

**Celina Independent School District**  
**District Improvement Plan**  
**2019-2020**

# Mission Statement

The mission of Celina ISD, the destination district, is to provide a safe, caring, and collaborative learning environment for all students.

## Motto

Paving the way for the future

## Vision

Shaping the future by providing an educational model of innovation & excellence

## Value Statement

Inspiring students and empowering minds

Excellence in all we do

Our traditions while embracing the future

Faith, family, & relationships

Respect, loyalty, & integrity

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

All data is based on the 17-18 TAPR report:

Students by ethnicity:

- African American: 3.1%
- Hispanic: 24.5%
- White: 66.4%
- American Indian: 1.2%
- Asian: 0.7%
- Pacific Islander: 0.1%
- Two or More races: 4%

Special populations:

- Economically Disadvantaged: 22.1%
- Non-Educationally Disadvantaged: 77.9%
- English Language Learners: 6.1%
- Students with Disciplinary Placements: 0.7%
- At-Risk: 34.5%

### Demographics Strengths

- In comparison with the state average, Celina ISD has a high percentage of student who are non-educationally disadvantaged at 77.9% versus 41.2%.
- Conversely, in comparison with the state average, Celina ISD has a low percentage of students from an economically disadvantaged home life at 22.1%.
- The preceding two also play into the low percent of at-risk populations at 34.5% in comparison to the state at 50.8%.
- Celina ISD's ELL population is small at 6.1% compared to the state average of 18.8%.
- Special education population is slightly lower than the state average at 8.4% vs 9.1%.
- The district's GT program percentage is slightly lower than the state's at 6.2% vs 7.9%.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Bilingual/ELL and special education students scores on state assessments lag behind both the district average and in some cases state averages.

# Student Achievement

## Student Achievement Summary

Data pulled from 17-18 TAPR:

- Celina exceeds both state and regional scores in all assessment with the exception of 7th grade writing and 8th grade math at the masters (Commended) level.
- As noted in the demographic section, there is a gap in scores between the district average and the Hispanic, Bilingual and ELL, and Sped populations on most state assessments.
- CISD performed low with the performance of the economically disadvantaged population scoring significantly less than larger student population.

## Student Achievement Strengths

- Celina ISD scored above both state and regional data in all but two categories.
- Celina ISD has maintained an "A" rating.
- We have also met requirements for Special Education determination status.
- CISD has met requirements for the 2018 ASVAB Career Exploration assessment.

# District Culture and Climate

## District Culture and Climate Summary

Celina ISD maintains a strong district culture and climate as noted in the annual district culture surveys.

## District Culture and Climate Strengths

- All schools except CHS, utilize PBIS to maintain positive interaction between students.
- PBIS, Bobcat Heart in the elementary schools and PAWS in the Junior High, are used to create a positive environment and teach appropriate conduct.
- Monthly character traits are taught by campus counselors to promote leadership and positive culture in schools below high school.
- These positive characteristics are celebrated at each campus through quarterly recognitions and awards at the elementary campuses. They are celebrated through daily incentives, principal's 100 and end of the year awards at the junior high.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic math assessment data
- Student failure and/or retention rates
- Observation Survey results
- Other Prekindergarten and Kindergarten assessment data

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data



- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Response to Intervention (RtI) student achievement data

#### **Student Data: Behavior and Other Indicators**

- Annual dropout rate data
- Attendance data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

#### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio

#### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

#### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data







# Priorities








## Priority 1: Community

**Strategic Objective 1:** Expand opportunities for involvement of all families.

**Evaluation Data Sources:**

- % of community satisfied with opportunities based on survey
- # of programs offered to ensure and increase per year at each campus
- # of communicated volunteer opportunities
- # of participants at family events

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Strengthen a Parent Volunteer organization at each campus. PTA to split between elementary campuses. (Strategic plan) <b>Monitor:</b> Superintendent	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Establish a training program to provide clear guidelines for parent volunteers. <b>Monitor:</b> Director of Human Resources	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement, in addition to the District Registration Fair, a District-wide campus specific "Meet and Greet" in order to establish and foster relationships between parents, community and school prior to the start of school. (Strategic Plan)  <b>Strategy's Expected Result/Impact:</b> Introduce new citizens of Celina to Bobcat Traditions. Open lines of communication and opportunities for parents to get involved in campus and district committees. This will be measured by the number of new committee members. <b>Monitor:</b> Parent Community liaison	Formative			Summative
	Sept	Nov	Mar	June
				











Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Support campus parent and family engagement by promoting scheduled opportunities and utilizing parent volunteers in district and campus initiatives such as SHAC, Watch Dog Dads, SBDM committee, Principal and counselor coffee and tea, meet the teacher, open house, new parent meeting, college and career nights, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased community involvement.</p> <p><b>Monitor:</b> Community Liaisons, assistant superintendent for administrative services, and campus administrators.</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 3.2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				
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**Priority 1: Community**

**Strategic Objective 2:** Implement career exploration programs in partnership with the community.

**Evaluation Data Sources:** % of students involved in mentorships, internships, apprenticeships and shadowing

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Engage community organizations to support campus career exploration and leadership programs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased participation of community businesses in support of career exploration for student growth.</p> <p><b>Monitor:</b> Parent and Community liaison and CTE director.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Expand partnership with area Community College and other licensure and certification programs to provide opportunities for students licensure and certification upon graduation (Strategic plan).</p> <p><b>Monitor:</b> CTE Director</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Develop one on one student-business mentorship program to provide real world experiences for students.</p> <p><b>Monitor:</b> CTE Director</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Explore and secure grants in partnership with community organizations, local colleges, and businesses (Strategic plan). <b>Monitor:</b> Parent Community Liaison	Formative			Summative
	Sept	Nov	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Create an advisory committee to explore alternate career program with businesses (Strategic plan). <b>Strategy's Expected Result/Impact:</b> It is expected that the committee will open options for our CTE students to engage local businesses with internships and other professional opportunities. <b>Monitor:</b> CTE Director	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Develop internship, shadow and apprenticeship opportunities with regional businesses. (Strategic plan) <b>Strategy's Expected Result/Impact:</b> More students will engage in internships that may lead to career choices. CISD will develop multiple relationships with local companies for student internship placement. <b>Monitor:</b> CTE Director	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Priority 1: Community**

**Strategic Objective 3:** Build relationships between the district and community organizations.

**Evaluation Data Sources:**

- # of district personnel on city educational committees
- # of community organization volunteers at campuses

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Expand new and existing relationships with community organizations through a defined partnership/sponsorship program. (Strategic Plan) <b>Strategy's Expected Result/Impact:</b> More opportunities for students to engage with internships to connect learning to college and career. <b>Monitor:</b> Parent Community Liaison and CTE Director	Formative			Summative
	Sept	Nov	Mar	June


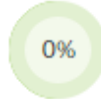
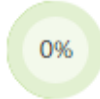
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Create new opportunities for students in staff sponsored after school clubs. <b>Strategy's Expected Result/Impact:</b> Ongoing. Increase the number of student clubs that provide additional was for students to get involved in areas of interest and leadership. <b>Monitor:</b> Assistant Superintendent of Administrative Services	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
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**Priority 2:** Excellence

**Strategic Objective 1:** Develop high quality educators dedicated to continuous improvement.

**Evaluation Data Sources:**

- % increase of professional development opportunities
- % of educator retention
- % of teachers participating in PLCs
- % of improvement in student growth index

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Develop multiple modalities to ensure all educators are heard and their opinions are measured annually. (Strategic Plan) <b>Strategy's Expected Result/Impact:</b> Provide multiple means for educators to provide feedback into the continuous growth model. <b>Monitor:</b> Assistant Superintendent of Administration Services	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Train campus leaders on effective coaching and leadership strategies. <b>Strategy's Expected Result/Impact:</b> Improved culture/climate as seen in the annual campus climate survey. Evidence from training attended (certificates). <b>Monitor:</b> Superintendent	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				





Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Support implementation of PLCs across all campuses through administrative and teacher professional development in PLCs. <b>Strategy's Expected Result/Impact:</b> Increased student performance through teacher collaboration and planning. <b>Monitor:</b> Assistant Superintendent of Instruction and Technology and Director of Elementary Curriculum and Instruction  <b>Funding Sources:</b> PLC training - 255--Title II - \$12,000, PLC training - 211-Title I - \$5,000	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Create annual opportunities for teachers to observe other teachers inside and outside CISD to improve instruction. <b>Strategy's Expected Result/Impact:</b> Documentation of teachers visits <b>Monitor:</b> Assistant Superintendent of Instruction and Technology	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Create a defined mentoring program for new teachers. <b>Monitor:</b> Assistant Superintendent of Instruction and Technology	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
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**Priority 2: Excellence**

**Strategic Objective 2:** Promote extra-curricular activities and events to maximize student education, development and wellness.

