

cocisd
Strategic Plan
2023-2028



North Star Goal

By 2028, all COCISD campuses will be A/B rated, and critical systems will be put in place for high achieving, academic sustainability. All students will graduate with a plan to enter college, career or military.





2023-2028

This community-driven Strategic Plan sets a new 5-year direction for Coldspring-Oakhurst CISD. While the STAAR test remains an important measurement, it is just one of many measurable indicators. As our Trojan Scorecard demonstrates, there is much more involved than one standardized test when it comes to truly measuring high-quality education, excellence, and student success.



5 Strategic Priorities

1

Equitable Student
Outcomes

2

Leadership
Development

3

Communication and
Service

4

Well-Being

5

Engagement

Equitable Student Outcomes

**Focus
Area**

High-quality, job
embedded, on-going
professional learning
and coaching

**Focus
Area**

High Quality
Instructional
Materials (HQIM)

**Focus
Area**

Curriculum-Based
Learning Communities

**Focus
Area**

Student-level, data
driven decision
making

We will improve student outcomes across our district for ALL students. Improvement will be evident in overall district and campus accountability, number of Industry-based Certifications, graduation rate, decrease in gaps between student groups, and increase in number of students graduating college, career and/or military ready.

Leadership Development



**Focus
Area**

Campus Leadership



**Focus
Area**

Teacher Leadership



**Focus
Area**

District Leadership



**Focus
Area**

Student
Leadership

We will cultivate instructional leadership at all levels not only by leading by example, but by building leadership among teachers, encouraging increased accountability for raised professional standards. We will also instill leadership skills in students by providing increased leadership opportunities.

Communication and Service

**Focus
Area**

Intentional and professional internal communication

**Focus
Area**

Adjust to the needs of our students, parents and community members

**Focus
Area**

Provide multiple opportunities for feedback from staff, parents, and students

COCIS will provide proactive and frequent engagement with employees, parents, and community to ensure transparent communication that is consistent, reliable and timely. We will know who we serve and adapt to the needs of our students, parents and community members to build a strong, positive and trusting culture within the district and community.

Well-Being

Focus Area

Build and maintain relationships with families

Focus Area

Provide increased instruction and opportunities in social skill development for students

Focus Area

Provide increased opportunities for employees to learn about self care and stress management

Focus Area

Increase awareness of community program opportunities that reflect community needs

We will promote well-being of students and staff by focusing on building relationships, physical safety, and social-emotional needs. We will promote empathy, flexibility, self-care, social skills, and social emotional supports.

Engagement

Focus Area

Increase student engagement in all classes.

Focus Area

Establish a reflective culture of self-awareness in order to identify strengths and growth opportunities

Focus Area

Increase attendance of staff and students.

Focus Area

Increase parent engagement opportunities

We will strengthen student, staff, and community engagement with consistent opportunities for collaboration. We will provide high-relevant lessons and engaging and research-based instructional strategies daily. We will increase attendance and focus on increasing growth mindset.



COCISD Strategic Plan
Trojan Scorecard
2023-2028

Category	Equitable Learning Outcomes	Baseline 2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Goal 1	Ensure strong, innovative, educational experience and supportive learning environments for every Trojan						
	▪ SAT and ACT Average Scores vs. National Averages (lagging indicator)						
	▪ Percent in Post-Graduate Planning for Graduating Seniors						
	▫ % Attending Service Academies						
	▫ % Attending 2 or 4 year Colleges/Universities						
	▫ % Attending Vocational School						
	▫ % Earning Industry-Based Certifications						
	▫ % Gap Year Interns						
	▪ College Hours Earned by Graduating Seniors						
	▫ By Dual Credit Courses						
	▫ By earning 3+ on AP Exam						
	▪ Percentage in Masters Level Achievement in STAAR and EOC or All Tests at Each Grade Level for All Students						
	▫ STAAR 3rd Grade						
	◦ Math						
	◦ Reading						
	▫ STAAR 4th Grade						
	◦ Math						
◦ Reading							

▫ STAAR 5th Grade						
◦ Math						
◦ Reading						
◦ Science						
▫ STAAR 6th Grade						
◦ Math						
◦ Reading						
▫ STAAR 7th Grade						
◦ Math						
◦ Reading						
▫ STAAR 8th Grade						
◦ Math						
◦ Reading						
◦ Science						
◦ Social Studies						
▫ EOC Algebra I						
▫ EOC Biology						
▫ EOC US History						
▫ EOC English I						
▫ EOC English II						
▪ Percentage in Meets Level Achievement in STAAR and EOC or All Tests at Each Grade Level for All Students						
▫ STAAR 3rd Grade						
◦ Math						
◦ Reading						
▫ STAAR 4th Grade						
◦ Math						
◦ Reading						
▫ STAAR 5th Grade						
◦ Math						
◦ Reading						
◦ Science						

