and explore new student opportunities.	1.2.1: Evaluate, explore, and develop academic pathways of study for all students K-12.
	1.2.2: Reimagine policies and procedures to support the recruitment and retention of the students in the course offerings and pathways of interest.
	1.2.3: Explore and assess opportunities for students to pursue their passions and non-academic interests.
Objective 1.4: Student Skills: Provide opportunities for students to develop essential skills for life.	1.4.1: Explore and create opportunities for students to cultivate executive functioning skills.
	1.4.2: Explore and create opportunities for students to cultivate communication skills.

Action Team for Goal 1 - Learning and Development - Objectives 1 & 4 and GT (Ms. Peddy)

- **Completed in year 1 or in 2022-23**

- Vertically and horizontally aligned the curriculum
- Instruction, assessment, and writing expectations were created
- GT - parent presentations were created to discuss math/GT placement options
- GT - updated the identification process procedures
- Created more CTE course opportunities to meet the needs of our students
- Explored the possibility of adding a K-12 STEM program; orchestra program; and/or a K-7 foreign language program
- Reviewed other districts GPA policies

- **Key initiatives/actions for year 2:**

- Continue to evaluate current instructional resources in order to ensure consistency across grade levels
- Continue the implementation of math workshop in grades K-4
- Continue to improve our intervention processes and procedures
- Continue to develop academic pathways of studies for students in grades K-12
- Continue to evaluate the options of adding a K-12 STEM program, orchestra program, and K-7 foreign language program
- Determine what GPA policy is best for CISD

LEARNING & DEVELOPMENT GOAL 1

Student & Staff Wellness

OBJECTIVES	STRATEGIES
<p>Objective 1.5:</p> <p>Student Wellness: Support and enhance student and staff wellness.</p>	<p>1.5.1: Promote a positive and supportive school environment that is respectful and conducive to learning and achievement for all Dragons.</p>
	<p>1.5.2: Create opportunities that develop resilience and conflict resolution skills to support healthy staff and students.</p>
	<p>1.5.3: Ensure consistent application of discipline policies and processes across campuses and effectively support health and responsible behavior.</p>
	<p>1.5.4: Evaluate current student-to-student mentoring programs for effectiveness.</p>

Action Team for Goal 1 - Objective 5 (Tammy P)

- **Completed in year 1 or in 2022-23:**

- The Wellness Committee will gather information from each campus to identify the types of positive recognition supports that are in place for students and staff members.
- Wellness committee (1.5.1 Strategic Planning Committee) will develop a Needs Assessment for staff that will be distributed to staff members on each campus. CISD Counselors will use the data collected from staff Needs Assessments to identify the needs of staff and to provide ways to support them in those areas.

- **Key initiatives/actions for year 2:**

- Provide professional development opportunities to equip classroom teachers with behavioral management techniques or strategies to promote effective learning environments for all Dragons.
- Align core value awards to student and staff recognition celebrations each month
- Provide age-appropriate lessons on effective communication, resilience, preparation, leadership and collaboration on-going throughout the school year.

LEARNING & DEVELOPMENT GOAL 1

Special Programs

Objective 1.3:

Programs: Evaluate programs that serve identified populations and create opportunities tailored to student needs.

1.3.1: Ensure compliance to support and promote standards and best practices for identified populations.

1.3.2: Evaluate effectiveness and alignment for programs with identified populations and develop plans to include best practices.

Action Team For Goal 1 - Objective 3: Special Programs (Dr. Bonner)

- **Completed in year 1 or in 2022-23:**

- Developed a set of processes and procedures for administrators, staff, and parents.
- Developed professional development pathways for all staff to ensure that all staff have access to high quality professional development pertinent to their roles in CISD.

- **Key initiatives/actions for year 2:**

- Monitor and maintain compliance in special programs (SPED, 504, Dyslexia, ESL, PK) by developing a program compliance task force. (Create a framework of the expectations for conducting ongoing, systematic internal audits.)
- Develop a transition process for students served by special programs moving from campus to campus.

HUMAN CAPITAL GOAL 2

HUMAN CAPITAL:

Recruit, develop, retain, and empower highly qualified and passionate staff.

OBJECTIVES	STRATEGIES
Objective 2.1: Recruit: Develop recruiting strategies that are compelling to a new and seasoned staff.	2.1.1: Create a student-teacher pathway to generate a viable applicant pool.
	2.1.2: Expand recruitment strategies and develop a plan to include a variety of populations.
Objective 2.2: Develop: Design and implement a professional growth strategy for staff.	2.2.1: Create a plan for an instructional coaching model.
	2.2.2: Review, revise, and adapt performance review process for greater professional purpose.
	2.2.3: Evaluate the current mentor program and revitalize to better meet and support staff needs.
	2.2.4: Develop staff-centric, tailored professional development opportunities.
Objective 2.3: Retain: Assess and prioritize needs of dedicated and engaged staff for retention.	2.3.1: Create talent management tools to understand why staff choose to stay or leave CISD.
	2.3.2: Explore opportunities to augment teacher compensation packages.

