# Commerce Independent School District

# 2026-2027 District Improvement Plan

Generated by Plan4Learning.com
October 20, 2026 at 02:11 PM

# Mission Statement

Commerce ISD will maximize educational opportunities for all students through excellence in teaching and education.

# Vision

Commerce ISD will inspire students to become productive, well-rounded individuals who pursue excellence and are prepared for future opportunities.

# Value Statement

We believe that..

* a strong partnership with East Texas A&M University is the cornerstone to our tradition-rich district

* trusting relationships is a safe and caring environment are vital to an innovative learning organization

* quality education promotes collaboration, adaptability, goal setting, critical thinking, and innovation

* each student should be empowered to realize the opportunities that they have acquired in our District will help them thrive in a global economy

# Table of Contents


**Comprehensive Needs Assessment** 4

Demographics 5

Student Learning 6

District Processes & Programs 9

Perceptions 12

**Data Documentation for CNA** 14

Improvement Planning Data 15

Accountability Data 15

Student Data: Assessments 15

Student Data: Student Groups 16

Student Data: Behavior and Other Indicators 17

Employee Data 17

Parent/Community Data 17

Support Systems and Other Data 18

**Goals** 19

Goal 1 : CISD will provide exemplary programs to ensure that all students are succ... 20

Goal 2 : CISD will maintain and improve facilities and support systems that enhanc... 35

Goal 3 : CISD will provide timely, open communication and positive parental and co... 41

Goal 4 : CISD will attract and retain qualified employees by providing competitive b... 47

Goal 5 : CISD will invest resources to ensure that students, parents and the comm... 52

**Goal Tables** 57

RDA Strategies 58

**Assurances** 59

**Funding Summary** 61

211 - Title I, Part A 62

255 - Title II, Part A 62

263 - Title III LEP 62

# Comprehensive Needs Assessment

# Demographics

## Summary

Commerce ISD contains four campuses and serves  students from PreKindergarten to 12th Grade. Commerce ISD was established in 1872.

The student population percentages gathered in early October 2026 include

African American- 24.5%

White- 39.0%

Hispanic- 28.73%

Asian- .086%

American Indian- .006%

Pacific Islander- .026%

Two or More Races- 7.0%

Economically Disadvantaged- 73.11%

Non Economically Disadvantaged - 26.82%

English Language Learners- 11.36%

At Risk- 42.2%

The District had a 98.2% Graduation rate for the Class of 2026  106 Graduates. 100% Graduation rate

The average daily attendance rate for students in October 2026 is 94.82%. (Based on 9/1/26 to 9/17/26)

The District serves  172 Limited English Learners and 83 students in Gifted and Talented program, 427 students served through special education program and 6 homeless students.

## Strengths

The District has a diverse population.

# Student Learning

## Summary

The State of Texas Assessments of Academic Readiness (STAAR) are required for students in grades 3–8 and for specific high school courses:

- **Grades 3–8**: Students take tests in math and reading language arts (RLA).
- **Grade 5:** Students take an additional test in Science
- **Grade 8**: Students also take a social studies and Science tests.
- **High school**: Students take tests in Algebra I, English I, English II, Biology, and U.S. History.

STAAR tests are based on the Texas Essential Knowledge and Skills, which are the state's curriculum standards. The tests are administered in the spring for grades 3–8, and in the spring, summer, and fall for high school courses.

English language learners (ELLs) may take the linguistically accommodated English version, STAAR L.

Commerce ISD reviews data and will adjust instruction, provide additional staff training, and create strategic plans to close learning gaps.

Commerce High School is rated a B with a score of 88.  They received a component score of 96% for CCMR and a 93% graduation rate.

Commerce Middle School is rated an F with a score of 52.  Progress is needed in Student Achievement and Closing the Gaps.

AC Williams Elementary School is rated an F with a score of 59.  Progress is needed in Student Achievement and Closing the Gaps.

We are currently working on a Turnaround Plan with the Effective Schools Framework, and using LIFT (LASO 4) with building Principal capacity.

## Strengths

Extensive Professional Learning opportunities provided throughout the district

New Math framework provided and offered at Secondary High School  using Highly Qualified Instructional Material; Texas Bluebonnet Learning Curriculum.

New LIFT framework provided and offered at Grade K-12  using Highly Qualified Instructional Material; Texas Bluebonnet Learning Curriculum, and focusing on Principal capacity.

Grade K- Grade 3 teachers (and 3 Principals) are in Texas Reading Academy for 15 individuals.

Use of Eduphoria and Bluebonnet Curriculum for Curriculum, Scope, Sequence and Pacing guides

Use of Eduphoria and Bluebonnet Curriculum for Curriculum Based Assessments

District Curriculum Team is reviewing and continuing the implementation of Open Education Resources; Texas Bluebonnet Learning

# Problem Statements Identifying Student Learning Needs

| | Problem Statement | Root Cause |
|---|---|---|
| 1 | The District is currently look at accountability percentages. Specifically at African American passing percentages compared to other groups. | Lack of resources for all students in a rural area. |

★ = Priority

# District Processes & Programs

## Summary

Commerce ISD believes that curriculum, instruction, and assessment must all be in alignment for students to be successful. The curriculum is approved via Open Education Resources;  adopting Texas Bluebonnet Instruction and TEKS Resource system and specifically addresses the needs of our students.  Commerce ISD uses Highly Qualified Instructional Materials that the State has chosen for Districts, tied to Instructional Materials Allotment monies.

We utilize common district assessments that are used across all campuses and aligned directly with the curriculum. Simulation tests are given periodically in each core subject area to assess the strengths and weaknesses of students' mastery of the standards. Data from all tests are used by teachers to reteach, tutor, and provide enrichment when necessary. The Data is housed in Eduphoria for all stakeholders to access.

The HR department and Curriculum and Instruction Department is focused on recruiting and hiring qualified staff and providing training opportunities for all of our staff. Commerce ISD did have a convocation at CHS auditorium this year.  CISD provides ongoing support to new teachers. Professional learning is planned throughout the district to meet the needs of students and staff. District wide Professional Development on District initiatives is purposely planned and developed. Commerce ISD strives to keep salaries competitive on experience and compared to surrounding districts that mirrors student enrollment.

