

# **Coldspring-Oakhurst CISD**

## **District Improvement Plan**

### **2024-2025 Goals/Performance Objectives/Strategies**



**Coldspring-Oakhurst**  
CONSOLIDATED I.S.D.

# Mission Statement

Coldspring-Oakhurst CISD is committed to working together with students and the community to inspire excellence in academics by creating learning environments that spark creativity and develop future-ready graduates.

## Vision

*Trojans First! Shaping the Future Together*

*COCISD is committed to working together with students and the community to inspire excellence in academics by creating learning environments that spark creativity and develop future-ready graduates.*

## Core Beliefs

### Our Core Values:

#### "The Trojan Way"

- Tireless pursuit of excellence.
- Respect and consistent collaboration
- Open Communication
- Judicious in making student-centered decisions
- Accountable- We hold ourselves accountable
- Nurturing learning environments

### COCISD Graduates are:

- College or Workforce Ready
- Effective and Confident Communicators
- Digitally and Financially Literate
- Critical Thinker with Leadership Skills
- Productive and Accountable



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# Goals

**Goal 1:** Academic Achievement : Coldspring-Oakhurst CISD will ensure that all students achieve at high academic levels and maintain high scholastic standings.





**Performance Objective 1:** All students will demonstrate growth on local and/or state assessments, in all accountability groups, and special populations with 70% or higher scoring at the Approaches level, 40% or higher at the Meets level, and 20% or higher at the Masters level.

**HB3 Goal**

**Evaluation Data Sources:** STAAR, Interims, Mid-Semester Exams, Benchmarks

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement CBLCs in math and reading and build capacity in all teachers with a focus on analyzing student work to plan reteach/review.</p> <p><b>Strategy's Expected Result/Impact:</b> STAAR test results</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent for C&amp; I Campus Administrative teams each 9 weeks</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Callibrate all administrators on local TTESS observations, concentrating on Domains 2 and 3, and actionable feedback.</p> <p><b>Strategy's Expected Result/Impact:</b> Classroom Walk-through documentation with immediate feedback.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent for C&amp; I Campus Administrators Superintendent of Schools</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Move to an inclusion support model for students served in Special Education.</p> <p><b>Strategy's Expected Result/Impact:</b> IEP Goals</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators            Diagnosticians            Special Education teachers/Inclusion Support personnel            Director of Specialized Learning</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> The district will increase the percent of 3rd Grade students that score at the MEETS performance level or above on STAAR Reading from 35% to 50% by August 2026.</p> <p><b>Strategy's Expected Result/Impact:</b> The district will follow an Early Childhood Literacy Proficiency Plan to address deficiencies. Student Grade Reports, Benchmarks, STAAR test results</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent , Assistant Superintendent for C&amp;I, Campus administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> The district will increase the percent of 3rd Grade students that score at the MEETS performance level or above on STAAR Math from 41% to 50% by August 2026.</p> <p><b>Strategy's Expected Result/Impact:</b> The district will follow an Early Childhood Math Proficiency Plan to address deficiencies. Student Grade Reports, Benchmarks, STAAR test results</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent , Assistant Superintendent for C&amp;I, Campus administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> All teachers are expected to plan and deliver instruction that demonstrates a differentiated curriculum. All teachers are expected to incorporate various instructional strategies, cooperative learning, and a varied of assessments into the student learning process.</p> <p><b>Strategy's Expected Result/Impact:</b> Walkthrough data            STAAR test results</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent            Assistant Superintendent for C&amp; I            Campus Administrators            Special Education Director</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>





Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Maintain EB/ESL program and provide services to meet the needs of students learning English; including migrant students.</p> <p><b>Strategy's Expected Result/Impact:</b> Student Grade Reports Student Portfolios</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrator District ESL Coordinator Assistant Superintendent for C &amp; I PEIMS Coordinator</p> <p><b>Funding Sources:</b> Bi/ESL Staff Stipends/Resources/Professional Development - 199 PIC 25 State Bilingual/ESL - \$18,450</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 8 Details	Reviews			
<p><b>Strategy 8:</b> Support campus implementation of "Data Rooms/Logs" for ongoing data dis-aggregation and targeted instructional planning during the CBLC process</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student academic achievement</p> <p><b>Staff Responsible for Monitoring:</b> Campus Admin Assistant Superintendent for C &amp; I Campus Teachers Instructional Content Specialists</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 9 Details	Reviews			
<p><b>Strategy 9:</b> Provide targeted Math &amp; ELA support sessions, outside normal school hours .</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Math &amp; ELA STAAR performance results for students that previously scored within the DO NOT MEETS category.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Content Specialist, Assistant Superintendent for C &amp; I</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 1:** Academic Achievement : Coldspring-Oakhurst CISD will ensure that all students achieve at high academic levels and maintain high scholastic standings.