**Evaluation Data Sources:**

- % increase of participation in extracurricular activities
- # increased of extra-curricular activities offered

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create a list of high interest clubs for students at all levels and community support/leadership for implementation (Strategic Plan). <b>Strategy's Expected Result/Impact:</b> Increased student engagement in academic and non-academic subjects. <b>Monitor:</b> Assistant Supt. of Administrative Services, Assist. Supt. of Instruction and Technology, Director of Elementary Curriculum and Instruction and Community Liaison	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Administer an interest inventory at all levels for students, parents, teachers and staff to design more varied extracurricular activities. <b>Monitor:</b> Assistant Superintendent of Administrative Services	Formative			Summative
	Sept	Nov	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Priority 2:** Excellence

**Strategic Objective 3:** Provide CTE opportunities and support for all students to ensure student success.

**Evaluation Data Sources:**

- % of graduation rate
- % increase of enrollment in CTE courses
- % of students receiving certifications

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Analyze career exploration surveys and student interest surveys to expand CTE course offerings for 20-21 school year. <b>Strategy's Expected Result/Impact:</b> New secondary course offerings within clearly defined CTE pathways. <b>Monitor:</b> CTE Director	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Develop courses that align with student interest & industry needs. <b>Monitor:</b> Assistant Superintendent for Technology and Instruction and CTE Director	Formative			Summative
	Sept	Nov	Mar	June





Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Develop and implement a plan to add Career & Technology Education opportunities at the high school level <b>Monitor:</b> CTE Director	Formative			Summative
	Sept	Nov	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Priority 2: Excellence**

**Strategic Objective 4:** Ensure systems and supports are designed to equip students with the soft skills necessary for college and career success.

**Evaluation Data Sources:**

- # of systems and supports implemented
- % of students indicating preparedness

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Integrate effective study skills strategies and time management skills at all levels. <b>Strategy's Expected Result/Impact:</b> Improved student performance. <b>Monitor:</b> Assistant Superintendent of Curriculum and Technology.	Formative			Summative
	Sept	Nov	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Priority 3: Innovation**

**Strategic Objective 1:** Expand technological opportunities.

**Evaluation Data Sources:**

- % increase in courses offered
- % increase in enrollment/participation
- # increase in device to student ratio
- # increase in teachers participating in quality training



Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create a technology integration model that aligns Professional Development and technology deployment. (Strategic Plan) <b>Monitor:</b> Assistant Superintendent of Instruction & Technology	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Identify student interest in Career & Technology Education courses/career options through annual engagement survey. (Strategic Plan) <b>Strategy's Expected Result/Impact:</b> Monitored annually. <b>Monitor:</b> Assistant Superintendent of Instruction & Technology and CTE Director	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Assess the future technological needs district wide for the purpose of creating a comprehensive technology plan. (Strategic Plan) <b>Monitor:</b> Assistant Superintendent of Instruction & Technology	Formative			Summative
	Sept	Nov	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				




**Priority 3: Innovation**

**Strategic Objective 2: Create collaborative learning spaces.**

**Evaluation Data Sources:**

% increase in implementation of flexible classrooms

# increase in teaming areas

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Update classroom furniture to accommodate flexible/collaborative configurations (Strategic Plan). <b>Strategy's Expected Result/Impact:</b> Increased flexibility with classroom configuration to increase student collaboration and learning. More open spaces within each building for break-out student collaboration and learning. <b>Monitor:</b> Assistant Superintendent of Maintenance & Operations	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Transition under utilized spaces into collaborative learning spaces (Strategic Plan). <b>Strategy's Expected Result/Impact:</b> More open spaces within each building for break-out student collaboration and learning. <b>Monitor:</b> Assistant Superintendent of Maintenance & Operations  <b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4, 2.5	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
No Progress                Accomplished                Continue/Modify                Discontinue				