The District has evolved toward a Google application, thus becoming paperless as possible.

Commerce ISD has benefited from campus efforts to reorganize themselves into functions and create more efficient campus alignment structures for process development and efficiency.

Commerce ISD has benefited from campus efforts to reorganize themselves into functions and create more efficient campus alignment structures for process development and efficiency.

CES- New Principal since July 2026; New Assistant Principal in July, 2026

ACW-  Principal in August 2025;  Assistant Principal in August, 2025.

CMS- New Principal since July 2026; New Assistant Principal in July, 2026.

CHS-  Principal since May 2025;  Assistant Principal (Male) in August, 2025, and second Assistant Principal (female) in August, 2025.

District Coordinator of School Improvement-  August 2025

Curriculum Coordinators:

Elementary, No. 1- New since July, 2026

Elementary, No. 2- New July, 2026

Secondary, New since July, 2026

Our Administration provides sustainable leadership amongst all the campuses. Their administrative and instructional efforts have been helpful in developing the vertical plans that will define its impact on our students. The district has also benefited from our partnership with East Texas A&M University. The ability of campuses to become more functional and agile reflects a desire at all levels of the organization to become more responsive AND more forward-thinking, in order to better serve our stakeholders.

# Strengths

Continued development of campus/district processes

Continued development of Strategic Plan

New  District of Innovation; adopted by Board of Trustees for 5 years in August 2026.

# Problem Statements Identifying District Processes & Programs Needs

| | Problem Statement | Root Cause |
|---|---|---|
| 1 | The District is currently look at accountability percentages. Specifically at African American passing percentages compared to other groups. | Lack of resources for all students in a rural area. |

★ = Priority

# Perceptions

## Summary

District promotes a positive school culture, encourages and maintains a safe classroom environment, and demonstrates care. District demonstrates respect for diversity and relationships through equality. District supports and has a strong relationship with East Texas A&M University.

## Strengths

Partnership with East Texas A&M University.

Small University community with a tight knit atmosphere.

# Problem Statements Identifying Perceptions Needs

| | Problem Statement | Root Cause |
|---|---|---|
| 1 | We are addressing behaviors of students that make it challenging for instruction and environment. | Students are coming to school with lack of resources. |

★ = Priority

# Data Documentation for CNA

# Data Documentation for CNA

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- [x] **District goals**
- [x] **Campus goals**
- [x] **HB3 Reading and math goals for PreK-3**
- [x] **HB3 CCMR goals**
- [x] **Campus/District improvement plans (current and prior years)**
- [x] **Planning and decision making committee(s) meeting data**
- [x] **State and federal planning requirements**

## Accountability Data

- [x] **Texas Academic Performance Report (TAPR) data**
- [x] **Student Achievement Domain**
- [x] **Student Progress Domain**
- [x] **Closing the Gaps Domain**
- [x] **Effective Schools Framework data**
- [x] **Comprehensive, Targeted, and/or Additional Targeted Support Identification data**
- [x] **Accountability Distinction Designations**
- [x] **Federal Report Card and accountability data**
- [x] **Results Driven Accountability (RDA)**

## Student Data: Assessments

- [x] **State and federally required assessment information**
- [x] **STAAR current and longitudinal results, including all versions**
- [x] **STAAR End-of-Course current and longitudinal results, including all versions**
- [x] **STAAR released test questions**

- [x] **STAAR Emergent Bilingual (EB) progress measure data**
- [x] **Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results**
- [x] **Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results**
- [x] **Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data**
- [x] **SAT and/or ACT assessment data**
- [x] **Student failure and/or retention rates**
- [x] **Local benchmark or common assessments data**
- [x] **Running Records results**
- [x] **Prekindergarten Self-Assessment Tool**
- [x] **Texas approved PreK - 2nd grade assessment data**
- [x] **Other PreK - 2nd grade assessment data**

## Student Data: Student Groups

- [x] **Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups**
- [x] **Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group**
- [x] **Economically disadvantaged / Non-economically disadvantaged performance and participation data**
- [x] **Special education/non-special education population including discipline, progress and participation data**
- [x] **At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility/ stability**
- [x] **Emergent Bilingual (EB)/non-EB data, including performance, progress, discipline, attendance, and mobility/stability**
- [x] **Section 504 data**
- [x] **Homeless data**
- [x] **Gifted and talented data**
- [x] **Dyslexia data**
- [x] **Response to Intervention (RtI) student achievement data**
- [x] **Dual-credit and/or college prep course completion data**
- [x] **Pregnancy and related services data**

- [x] **Foster Care data**

## Student Data: Behavior and Other Indicators

- [x] **Completion rates and/or graduation rates data**
- [x] **Annual dropout rate data**
- [x] **Attendance data**
- [x] **Discipline records**
- [x] **Violence and/or violence prevention records**
- [x] **Tobacco, alcohol, and other drug-use data**
- [x] **Class size averages by grade and subject**
- [x] **School safety data**
- [x] **Safe and Supportive School Program Team and/or Crisis Team data (Senate Bill 11)**
- [x] **School Behavioral Threat Assessment Data (Senate Bill 11)**

## Employee Data

- [x] **Professional learning communities (PLC) data**
- [x] **Staff surveys and/or other feedback**
- [x] **Teacher/Student Ratio**
- [x] **Campus leadership data**
- [x] **Campus department and/or faculty meeting discussions and data**
- [x] **Professional development needs assessment data**
- [x] **Evaluation(s) of professional development implementation and impact**
- [x] **T-PESS data**
- [x] **Teacher recruitment/retention rates and other data**
- [x] **Classroom and school walkthrough data**

## Parent/Community Data

- [x] **Parent surveys and/or other feedback**
- [x] **Community surveys and/or other feedback**

## Support Systems and Other Data

- [x] **Organizational structure data**
- [x] **Processes and procedures for teaching and learning, including program implementation**
- [x] **Communications data**
- [x] **Capacity and resources data**
- [x] **Budgets/entitlements and expenditures data**
- [x] **Technology and resource allocation data**
- [x] **Scope and Sequence; Pacing Guides; and Other Focus Documents**
- [x] **Other**

# Goals

# Goal 1 CISD will provide exemplary programs to ensure that all students are successful learners.

## Performance Objective 1 ☑ High Priority

CISD will increase scores on state tests that will meet or exceed the state standards for all subpopulations including increasing mastery performance percentages. Focus will be on growth for each learner. Targeted Goal is one year growth.