Action Team for Goal 2 - Human Capital - (Dr. Smalskas & Ms. Khan)

- **Completed in year 1 or in 2022-23:**

- Ensured that there was a competitive counselor and assistant principal application pool posted early for anticipated openings
- Created a communication tool with the Texas Workforce commission, employment centers, CDL program and community colleges for paraprofessional opportunities and contract positions

- **Key initiatives/actions for year 2:**

- Provide a student teacher at each campus partnering with local colleges and universities
- Expand recruitment ideas for fast onboarding for all positions including substitutes
- Develop metrics for capturing employees professional goals to increase our talent pipeline for all positions
- Continue to improve the mentor program to retain staff for all positions

TECHNOLOGY

GOAL 3

TECHNOLOGY:

Provide and support technological resources and continual training to promote efficiency, secure operations, and exceptional learning experiences.

OBJECTIVES	STRATEGIES
Objective 3.1: Infrastructure & Tools: Support and modernize district infrastructure, software, classroom AV, and student/staff devices.	3.1.1: Optimize technology life cycle strategies.
	3.1.2 Identify methods to optimize the value of future technology equipment.
	3.1.3 Evaluate and improve staffing support structures.
Objective 3.2: Privacy & Security: Develop and implement data privacy, security policies, and best practices.	3.2.1 Provide and ensure network security and internet filtration to protect students/staff data and privacy per regulations.
	3.2.2 Implement cybersecurity best practices.
	3.2.3 Identify and implement standards related to technology usages.
	3.2.4 Evaluate best practices and resources for teaching concepts with seamless technology integration to provide consistency across similar-level campuses and maximize financial savings.
Objective 3.3: Support: Provide proactive and responsive support and training for purposeful instructional technology usage.	3.3.1 Evaluate and address technology training needs and requirements for staff, students, and parents.
	3.3.2 Ensure that students, staff, and community have access to resources to promote responsible use of technology for every Dragon.
Objective 3.4: Learning Systems: Integrate and streamline learning and educational platforms across campuses with accountability and fiscal responsibility.	3.4.1 Review and evaluate the Learning Management System platforms for age appropriateness, expectations, and efficiency.
	3.4.2 Create and implement policies of governance and oversight to provide a safe, streamlined user experience.
	3.4.3 Require new instructional tech resources to use existing login credentials and integrate with key district systems.

Action Team for Goal 3 - Technology (Mr. Stuart)

- **Completed in year 1 or in 2022-23:**

- Created new Canvas and Seesaw teacher expectations
- Collaborated with C&I to create more consistency of Instructional Technology resource usage across campuses.
- Performed a cybersecurity audit to identify and resolve potential weaknesses

- **Key initiatives/actions for year 2:**

- Implementing further cybersecurity protections including external traffic monitoring
- Review usage of digital devices and align with industry health standards.

FINANCE & OPERATIONS GOAL 4

FINANCE & OPERATIONS:

Optimize, steward, and allocate resources to achieve district programmatic objectives.

OBJECTIVES	STRATEGIES
Objective 4.1: Finance: Build and efficiently utilize financial resources across all operational and capital areas.	4.1.1: Assess and balance program resource availability and allocation in accordance with district priorities.
	4.1.2: Sustain existing and develop new revenue streams to supplement the budget.
	4.1.3: Develop a 5-year capital improvement plan to meet district growth requirements.
Objective 4.2: Operations: Provide efficient and effective operations across all district programs.	4.2.1: Evaluate operational effectiveness within resource constraints.
	4.2.2: Provide safe, secure, and educationally functional facilities.