**Priority 3: Innovation**

**Strategic Objective 3:** Develop each student to be a creative and critical thinker.

**Evaluation Data Sources:**

- % increase of project/problem-based lessons
- % increase in test scores for AP, SAT, & advanced levels on STAAR
- % increase in teachers trained in PBL








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement initial and ongoing training of staff in K-12 project based lessons. (Strategic Plan) <b>Strategy's Expected Result/Impact:</b> Implementation is ongoing. Increase the number gold standard PBL lessons per year. Increase the number of teachers trained.  Ultimate goal: Every student will complete one PBL per year. <b>Monitor:</b> Assistant Superintendent of Instruction & Technology	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Develop teacher cadres to embed project based lessons into the curriculum, utilizing the support of a third party facilitator. (Strategic Plan) <b>Strategy's Expected Result/Impact:</b> Implementation is ongoing. Increase the number gold standard PBL lessons per year. Increase the number of teachers trained.  Ultimate goal: Every student will complete one PBL per year. <b>Monitor:</b> Assistant Superintendent of Instruction & Technology	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Establish and define expectations for implementing project based lessons at each grade level (Strategic Plan).  <b>Strategy's Expected Result/Impact:</b> Implementation is ongoing.            Increase the number gold standard PBL lessons per year. Increase the number of teachers trained.</p> <p>Ultimate goal: Every student will complete one PBL per year.  <b>Monitor:</b> Assistant Superintendent of Instruction &amp; Technology</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Monitor and measure the success of the implementation of project based lessons based on observations, lesson plan reviews, and surveys (Strategic Plan).  <b>Strategy's Expected Result/Impact:</b> Implementation is ongoing.            Increase the number gold standard PBL lessons per year. Increase the number of teachers trained.</p> <p>Ultimate goal: Every student will complete one PBL per year.  <b>Monitor:</b> Assistant Superintendent of Instruction &amp; Technology</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Monitor the use of embedded advanced vocabulary in curriculum K-12 (Strategic Plan).  <b>Strategy's Expected Result/Impact:</b> Increased student learning and improved assessment scores.  <b>Monitor:</b> Assistant Superintendent of Instruction &amp; Technology and Campus Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Expand academic competitions and participation at all levels to foster critical and creative thinking (Strategic Plan).  <b>Strategy's Expected Result/Impact:</b> Increased student interest in academic competitions beyond UIL.  <b>Monitor:</b> Assistant Superintendent of Administrative Services</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
				
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**Priority 4: Leadership**

**Strategic Objective 1:** Diversify opportunities for students to develop leadership skills.

**Evaluation Data Sources:** % increase of students involved in leadership opportunities/activities on each campus

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize data gleaned from other Student Interest Survey to motivate student leadership opportunities & engagement. (Strategic Plan) <b>Monitor:</b> Assistant Superintendent of Administrative Services	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Analyzing Regional Data: Analyze regional student interests, activities and involvement to determine what has been successful in order to develop future student leadership plan. (Strategic Plan) <b>Monitor:</b> Assistant Superintendent of Administrative Services	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Utilize & Implement District Team: a district team to design & implement a K-12 peer mentoring program (student to student). <b>Monitor:</b> Assistant Superintendent of Administrative Services	Formative			Summative
	Sept	Nov	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Identify & Redefine Current Student Groups (extra and co-curricular): for the purpose of enhancing current activities to support the District Leadership Program (Strategic Plan). <b>Strategy's Expected Result/Impact:</b> More students engaged in leadership in student clubs. <b>Monitor:</b> Assistant Superintendent of Administrative Services	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



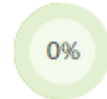




**Priority 4: Leadership**

**Strategic Objective 2:** Develop a plan to build educator capacity for leadership.

**Evaluation Data Sources:**

% of district employees participating in the plan

% increase of involvement in district's leadership academy

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Define & Implement a Growth Framework for the following: Instructional Coaches, Aspiring Administrators, Administrator Growth Model. (Strategic Plan) <b>Strategy's Expected Result/Impact:</b> This is an ongoing implementation. This is expected to provide a leadership pipeline for Celina ISD. <b>Monitor:</b> Assistant Superintendent of Administrative Services	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Develop Formal Succession Plans for all Leadership Roles in the District (Strategic Plan). <b>Strategy's Expected Result/Impact:</b> Provide seamless transition to key leadership positions. <b>Monitor:</b> Assistant Superintendent of Administrative Services	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Priority 4: Leadership**

**Strategic Objective 3:** Design a detailed plan to address organizational structures and adequately prepare for projected growth.