**Evaluation Data Source:** STAAR reports, Unit Tests, Cambia Tests, Student Learning Objectives's,. etc will be evaluated.

### Strategy 1

Coordinate the alignment and articulation of instruction both vertically and horizontally to deliver a rigorous curriculum to all students.

**Strategy's Expected Result/Impact:** PLC meetings, agendas

**Staff Responsible for Monitoring:** Assistant Superintendent, Coordinators, Principals, Departments

#### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 2

Teachers/Principals will use Eduphoria Aware and STAAR data to provide in depth data disaggregation for state and district assessments to target instruction for improvement.

**Strategy's Expected Result/Impact:** Assessment results, STAAR released data

**Staff Responsible for Monitoring:** Assistant Superintendent, Coordinators, Principals, Teachers, Department Heads

#### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 3 ☑ Talent Plan

Utilize data tools to increase teacher understanding and awareness of achievement gaps.

**Strategy's Expected Result/Impact:** Assessment results, STAAR released data

**Staff Responsible for Monitoring:** Assistant Superintendent, Coordinators, Principal, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4 ☑ Talent Plan

Conduct walk-throughs to collect classroom instructional data with emphasis on areas targeted using Sibme. Sibme is an online video coaching and collaboration platform that makes it easy for instructional leaders, coaches, teachers, students, and other professionals to improve their practice through the use of video reflection and feedback.

**Strategy's Expected Result/Impact:** Records, Eduphoria logs, Sibme app

**Staff Responsible for Monitoring:** Principals, Assistant Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 5 ☑ Talent Plan

Administer, score, and analyze data on assessments for grades 1-12

**Strategy's Expected Result/Impact:** State test accountability reports

**Staff Responsible for Monitoring:** Principals, Assistant Principals, Coordinators, Teachers, Department Heads

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 6

Develop and implement district wide Multi Tiered Support System procedures that provide small group and one on one support for struggling students

**Strategy's Expected Result/Impact:** Student performance data

**Staff Responsible for Monitoring:** Assistant Superintendent, Coordinators, Reading Specialists

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 7 ☑ Talent Plan

Fully implement the Bluebonnet curriculum for K-5 Reading, and Math K-12, and Open Educational Resources (OER) curriculum with unit assessments

**Strategy's Expected Result/Impact:** Lesson plans, Eduphoria

**Staff Responsible for Monitoring:** Assistant Superintendent, Coordinators, Principals, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 8

Plan and deliver HB1416 Accelerated Instruction to all students who did not make mastery on STAAR and EOC tests. No less than 15 or 30 hours depending on student performance and is provided in the summer or at least once per week in the school year. Prioritizing Math and RLA.

**Strategy's Expected Result/Impact:** STAAR data

**Staff Responsible for Monitoring:** Principals, Coordinators, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 9 ☑ Talent Plan

Focus on instruction for target areas to address Math, emphasis on African American and Special Education.

**Strategy's Expected Result/Impact:** STAAR data

**Staff Responsible for Monitoring:** Principals, Coordinators, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 10

Review STAAR data and allow for opportunities for teachers to attend Professional Development in areas that are in need of improvement.

**Strategy's Expected Result/Impact:** STAAR Data, Region X, Consultants, Professional Development Conferences

**Staff Responsible for Monitoring:** Principals, Coordinators, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 11

Received Texas Afterschool Centers on Education program, or Texas ACE grant. Provide after school enrichment activities for all students. An after school snack will be offered to all students, as well as transportation.

**Strategy's Expected Result/Impact:** Increase measure of one year growth on STAAR. Grant program aim to improve student attendance, behavior, and academics, while providing safe supplemental learning space for students and families who otherwise would not have such opportunities. These grant-funded programs provide high quality supplemental enrichment activities that align with the regular academic program; and programs are encouraged to deliver those activities in creative, hands-on, and exploratory ways.

**Staff Responsible for Monitoring:** Director of ACE, site coordinators of ACE

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 12 ☑ Talent Plan

Utilize and disaggregate STAAR data to make well informed decisions on instruction, outline goals for Turnaround Plan.

**Strategy's Expected Result/Impact:** STAAR data

**Staff Responsible for Monitoring:** Principals, Coordinators, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 13 ☑ Results Driven Accountability

Commerce MIddle School has been identified as UA 1. CMS is participating in LIFT and SI, with support from ESC/Region X.

**Strategy's Expected Result/Impact:** To earn an overall score of C on STAAR Accountability. Involved in SI and LIFT. Strategies for LIFT will include building Administrator capacity over 3 years to include:
-- Touchpoints in planning
-- PLCs
-- Observation and Feedback
-- Data Driven

**Staff Responsible for Monitoring:** Principals, Coordinators, Supts, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 14 ☑ Results Driven Accountability

AC Williams has been identified as UA 3. ACW is participating in LIFT and SI.

**Strategy's Expected Result/Impact:** To earn an overall score of C on STAAR Accountability. Involved in SI and LIFT. Strategies for LIFT will include building Administrator capacity over 3 years to include:
-- Touchpoints in planning
-- PLCs
-- Observation and Feedback
-- Data Driven

**Staff Responsible for Monitoring:** Principals, Coordinators, Supts, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 2

Title 1 as well as other state and federal fund sources will be used to implement programs and provide support for students who are at-risk as well as students with disabilities.