▫ STAAR 6th Grade						
◦ Math						
◦ Reading						
▫ STAAR 7th Grade						
◦ Math						
◦ Reading						
▫ STAAR 8th Grade						
◦ Math						
◦ Reading						
◦ Science						
◦ Social Studies						
▫ EOC Algebra I						
▫ EOC Biology						
▫ EOC US History						
▫ EOC English I						
▫ EOC English II						
▫ Percentage of African American students in Meets Grade Level Standard compared to District						
▫ STAAR 3rd Grade						
◦ Math						
◦ Reading						
▫ STAAR 4th Grade						
◦ Math						
◦ Reading						
▫ STAAR 5th Grade						
◦ Math						
◦ Reading						
◦ Science						

▫ STAAR 6th Grade						
◦ Math						
◦ Reading						
▫ STAAR 7th Grade						
◦ Math						
◦ Reading						
▫ STAAR 8th Grade						
◦ Math						
◦ Reading						
◦ Science						
◦ Social Studies						
▫ EOC Algebra I						
▫ EOC Biology						
▫ EOC US History						
▫ EOC English I						
▫ EOC English II						
▫ Percentage of Students served by Specialized Learning who showed growth on STAAR.						
▫ STAAR 3rd Grade						
◦ Math						
◦ Reading						
▫ STAAR 4th Grade						
◦ Math						
◦ Reading						
▫ STAAR 5th Grade						
◦ Math						
◦ Reading						
◦ Science						

	▫ STAAR 6th Grade						
	◦ Math						
	◦ Reading						
	▫ STAAR 7th Grade						
	◦ Math						
	◦ Reading						
	▫ STAAR 8th Grade						
	◦ Math						
	◦ Reading						
	◦ Science						
	◦ Social Studies						
	▫ EOC Algebra I						
	▫ EOC Biology						
	▫ EOC US History						
	▫ EOC English I						
	▫ EOC English II						
	▪ Percentage of student population participating in UIL Extra-Curricular (7th-12th)						
▫ Athletics							
▫ Academics							
▫ Fine Arts							
Category	Leadership						
Goal 2	Cultivate leadership at all levels through aligned recruitment, career pathway opportunities, and retention.						
	▪ Leadership Development						
	▫ Number of Performance Indicators at the Distinguished Level on TPESS						
	▫ Number of Performance Indicators at the Accomplished Level on TPESS						
	▫ Number of Performance Indicators at the Proficient Level on TPESS						
	▫ Number of Performance Indicators at the Developing Level on TPESS						

	▫ Number of Performance Indicators at the Needs Improvement Level on TPESS						
	▪ Recruit, develop, retain and empower highly qualified and passionate staff						
	▫ Number of universities utilized for recruiting teachers						
	▫ % of Staff Participation in Annual Satisfaction Survey						
	▫ % of Teacher Satisfaction on the Stay Survey						
	▫ Teacher retention rate as measured by TEA on the TAPR						
Category	Communication and Service						
Goal 3	Provide proactive and frequent engagement with employees, parents, and community to ensure transparent communication that is consistent, reliable and timely.						
	▪ Internal Communication						
	▫ Overall satisfaction of Staff as measured by district survey						
	▪ External Communication						
	▫ Overall satisfaction of Students as measured by district survey						
	▫ Overall satisfaction of Parents as measured by district survey						
Category	Well-Being						
Goal 4	Promote well-being of students and staff by focusing on building relationships, physical						
	▫ Overall satisfaction of Staff as measured by district survey						

	▫ Overall satisfaction of Students as measured by district survey						
	▫ Overall satisfaction of Parents as measured by district survey						
	▫ Number of office referrals						
	◦ District-wide						
	◦ COHS						
	◦ LJH						
	◦ CIS						
	◦ JSE						
	▫ Number of physical altercations between students						
	◦ District-wide						
	◦ COHS						
	◦ LJH						
	◦ CIS						
	◦ JSE						
	▫ Number of students completing a Tier 2 SE wellness program						
	◦ District-wide						
	◦ COHS						
◦ LJH							
◦ CIS							
◦ JSE							
Category	Engagement						
Goal 5	Strengthen student, staff, and community engagement with consistent opportunities for collaboration.						
	▫ Overall satisfaction of Community as measured by district survey						
	▫ Number of participants in Community Survey						
	▫ Number of engagement opportunities offered by campuses						

Goal 6	Provide high-relevant lessons and engaging and research-based instructional strategies daily						
	▫ Number of Performance Indicators at the Distinguished Level on TTESS Domain 2 & 3						
	▫ Number of Performance Indicators at the Accomplished Level on TTESS Domain 2 & 3						
	▫ Number of Performance Indicators at the Proficient Level on TTESS Domain 2 & 3						
	▫ Number of Performance Indicators at the Developing Level on TTESS Domain 2 & 3						
	▫ Number of Performance Indicators at the Needs Improvement Level on TPESS						
Goal 7	Increase attendance						
	▫ Percentage of Student Attendance						
	◦ District-wide						
	◦ COHS						
	◦ LJH						
	◦ CIS						
	◦ JSE						
	▫ Percentage of Teacher Attendance						
	◦ District-wide						
	◦ COHS						
	◦ LJH						
	◦ CIS						
◦ JSE							