**Evaluation Data Sources:** % of detailed plan implemented

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Engage in an annual review of the personnel, processes and methodology associated with managing Human Resources and supporting projected growth. (Strategic Plan) <b>Monitor:</b> Director of Human Resources	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Develop a marketing plan to attract high quality employees to Celina ISD. <b>Monitor:</b> Parent Community Liaison; Director of Human Resources	Formative			Summative
	Sept	Nov	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Engage in a cost-benefit analysis to evaluate contracted services and internal services in the areas of custodial, transportation and student nutrition services (Strategic Plan). <b>Strategy's Expected Result/Impact:</b> Money released to focus on student instruction and learning. <b>Monitor:</b> Assistant Superintendent of Maintenance and Operations	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Priority 5: Stewardship**

**Strategic Objective 1:** Provide equitable distribution of financial resources throughout the district.

**Evaluation Data Sources:**

# of top financial ratings and recognitions

% of financial resources spent on instruction and student activities

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Design and publicly display annually non-academic department revenues donation and expenditures. (Strategic Plan) <b>Monitor:</b> Business Manager	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Nov</b>	<b>Mar</b>	<b>June</b>
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Priority 5: Stewardship**





**Strategic Objective 2:** Meet fast growing needs of our student population by anticipating and preparing for enrollment gains.

**Evaluation Data Sources:**

% of class size ratio

% use of existing facilities

% increase in supplemental funding from non-traditional sources

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monitor personnel needs based on our fast growing student population by anticipating and preparing for enrollment gains. <b>Monitor:</b> Assistant Superintendent of Administrative Services	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Establish relationships with new developers that will allocate land for future campuses. (Strategic Plan) <b>Monitor:</b> Assistant Superintendent of Maintenance and Operations	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Conduct a demographic study with the city and county every two years to measure the potential growth for CISD. <b>Strategy's Expected Result/Impact:</b> Annual/Ongoing. 10 year plan has been developed, voted on by the Board, Bond package passed and the implementation is ongoing. District meets quarterly with district demographer to ensure projections are accurate and district is on track to supply for growth needs. <b>Monitor:</b> Assistant Superintendent of Maintenance and Operations	Formative			Summative
	Sept	Nov	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				








**Priority 5: Stewardship**

**Strategic Objective 3:** Preserve existing culture while providing supports that meet the physical, emotional, and behavioral needs of all students.

**Evaluation Data Sources:**

- % of students and parents indicating satisfaction
- # of supports provided based on counselor reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct yearly surveys of all-stakeholders to measure the needs of all students. <b>Monitor:</b> Parent Community Liaison	Formative			Summative
	Sept	Nov	Mar	June

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Create bi-monthly Counselor reports that will address the physical, emotional, and behavioral needs of students and adhere to FERPA guidelines. <b>Monitor:</b> Assistant Superintendent of Administrative Services	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide ethics training to ensure equitable treatment and services to all families in CISD. <b>Monitor:</b> Assistant Superintendent of Administrative Services.	Formative			Summative
	Sept	Nov	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>				



# District Funding Summary

255--Title II					
Priority	Strategic Objective	Strategy	Resources Needed	Account Code	Amount
2	1	3	PLC training		\$12,000.00
<b>Sub-Total</b>					\$12,000.00
211-Title I					
Priority	Strategic Objective	Strategy	Resources Needed	Account Code	Amount
2	1	3	PLC training		\$5,000.00
<b>Sub-Total</b>					\$5,000.00
<b>Grand Total Budgeted</b>					\$0.00
<b>Grand Total Spent</b>					\$17,000.00
<b>+/- Difference</b>					<b>-\$17,000.00</b>

# Addendums