**Evaluation Data Source:** Use of Data reports will yield what monetary resources were utilized to make progress in specific programs and areas of concern.

## Strategy 1

Develop instructional support to accelerate the Reading/ELA achievement of At Risk students using Bluebonnet Curriculum K-5 Reading, and Grades K-12 Math, and Open Education Resources (OER )curriculum.

**Strategy's Expected Result/Impact:** Student products, teacher notebooks, ELA test results

**Staff Responsible for Monitoring:** Assistant Superintendent, Coordinator, Principals, Dept. Heads

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 2

Students in At Risk situations will receive accelerated instructional strategies during before/after school tutorials and summer session to improve their performance on local assessments, and state tests

**Strategy's Expected Result/Impact:** Skyward Grades and reports, Local Assessment data

**Staff Responsible for Monitoring:** Assistant Superintendent, Coordinator, Principals, Department Heads

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 3

Ensure that ESL program is research based, responsive to the needs of students, designed, implemented, supported and monitored for impact on student learning.

**Strategy's Expected Result/Impact:** TELPAS results, LPAC logs

**Staff Responsible for Monitoring:** ESL Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

On assessments, focus on sub group Hispanic and ESL students. TIER Organization and specific focus on improving success in Writing

**Strategy's Expected Result/Impact:** Writing examples, student products, state assessment results

**Staff Responsible for Monitoring:** Assistant Superintendent, Coordinator, Principals, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 5

Implement a Highly Qualified Instructional Material (HQIM) at CES and transition other schools with Bluebonnet Reading and Math/OER products; State SBEC approved curriculum

**Strategy's Expected Result/Impact:** Targeted assistance to All students at CES in Math... KN- Grade 2

**Staff Responsible for Monitoring:** Assistant Superintendent, Coordinator

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 6

Partner with East Texas A&M students and organizations to provide tutoring to individual students

**Strategy's Expected Result/Impact:** Logs

**Staff Responsible for Monitoring:** Administrators, ETA&M students

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 7

Involve staff in devising placement options for students with disabilities

**Strategy's Expected Result/Impact:** Meeting agendas

**Staff Responsible for Monitoring:** Teachers, Principals, Tri-County SSA

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 8

Provide training to teachers working with Special Education students to analyze data to determine goals in curriculum and instruction. Strategies will be developed to meet identified needs.

**Strategy's Expected Result/Impact:** Training agendas, Sign in Sheets

**Staff Responsible for Monitoring:** Assistant Superintendent, Director of Tri County Shared Services, Coordinator, Campus Intervention Coach

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 9

Provide equipment, materials, software and new technology to campuses to increase the numbers of students with disabilities included in the general ed setting

**Strategy's Expected Result/Impact:** Purchase orders

**Staff Responsible for Monitoring:** Principals, Assistant Superintendent, Instructional Technologist

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 10

CISD will collaborate with Tri-County Coop to provide programs and services to struggling students prior to placement in special education through the CEIS initiative

**Strategy's Expected Result/Impact:** Meeting minutes

**Staff Responsible for Monitoring:** Tri County Cooperative, Assistant Superintendent, Coordinator, Special Ed. Staff

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 3 ☑ High Priority

Students will be offered a curriculum that includes state of the art technology and programs so that classes simulate real world learning

**Evaluation Data Source:** Use of Eduphoria, Bluebonnet Curriculum, TEKS Resource System, Supplemental resources, etc. will drive decisions on quality of curriculum.

### Strategy 1

Integrate instructional technology, iPads (Prek/K) and Chromebooks (Grades 1-12) into classroom instruction to support student achievement. Seeking Interactive panels.

**Strategy's Expected Result/Impact:** Lesson plans, teacher observations, training, results from state and local assessments

**Staff Responsible for Monitoring:** Teachers, Principals, Technology Staff

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 2

Inclusion of technology integration efforts in the classroom with both teacher and student by the Instructional Technology Coordinator. Continued support by campus technology integration specialists, or Digital Learning Team.

**Strategy's Expected Result/Impact:** Training agendas

**Staff Responsible for Monitoring:** Teachers, Technology Staff

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 3

Utilize 1 to 1 chromebook initiative for Grades 1-12 to increase student engagement in learning

**Strategy's Expected Result/Impact:** Classwork Walkthrough data targeting integration of technology, Results from state assessments

**Staff Responsible for Monitoring:** Technology Director, Assistant Superintendent, Principals, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

Partner with the Northeast Texas Children's Museum to provide extended learning opportunities for elementary students.

**Strategy's Expected Result/Impact:** Schedule

**Staff Responsible for Monitoring:** Principals
Teachers

**Funding Sources:** 211 - Title I, Part A, $5,000

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 4

All students will develop skills for transition from high school to successful, productive citizenship through employment of post secondary education.

## Strategy 1 ☑ Talent Plan

Partnership with ETA&M to address college readiness

**Strategy's Expected Result/Impact:** Monthly meeting agendas

**Staff Responsible for Monitoring:** Assistant Superintendent, Superintendent, ETA&M personnel

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 2

CISD will pay student tuition for dual credit courses

**Strategy's Expected Result/Impact:** Budget summary allocation

**Staff Responsible for Monitoring:** Assistant Superintendent, Superintendent, Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 3

Focus on HB 5, Endorsements, Graduation Plans

**Strategy's Expected Result/Impact:** Multiple endorsement options

**Staff Responsible for Monitoring:** Assistant Superintendent, Secondary Coordinator, High School Principals, counselors

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

Develop awareness of post secondary options through college trips and career days to promote a college going culture

**Strategy's Expected Result/Impact:** Agendas

**Staff Responsible for Monitoring:** Community in schools personnel, counselors, Principals, Secondary Coordinator

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 5

Offer SAT/ACT preparation course for CHS juniors and seniors

**Strategy's Expected Result/Impact:** Student enrollment in SAT/ACT course

**Staff Responsible for Monitoring:** Assistant Superintendent, Principal, Teachers, Counselors

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 5 ☑ High Priority

Enhance Career and Technical (CTE) opportunities for students

**Evaluation Data Source:** CTE reports, PD evaluations from CTE Co-Op, etc.

### Strategy 1

Conduct comprehensive review of current CTE offerings, student interest in additional offerings, and facilities to increase CTE programming