**Performance Objective 2:** African American student scores will increase to within 10% of the other demographic groups' academic achievement.

**HB3 Goal**





**Evaluation Data Sources:** STAAR, Interims, Mid-Semester Exams, Benchmarks

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue to purchase digital instructional resources aimed at closing student achievement gaps in reading and math.</p> <p><b>Strategy's Expected Result/Impact:</b> Student Grade Reports, Benchmarks, STAAR test results</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent for C &amp; I, Campus Administrators, Special Programs Director, Technology Director, Instructional Technology Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Use student-level data to make instructional decisions and provide accelerated instruction for our African-American students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase our African American students' academic achievement on state assessments</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent of Schools Asst Supt of C&amp;I Campus Admin Instructional Coaches Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2: Community Engagement & Open Communication:** Provide a variety of opportunities for parents and community members to be active, collaborative partners. As a school community, we will maintain open communication via multiple mediums that are transparent, clear, concise, correct and courteous.

**Performance Objective 1:** Increase communication about district events by 150%





**Evaluation Data Sources:** Blackboard Call-outs, Social Media posts, Remind.com, Email, COCISD Facebook page, Parent Meeting Agendas/minutes/Sign-in Sheets, Parent/Community Surveys

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Communicate community or campus events through at least three modes of communication, including Call-Outs, Social Media, and campus and district website.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased Community Involvement, Attendance increase at all events</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, School Board Members, Campus Administration, Public Relations Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Update district volunteer program with protocols and system to assist community members in serving all campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> Volunteer Applications, Volunteer Roster, Volunteer Logs; Student Performance Data; Parent Surveys; Staff Surveys</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators, Special Programs Director, Public Relations Coordinator, Parent &amp; Family Engagement (PFE) Campus Liaison, Campus Volunteer Contact</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2: Community Engagement & Open Communication:** Provide a variety of opportunities for parents and community members to be active, collaborative partners. As a school community, we will maintain open communication via multiple mediums that are transparent, clear, concise, correct and courteous.

**Performance Objective 2:** Increase information and communication between parents and teachers.

**Evaluation Data Sources:** Teacher Survey; Parent Survey





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Increase accessibility and information on teacher websites to include at a minimum, teacher name, course, times for conference, times for tutorials, and contact information.</p> <p><b>Strategy's Expected Result/Impact:</b> Easier access and increase volume of use of websites for information.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Admin, District Admin, Campus Webmasters</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** Safe and Orderly School Community: Maintain a school community that is safe, orderly, and conducive to student learning.

**Performance Objective 1:** Maintain a safe environment for all students and staff.

**HB3 Goal**





**Evaluation Data Sources:** Discipline Documentation Reports, Discipline Referrals, Police Reports, School Safety Audit Reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Local monthly door-checks and informal safety audits to document safety compliance.  <b>Strategy's Expected Result/Impact:</b> Provide a safe environment for students and teachers.  <b>Staff Responsible for Monitoring:</b> Maintenance Director, Chief of Police, Campus Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Maintain comprehensive DAEP program inclusive of initial academic and/ or behavioral evaluations, sustained counseling for qualifying students and opportunities for academic success to reduce recidivism.  <b>Strategy's Expected Result/Impact:</b> DAEP Program Documentation, Decrease number of student disciplinary infractions  <b>Staff Responsible for Monitoring:</b> Campus Administrators, DAEP Administrator, Superintendent of Schools, Assistant Superintendent for C&amp;I</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Implement state resource, TCHAT to support student, teacher, and parents social-emotional health.  <b>Strategy's Expected Result/Impact:</b> Referrals, Services Accessed, Service Reports  <b>Staff Responsible for Monitoring:</b> Campus Counselors, Social-Emotional Counselor, Asst. Supt. of C&amp;I</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Ensure all district and campus personnel attend Active Threat Training.  <b>Strategy's Expected Result/Impact:</b> Increase the safety of students and adult personnel in case of an active threat.  <b>Staff Responsible for Monitoring:</b> Campus Administration                      Chief of Police   <b>Funding Sources:</b> Training Resources - 287 Title IV, Part A - 6411 - \$4,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 3: Safe and Orderly School Community:** Maintain a school community that is safe, orderly, and conducive to student learning.