Action Team for Goal 4: Finance & Operations (Mr. Johnson)

- **Completed in year 1 or in 2022-23:**
 - Construction of a Zero-Based Budget for the 2023-2024 General Fund Budget
 - Utilization of Moak Casey staffing study in the implementation of staffing models focusing on efficiency
- **Key initiatives/actions for year 2:**
 - RFPs for new revenue streams via P3/Property Sale & Naming Rights
 - Facility assessment performed by Architects & Engineers
 - Draft of Capital Expenditures plan

COMMUNICATIONS & ENGAGEMENT GOAL 5

Brandie Egan

Communications
Coordinator

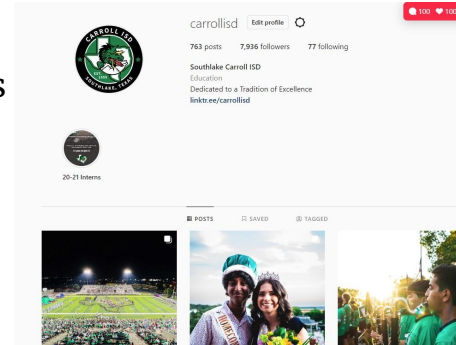
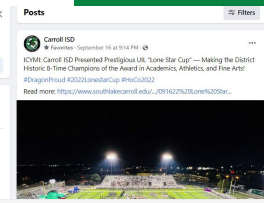
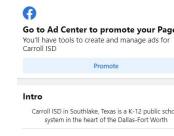
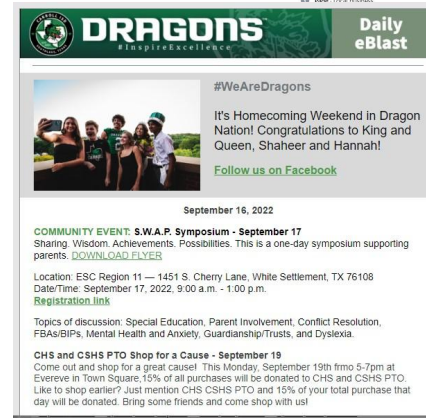
Beth Robb

Marketing
Coordinator

What does the Office of Communications
Engagement do?

Website, Dragon eBlast, Dragon
Update, Social Media Channels,
Events, Photography

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COMMUNITY ENGAGEMENT & MARKETING:

Expand opportunities to engage the community through effective communication, marketing, partnerships, and mentorships.

OBJECTIVES	STRATEGIES
Objective 5.1: Effective Communication: Enhance communication clarity and distribution.	5.1.1: Assess existing communication platforms for opportunities to enhance, refine, and streamline communication for clarity and consistency.
	5.1.2: Design opportunities to improve efficiency for common requests for information.
Objective 5.2: Marketing: Promote the Dragon brand and mission.	5.2.1: Assess the market for new opportunities to expand the Dragon brand.
	5.2.2: Promote awareness and galvanize support of the mission.
Objective 5.3: Partnerships & Mentorships: Expand partnerships, internships, and mentorships that will foster student academic development.	5.3.1: Explore opportunities to leverage partnerships.
	5.3.2: Expand internship opportunities across a broader range of industries.
	5.3.3: Develop specialized mentor materials for alumni, families, and community members.

Communications:

- **Completed in year 1 or in 2022-23:**
 - Launched a new website to serve as a repository of information with an improved archiving process. Created an Enrollment hub on the website.
 - Revised Teacher of the Year process and aligned to core values and best instructional processes.
 - Redesigned Dragon eBlast and upgraded Dragon Update for community outreach.
- **Key initiatives/actions for year 2:**
 - Build Dragon University educational video library
 - Enhance training opportunities for campus and departmental webmasters for further website development.
 - Create a comprehensive communications plan detailing each CISD multimedia touchpoint, target audience, and objectives.

Marketing:

- **Completed in year 1 or in 2022-23:**
 - Developed new branding guidelines for the Dragon logo
 - Applied for additional trademarks for exclusive font of “Dragons” and “Protect the Tradition”
 - Created a new tiered Licensing Agreement to reflect the primary mark or full suite of logos as well as new structure of agreements based on level of partnership with CISD.
 - Increased sponsor/advertising rates approximately 20% where appropriate.
- **Key initiatives/actions for year 2:**
 - Develop community business/alumni database for use by Curriculum Team in future internship/mentorship opportunities.
 - Build a partnership with local businesses to expand employee discount opportunities
 - Create a plan with the Curriculum team to utilize business partners to support an internship/mentor program.

LOGOS

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DRAGONS™
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PROTECT THE TRADITION.

PROTECT THE TRADITION.

PROTECT THE TRADITION.

THE DRAGON SCORECARD

Our Report Card of Success

Parking Lot

Answer any Questions



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Strategic Planning Monitoring

Year 2 Action Plans



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FINANCE, THE SALE OF
PROPERTY AND OVERVIEW
OF THE LEGISLATIVE
UPDATE

Visit TakeActionDragons.com

Looking Forward



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CLASS SCHEDULE

Next Meeting:

Wednesday, December 13, 2023	8:30-11:00 a.m.	Carroll ISD Admin Building <i>Lonesome Dove Training Room</i>	School Board Governance <ul style="list-style-type: none">• Board Officer Panel• Legislative Outcomes
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EXIT TICKET