**Strategy's Expected Result/Impact:** CTE course offerings

**Staff Responsible for Monitoring:** Assistant Superintendent, Vocational Counselor, CHS Principal

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 2

Monitor academic progress of CTE students in the core content areas and provide intensive support for students who are  under performing

**Strategy's Expected Result/Impact:** Results from TRS unit assessments

**Staff Responsible for Monitoring:** Teachers, Principals, Vocational Counselor

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 3

Ensure CTE representation in ARDS involving CTE students

**Strategy's Expected Result/Impact:** Notifications of ARDs, CTE's signature of attendance at ARDs

**Staff Responsible for Monitoring:** CTE instructor, Special Education Staff, Principal

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 6

Students will show continuous improvement on primary assessments instruments including CIRCLE, TPRI, KPM (Kindergarten Progress Monitoring) and use of the platform CLI Engage

**Evaluation Data Source:** Data Reports

### Strategy 1

K-2 teachers will use of TPRI and Texas Bluebonnet Instruction to monitor students' reading performance

**Strategy's Expected Result/Impact:** Attendance logs

**Staff Responsible for Monitoring:** Consultants, Coordinator, Technology staff

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 2

Transition to Bluebonnet Curriculum for 25-26 year at CES and ACW to adhere to using SBOE High Quality Instruction materials.  Emphasis on sub groups African American, Economically Disadvantaged, Special Education, and English Language Learners.

**Strategy's Expected Result/Impact:** Lesson plans

**Staff Responsible for Monitoring:** Coordinator, Teachers, Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 3

Administer EOY assessments to K-2 students to determine mastery of grade level TEKS

**Strategy's Expected Result/Impact:** results from Benchmarks and assessments

**Staff Responsible for Monitoring:** Teachers, Assistant Superintendent, Coordinator

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

Facilitate the transition of preschool children into public school by campus visitation and parent communication

**Strategy's Expected Result/Impact:** Lesson plans, Agendas, sign in sheets

**Staff Responsible for Monitoring:** Early Childhood Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 7

Title 1 as well as other state and federal fund sources will be used to implement school wide programs at grades PreK-Grade 5.

**Evaluation Data Source:** Evaluation of Programs, survey, and look at Data Reports.

## Strategy 1

Federal, State, and local funds will be coordinated to achieve the most effective use of these resources when implementing programs and services.

**Strategy's Expected Result/Impact:** Budge summary sheets

**Staff Responsible for Monitoring:** Assistant Superintendent, Coordinator, Principals, Teachers, Federal Programs Coordinator

**Funding Sources:** Federal Programs Coordinator 211 - Title I, Part A, $32,000

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 2

Programs and services will be designed to meet the needs of all students and include tutorials, remediation and special materials.

**Strategy's Expected Result/Impact:** Lesson plans

**Staff Responsible for Monitoring:** Principals, Teachers, RtI Team

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 3

Provide facilities for  ACE program

**Strategy's Expected Result/Impact:** Program Activities, Attendance logs

**Staff Responsible for Monitoring:** ACE staff, Principal, teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 8 ☑ High Priority

Provide quality instructional staff to address student learning loss.

**Evaluation Data Source:** Data

# Goal 2

CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

## Performance Objective 1

CISD will provide a safe and orderly environment where students are safe and secure.

**Evaluation Data Source:** Data Reports, feedback from Commerce ISD Police Department, and other evaluative measures.

### Strategy 1

Continue the 5 year plan for replacement, repairs, and upgrades of District facilities, e.g., roofing and HVAC

**Strategy's Expected Result/Impact:** Budget Financial Analysis

**Staff Responsible for Monitoring:** Superintendent, Maintenance Director, Finance Director

#### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 2

CISD will continue to provide bus drivers and students with training regarding school bus safety

**Strategy's Expected Result/Impact:** Sign in Sheets, Training logs, Calendar

**Staff Responsible for Monitoring:** Transportation Director

#### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 3

Continue to provide campus based character and drug awareness programs.

**Strategy's Expected Result/Impact:** Teacher Lesson Plans, Record of Activities

**Staff Responsible for Monitoring:** Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

Parent Square alerts to emergency notification system

**Strategy's Expected Result/Impact:** Logs of Phone calls, Summary of Phone call list, Usage report

**Staff Responsible for Monitoring:** Communications Director, Principal, Superintendent

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 5

Continue SHAC Committee

**Strategy's Expected Result/Impact:** sign in sheets

**Staff Responsible for Monitoring:** Director of Health Services

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 6

Maintain a multi-hazard emergency action plan that provides staff training, drills for students and coordination with local agencies.

**Strategy's Expected Result/Impact:** Completed plan, training dates, agendas, Logs of Drills

**Staff Responsible for Monitoring:** Superintendent, Student Resources Officer

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 7

Continue bullying, drug free and dating violence education for students and staff.

**Strategy's Expected Result/Impact:** Programs, Handouts, agendas

**Staff Responsible for Monitoring:** Principals, Counselor

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 8

Provide training to new employees addressing sexual abuse and maltreatment of children.

**Strategy's Expected Result/Impact:** Logs, Sign in Sheets, Meeting agendas

**Staff Responsible for Monitoring:** Administrators, Counselors

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 9

Attend discipline management updates provided by Region X and TEA

**Strategy's Expected Result/Impact:** PEIMS report

**Staff Responsible for Monitoring:** Assistant Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 10

Commerce ISD Police Department will provide security for the district and conduct safety audit and training

**Strategy's Expected Result/Impact:** Training logs

**Staff Responsible for Monitoring:** Superintendent, Board of Trustees

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 11

Continue to provide canine detection and services at CHS and CMS

**Strategy's Expected Result/Impact:** Inspection reports

**Staff Responsible for Monitoring:** Principals, School Police Department

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 2

CISD will achieve an attendance rate above 97%.