**Performance Objective 2:** Decrease the amount of tobacco, alcohol, & drug related incidents/referrals on all campuses by 50%





**Evaluation Data Sources:** Discipline Documentation Reports, Discipline Referrals, Police Reports, School Safety Audit Reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Facilitate campus's securing speakers and events for topics such as tobacco use, drug &amp; alcohol abuse, obesity and dating violence for small groups.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease the amount of tobacco, alcohol &amp; drug related incidents/referrals on all campuses</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators, Campus Counselors, Chief of Police, Child Nutrition Director, Health Services Director</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilize random drug dog visits to maintain a drug-free campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in referrals for drug related incidents</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Police</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Increase education of the effects of vaping and e-cigarettes on the secondary campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease the use of vape products in the restrooms on secondary campuses.</p> <p><b>Staff Responsible for Monitoring:</b> COCISD Chief of Police, Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3: Safe and Orderly School Community:** Maintain a school community that is safe, orderly, and conducive to student learning.

**Performance Objective 3:** All students will participate in the coordinated Health Program curriculum.

**Evaluation Data Sources:** Lesson Plans, Sign-in sheets, Meeting documentation

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Maintain support of curriculum implementation in all PE classes in response to the Coordinated School Health mandate.</p> <p><b>Strategy's Expected Result/Impact:</b> Curriculum in place, PE Class Activities, Lesson Plans</p> <p><b>Staff Responsible for Monitoring:</b> Director of Health Services, Director of Athletics</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Facilitate in securing speakers and utilizing programs and resources designed to address bullying &amp; cyber-bullying.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease the amount of bullying related incidents/referrals on all campuses</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators, Campus Counselors, School Threat Assessment Team Committee Chair</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Integrate digital citizenship instruction into the district's curriculum for all K-12 grade students.</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson Plans, Improvement of digital citizenship</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent for C &amp;I, Campus Administrators, Instructional Technology Specialist, Campus teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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



**Goal 4:** Human Capital : Recruit and retain the highest quality of employees.

**Performance Objective 1:** Maintain a fully certified status for all classroom teachers & fully certified & effective status for instructional paraprofessional staff.

**HB3 Goal**

**Evaluation Data Sources:** Teacher & Paraprofessional certification data, Personnel records

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide reimbursement for teachers who take additional SBEC Certification exams for pre-approved/targeted content</p> <p><b>Strategy's Expected Result/Impact:</b> Reimbursement Documentation, Student Grade Reports, Benchmarks, STAAR test results</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent for C &amp; I, Campus Administration, Human Resources Coordinator</p> <p><b>Funding Sources:</b> Certification exam reimbursement - 199 PIC 25 State Bilingual/ESL - 6223 - \$1,400</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Conduct annual training for Paraprofessionals</p> <p><b>Strategy's Expected Result/Impact:</b> # of candidates meeting passing standard on locally developed assessment ; # of instructional paraprofessionals employed, Attendance records</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent for C &amp; I, Superintendent, Human Resources Coordinator</p> <p><b>Funding Sources:</b> Professional Development - 255 Title II, Part A, TPTR - \$750</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Continue Retention Plan of a "Finders Fee" for teacher referrals.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers hired from job fairs 100% certified Staff</p> <p><b>Staff Responsible for Monitoring:</b> Assist Supt for C &amp; I, Human Resources Coordinator, Campus Administration</p> <p><b>Funding Sources:</b> - 255 Title II, Part A, TPTR - \$8,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Increase teacher retention by providing new teacher mentor program.</p> <p><b>Strategy's Expected Result/Impact:</b> New Teacher survey/interview, Survey Results/ Mentor forms</p> <p><b>Staff Responsible for Monitoring:</b> Assist Superintendent for C &amp; I, Human Resources Coordinator</p> <p><b>Funding Sources:</b> New Teacher Mentor Stipends - 255 Title II, Part A, TPTR - \$16,000</p>	Formative			Summative
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**Goal 4: Human Capital :** Recruit and retain the highest quality of employees.