**Evaluation Data Source:** PEIMS data

## Strategy 1

Campuses will provide incentives to encourage attendance.

**Strategy's Expected Result/Impact:** Incentives, awards, ADA report

**Staff Responsible for Monitoring:** Superintendent, Principals, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 2

Increase student and parent awareness of EOC/STAAR upcoming test dates

**Strategy's Expected Result/Impact:** Newsletters, District website, E Messenger

**Staff Responsible for Monitoring:** Principals, Director of Communication

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 3

Monitor attendance. Daily reports and contact.

**Strategy's Expected Result/Impact:** Monitor Attendance, ADA report shows improvement

**Staff Responsible for Monitoring:** Principals, Attendance clerks

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

Provide parent communication regarding the importance of good attendance and mail notifications of excessive absences

**Strategy's Expected Result/Impact:** Attendance rate improves

**Staff Responsible for Monitoring:** Principals, Assistant Principal, Counselors

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 3

Students unable to function in the regular classroom due to disciplinary problems will be provided an alternative educational program

**Evaluation Data Source:** PEIMS reports, comparing last year's data to current school year, Professional Development surveys.

## Strategy 1

Academic instruction will be monitored and coordinated with the student's teacher of record to insure that the student continues to make progress while in DAEP.

**Strategy's Expected Result/Impact:** Lesson Plans

**Staff Responsible for Monitoring:** Teachers and Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 2

Counseling services will be provided to individual students to prevent future violations of the Code of Conduct or felony violations.

**Strategy's Expected Result/Impact:** Student Logs, Counseling session logs

**Staff Responsible for Monitoring:** Counselors

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 3

Utilize Edgenuity software to maintain course credit and acquisition

**Strategy's Expected Result/Impact:** Skyward grades report

**Staff Responsible for Monitoring:** Teachers, Counselors, Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

# Goal 3

CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

## Performance Objective 1

Parent and community involvement will increase (i.e., PTO membership, attendance at meeting, events)

**Evaluation Data Source:** Meeting agendas and sign in sheets

### Strategy 1

Parent involvement will be encouraged through volunteer programs, book fairs, family nights and meetings and student/parent activities at each campus.

**Strategy's Expected Result/Impact:** Sign in logs

**Staff Responsible for Monitoring:** Assistant Superintendent, Principals, Teachers

#### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 2

Hold Student Success Nights at elementary schools to provide fellowship and information sessions for parents regarding the Title 1 Schoolwide Program

**Strategy's Expected Result/Impact:** Sign in logs

**Staff Responsible for Monitoring:** Assistant Superintendent, Principals, Teachers

#### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 3

Provide volunteer opportunities

**Strategy's Expected Result/Impact:** Volunteer logs

**Staff Responsible for Monitoring:** Principals, Personnel Director

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

Maintain Skyward web-based parental access to student grades and attendance records

**Strategy's Expected Result/Impact:** Usage logs

**Staff Responsible for Monitoring:** Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 5

Continue centralized and coordinated online student registration

**Strategy's Expected Result/Impact:** Skyward reports

**Staff Responsible for Monitoring:** Directors, Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 6

Provide opportunities to showcase student achievement through open houses, special performances such as the Bois d'Arc Bash.

**Strategy's Expected Result/Impact:** Sign in logs

**Staff Responsible for Monitoring:** Superintendent, Communication Director

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 7

Community input and interaction on school wide committees will be encouraged through the development of a Graduate profile

**Strategy's Expected Result/Impact:** Committee participation on committees

**Staff Responsible for Monitoring:** Superintendent, Communication Director, Assistant Superintendent

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 8

Provide family engagement activities via ACE program.

**Strategy's Expected Result/Impact:** Increase Family involvement and education.

**Staff Responsible for Monitoring:** ACE family Educator

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 2

CISD will improve communication among school staff, parents, students, and community members

**Evaluation Data Source:** Usage Report for Parent Square

## Strategy 1

Provide communication documents to reflect board policy regarding End of Course (EOC) exams

**Strategy's Expected Result/Impact:** Communication logs

**Staff Responsible for Monitoring:** Principals, Counselors

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 2

Provide communication documents to reflect the graduation requirement changes for 2019 graduates and beyond

**Strategy's Expected Result/Impact:** Graduation Plan documentation, logs, Agendas, sign in sheets

**Staff Responsible for Monitoring:** Communications, Counselors

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 3

Continue to develop use of social media such as Facebook, Twitter, etc for parent and community communication

**Strategy's Expected Result/Impact:** Media

**Staff Responsible for Monitoring:** District Webmaster and Social Media, Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

Campuses will provide timely email bulletin to parents and community

**Strategy's Expected Result/Impact:** Copies of bulletin

**Staff Responsible for Monitoring:** Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 5

Partner with East Texas A&M to provide support services to campuses. ASPIRE program.

**Strategy's Expected Result/Impact:** ASPIRE goals

**Staff Responsible for Monitoring:** Superintendent
ASPIRE Director
TAMUC staff

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 6

Continue to use Parent Square for all communication

**Strategy's Expected Result/Impact:** Call log, Parent Square reports

**Staff Responsible for Monitoring:** Superintendent,  Director of Communications, District Webmaster and Social Media, Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 7

Continue to use district website to convey information and report news

**Strategy's Expected Result/Impact:** Web updates

**Staff Responsible for Monitoring:** District Webmaster and Social Media

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 8

Provide reports on board meetings and campus happenings

**Strategy's Expected Result/Impact:** newsletters online

**Staff Responsible for Monitoring:** Communications
District Webmaster and Social Media

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 9

Partner with East Texas A&M to provide support services to campuses. LEVELUp program.

**Strategy's Expected Result/Impact:** Communicate engagement.

**Staff Responsible for Monitoring:** ETAMU Delegate
CISD employees

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

# Goal 4

CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

## Performance Objective 1

CISD will continue a plan to recruit teachers that are 100% HQ staff with a turnover rate of less than, equal to 15%.