**Performance Objective 2:** COCISD will increase staff retention rate by 5% by May 2025.

**HB3 Goal**

**Evaluation Data Sources:** Job Vacancies, District Equity Report, PEIMS Data





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue to pay above state base for salaries.  <b>Strategy's Expected Result/Impact:</b> District Pay Rate Table, Teacher Retention  <b>Staff Responsible for Monitoring:</b> Superintendent, School Board Member</p> <p><b>Funding Sources:</b> Title I Salaries - 211 Title I, Part A - \$557,475, Title II Salary/Stipends - 255 Title II, Part A, TPTR - \$82,938, CTE Salaries - 199 PIC 22 State Career &amp; Technical Ed (CTE) - \$843,524, DAEP Salaries - 199 PIC 28 State Comp Ed (SCE), DAEP - \$194,500, SCE Salaries - 199 PIC 30 State Comp Ed (SCE), Title IA, Schoolwi - \$195,650, Pre K salaries - 199 PIC 34 State Compensatory Ed (SCE), Prekinderg - \$170,250</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Fund critical needs area stipends: special education, foreign language, ESL, Science ,Math &amp; ELA at the secondary level ( grades 6-12)  <b>Strategy's Expected Result/Impact:</b> Payroll Documentation , STAAR test results, Student Grade Reports, Benchmarks  <b>Staff Responsible for Monitoring:</b> Special Education Director, Special Programs Director, Assist Supt of Business/ Finance, Superintendent, Assitant Superintendent for C&amp;I</p> <p><b>Results Driven Accountability</b>  <b>Funding Sources:</b> Title II Stipends - 255 Title II, Part A, TPTR - \$47,749.20, Critical Needs Stipends - 199 General Fund - \$82,250</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Increase teacher retention by providing new teacher program and coaching for struggling teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Agendas, Schedule, Sign in sheet, Teacher Walk thru forms, T-TESS, Teacher retention, Student Grade Reports</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of C &amp; I, Human Resources Coordinator, Campus Administrator,</p> <p><b>Funding Sources:</b> New Teacher Mentor Stipends - 255 Title II, Part A, TPTR - \$16,000, Instructional Resources - 199 PIC 30 State Comp Ed (SCE), Title IA, Schoolwi - \$2,500</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Pilot a 4-Day Work Week.</p> <p><b>Strategy's Expected Result/Impact:</b> Promote life/work balance and retain and recruit quality teachers.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent of Schools, PEIMS coordinator, Asst. Supt of C&amp;I, Campus Admin</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Implement second Data-Capture year for participation in Texas Incentive Allotment. Gain approval of TIA program.</p> <p><b>Strategy's Expected Result/Impact:</b> Recruit and retain quality, certified teachers.</p> <p><b>Staff Responsible for Monitoring:</b> Asst. Supt of C&amp;I Superintendent of Schools Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 5: Efficient and Effective Operations :** Efficiently allocate resources to facilitate quality learning experiences. We will be fiscally responsible, maintain a well-balanced district budget and be transparent regarding financial reporting.

**Performance Objective 1:** Increase the overall district attendance rate to 96% by May 2025.





**Evaluation Data Sources:** Academic Excellence Indicator System (AEIS), District PEIMS reports, 6 Week Attendance Reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor campus level attendance incentive program to increase student attendance to at least 96%</p> <p><b>Strategy's Expected Result/Impact:</b> Nine Weeks Attendance Reports; AEIS</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators, Assist Supt for Business &amp; Finance, PEIMS Coordinator, Superintendent</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Maintain leaver coding audit process at the district &amp; campus level to ensure accurate coding of withdrawn students in an effort to decrease reported dropouts.</p> <p><b>Strategy's Expected Result/Impact:</b> Meeting Agendas, Campus Lever Reports; District PEIMS submission, Decreased dropout rate</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators, Assistant Supt for Business &amp; Finance, District PEIMS Coordinator, Assistant Supt for C&amp;I</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Utilize COCISD Police Department in partnership with local JP to enforce the truancy mandate.</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance, Review Committee, Meeting Records, Nine weeks Attendance Records; # of Students/Parents filed on in JP Court</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators, Assistant Supt for Business &amp; Finance, Police chief, District PEIMS Coordinator, Truancy Coordinator</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 6:** Responsive to student needs : Safeguard social-emotional learning as an integral part of our district's mission to ensure that students develop and build skills as it pertains to managing emotions, establishing and maintaining relationships, and making sound/ responsible decisions.

**Performance Objective 1:** Implement a tiered support system for students SE needs.

**Evaluation Data Sources:** Student Sign In Sheets, Posted Office Hours, Surveys of Effectiveness

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide a wellness room on each campus and provide access to TCHAT.  <b>Strategy's Expected Result/Impact:</b> Students and parents will have access to medical and mental health professionals  <b>Staff Responsible for Monitoring:</b> Social Emotional Wellness Counselor; Asst. Supt of C&amp;I</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide a space on our website and visible on the campus where students can go for help with hotlines for suicide prevention , abuse hotline, crisis hotline, etc.  <b>Strategy's Expected Result/Impact:</b> Students will be informed of how to receive help for their mental well being.  <b>Staff Responsible for Monitoring:</b> District and Campus Counselors</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Integrate Social Skills into teachers morning warm ups and daily or weekly class routines.  <b>Strategy's Expected Result/Impact:</b> Increase in positive student behaviors and coping skills.  <b>Staff Responsible for Monitoring:</b> Campus Administration                      Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				