**Evaluation Data Source:** Personnel Reports.

### Strategy 1

Continue recruiting contact with ETA&M student observers regarding future employment with CISD.

**Strategy's Expected Result/Impact:** Letters and contracts on file

**Staff Responsible for Monitoring:** HR Assistant

#### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 2

Provide stipends for advanced degrees to increase teacher retention

**Strategy's Expected Result/Impact:** Budget summary

**Staff Responsible for Monitoring:** Director of HR, Superintendent

**Funding Sources:** stipends for advanced degrees 255 - Title II, Part A, $36,000

#### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 3

Central administration and school administrators will recruit and hire highly qualified teachers with a focus on increasing the percent of minority teachers

**Strategy's Expected Result/Impact:** Recruiting documentation

**Staff Responsible for Monitoring:** HR Assistant, Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

Provide mentor teachers for new staff

**Strategy's Expected Result/Impact:** Agendas of meetings

**Staff Responsible for Monitoring:** Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 5

Provide stipends for Department Heads, Lead Teachers, and other Staff to build capacity and promote leadership.

**Strategy's Expected Result/Impact:** Budget

**Staff Responsible for Monitoring:** Director of HR,  Superintendent, and Federal Programs Coordinator

**Funding Sources:** stipends 255 - Title II, Part A, $7,000

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 6

Utilize (BEA) Bilingual Education Allotment funds for ESL teachers to attend 1 day training of ESL preparation to pass ESL test, and provide a sub so the teacher can take the test.

**Strategy's Expected Result/Impact:** Budget

**Staff Responsible for Monitoring:** ESL Instructional and Compliance Coach
HR Director
Assistant Supt

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 2

All staff will be provided high quality, research based, sustained professional development

**Evaluation Data Source:** Sign in Sheets and Surveys.

### Strategy 1

Staff Development opportunities will be provided for teachers, administrators, and paraprofessionals concerning Strong Foundations Grant (Bluebonnet) and TRS curriculum/best practices.

**Strategy's Expected Result/Impact:** Sign in sheets, Professional development logs

**Staff Responsible for Monitoring:** Assistant Superintendent, Coordinator, Site based committees

**Funding Sources:** staff development 255 - Title II, Part A, $20,000

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 2

Provide training opportunities for teachers to acquire additional certifications (ESL,).

**Strategy's Expected Result/Impact:** Certifications

**Staff Responsible for Monitoring:** Assistant Superintendent, BEA Funded Instructional Specialist

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 3

Provide professional development to support strategies for differentiation of instruction and second language learners

**Strategy's Expected Result/Impact:** Classroom observations

**Staff Responsible for Monitoring:** ESL Teachers, Assistant Superintendent, Coordinator, Principals

**Funding Sources:** Training 263 - Title III LEP, $1,000

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

Teachers will receive high quality, intensive, sustained professional development that is classroom focused and is coordinated with ESEA, through Region X Professional Development Cooperative.

**Strategy's Expected Result/Impact:** Sign in sheets, Professional Development logs

**Staff Responsible for Monitoring:** Assistant Superintendent/Region 10

**Funding Sources:** Region X PD Cooperative 255 - Title II, Part A, $10,400

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 5

Provide staff development for all teachers to implement new technologies in the classroom and allow additional accommodations for special education students in regular education classrooms.

**Strategy's Expected Result/Impact:** Staff Development Records

**Staff Responsible for Monitoring:** Assistant Superintendent, Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 6

The District will assist campuses in developing and implementing plans to recruit and train teachers to maintain 100% of core academic subject area classes taught by highly qualified teachers

**Strategy's Expected Result/Impact:** Recruitment records

**Staff Responsible for Monitoring:** Personnel Director, Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 7

Staff Development opportunities will be provided for teachers and  administrators with Restorative Discipline Practices to decrease negative student behaviors, increase attendance and provide relationship building.

**Strategy's Expected Result/Impact:** Lesson Plans, Attendance logs, Office Referrals

**Staff Responsible for Monitoring:** Assistant Superintendent, Administrators, Teachers

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 8

Provide training opportunities for CTE teachers who do not hold Teacher certification, to have training in Classroom Management.

**Strategy's Expected Result/Impact:** Certificate

**Staff Responsible for Monitoring:** Superintendent, HR Assistant

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

# Goal 5 CISD will invest resources to ensure that students, parents and the community receive optimal educational services.

## Performance Objective 1

CISD will implement measures to ensure efficient and effective fiscal responsibility.

**Evaluation Data Source:** Evaluation of Budget reports.

### Strategy 1

Monitor the student transportation program for its safety, security and efficiency and make adjustments as needed

**Strategy's Expected Result/Impact:** TXDot and local safety inspection records, continuing ed certificates, reports filed with Railroad commission, EP and other government agencies, safety audit reports, evaluations of route descriptions aligned to ridership

**Staff Responsible for Monitoring:** Transportation Director, Finance Director, School Resource Officer

#### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 2

Campuses will comply with nutrition policy

**Strategy's Expected Result/Impact:** Year End Review

**Staff Responsible for Monitoring:** Finance Director, Food Services Director

#### Formative Reviews

| November | January | March | June |
|---|---|---|---|

### Strategy 3

Administer procedures required to keep schools clean, safe, and secure through effective custodial services and preventative maintenance

**Strategy's Expected Result/Impact:** Year End Review

**Staff Responsible for Monitoring:** Finance Director, TPJS Texas Professional Janitorial Services Supervisor, Superintendent

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

Manage an integrated e-purchasing process that complies with all government regulations (Skyward)

**Strategy's Expected Result/Impact:** Annual Audit Report, Plans to Superintendent, FIRST report

**Staff Responsible for Monitoring:** Director of Operations and Director of Finance

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 5

Continue working with Energy Education Specialist to oversee District Comprehensive Energy Management Plan/Process started for the CISD Retrofit

**Strategy's Expected Result/Impact:** Reduced energy costs

**Staff Responsible for Monitoring:** Finance Director, Energy Management Specialist

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 6

EDGAR compliance for all federal programs

**Strategy's Expected Result/Impact:** Financial reports

**Staff Responsible for Monitoring:** Finance Director, Administrators

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 7

Develop district procedures and guidelines for prevention, intervention and postvention with students who are identified as depressed and/or suicidal. Created a comprehensive suicide prevention policy.

**Strategy's Expected Result/Impact:** Healthy mental stage for optimal learning for all students.

**Staff Responsible for Monitoring:** Federal Grants Manager
Counselors
Assistant Supt.

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 2

CISD will extend a full day Kindergarten.

**Evaluation Data Source:** PEIMS data.

## Strategy 1

Continue a full day Kindergarten to address needs and extended services for Early Childhood students.

**Strategy's Expected Result/Impact:** Circle Assessments
Reading Inventory to yield higher a Reading Readiness

**Staff Responsible for Monitoring:** Coordinator of Family Services/Head Start
Principal
Coordinator of Federal Programs

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Performance Objective 3

CISD will create a Safety and Security committee. They will prioritize and follow safety and security actions.

**Evaluation Data Source:** Meeting minutes

## Strategy 1

An officer will be present at all campuses for at least part or most of the day when staff and students are present.

**Strategy's Expected Result/Impact:** Increased Safety and Security

**Staff Responsible for Monitoring:** Commerce ISD Chief of Police and Department Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 2

Staff and students have been trained on visitor access to campuses including what forms of identification are allowable and what situations visitors are allowed to enter the building.

**Strategy's Expected Result/Impact:** Increased Safety and Security.

**Staff Responsible for Monitoring:** Commerce ISD Chief of Police and Department Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 3

All exterior doors will be locked and classroom doors will be locked during instructional time. Doors and locks will be functional and checked weekly.

**Strategy's Expected Result/Impact:** Increased Safety and Security

**Staff Responsible for Monitoring:** Chief of Commerce ISD Police and Department Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 4

Drills are scheduled before the school year and drills and training are conducted throughout the school year for staff and students.

**Strategy's Expected Result/Impact:** Increased Safety and Security

**Staff Responsible for Monitoring:** Chief of Commerce ISD Police and Department Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

## Strategy 5

Building interiors and exteriors, pick up and drop off points should have video monitoring capability.

**Strategy's Expected Result/Impact:** Increased Safety and Security

**Staff Responsible for Monitoring:** Chief of Commerce ISD Police and Department Principals

### Formative Reviews

| November | January | March | June |
|---|---|---|---|

# Goal Tables

# RDA Strategies

| Goal | Objective | Strategy | Description |
|---|---|---|---|
| 1 | 1 | 13 | Commerce MIddle School has been identified as UA 1. CMS is participating in LIFT and SI, with support from ESC/Region X. |
| 1 | 1 | 14 | AC Williams has been identified as UA 3. ACW is participating in LIFT and SI. |

# Assurances

**Statutorily Required Assurances**

The LEA Plan must include assurances that the LEA will:

1. Ensure migratory children and formerly migratory children eligible to receive services are selected to receive services on the same basis as other children [Section 1112(c)(1)].
2. Provide services to eligible children attending private schools in accordance with section 1117, and timely and meaningful consultation with private school officials [Section 1112(c)(2)].
3. Participate, if selected, in the National Assessment of Educational Progress in reading and math in grades 4 and 8 [Section 1112(c)(3)].
4. Coordinate and integrate services with other English learners, children with disabilities, migratory children, American Indian, Alaska Native, and Native Hawaiian children, and homeless children and youths to increase program effectiveness, eliminate duplication, and reduce fragmentation [Section 1112(c)(4)].
5. Collaborate with State or local child welfare agency to—
    - Designate a point of contact if the corresponding child welfare notifies the LEA, in writing, that the agency has designated an employee to serve as a point of contact for the LEA;
    - Develop and implement clear written procedures governing how transportation to maintain children in foster care in their school of origin (when in their best interest) will be provided, arranged, and funded for the duration of the time in foster care. [Section 1112(c)(5)]. (For details of what these procedures must ensure, see Children in Foster Care.)
6. Ensure all teachers and paraprofessionals working in Title I, Part A, supported programs meet applicable State certification and licensure requirements [Section 1112(c)(6)].
7. For LEAs using Title I, Part A funds to provide early childhood education services to low-income children, ensure that services comply with performance standards of the Head Start Act [Section 1112(c)(7)].
8. Notify the parents of each student attending any school receiving Title I, Part A funds of the Parents' Right-To-Know [Section 1112(e)(1)].
9. Notify the parents of each student attending any school receiving Title I, Part A funds of Testing Transparency [Section 1112(e)(2)].
10. Implement an effective means of outreach to parents of English learners [Section 1112(e)(3)(C)].

**Signature indicates the 10 assurances are included in the LEA Plan** Signature of Assurance

# Funding Summary

# Funding Summary

## 211 - Title I, Part A

| Goal | Performance Objective | Strategy | Resources Needed | Account Code | Amount |
|---|---|---|---|---|---|
| 1 | 3 | 4 | | -- | $5,000.00 |
| 1 | 7 | 1 | Federal Programs Coordinator | -- | $32,000.00 |
| | | | | **Sub-Total** | $37,000.00 |

## 255 - Title II, Part A

| Goal | Performance Objective | Strategy | Resources Needed | Account Code | Amount |
|---|---|---|---|---|---|
| 4 | 1 | 2 | stipends for advanced degrees | -- | $36,000.00 |
| 4 | 1 | 5 | stipends | -- | $7,000.00 |
| 4 | 2 | 1 | staff development | -- | $20,000.00 |
| 4 | 2 | 4 | Region X PD Cooperative | -- | $10,400.00 |
| | | | | **Sub-Total** | $73,400.00 |

## 263 - Title III LEP

| Goal | Performance Objective | Strategy | Resources Needed | Account Code | Amount |
|---|---|---|---|---|---|
| 4 | 2 | 3 | Training | -- | $1,000.00 |
| | | | | **Sub-Total** | $1,000.00 |