

CARTHAGE ISD

District Improvement Plan

2016/2017

WHERE CHAMPIONS ARE EDUCATED



CARTHAGE ISD

Mission

The Mission of the Carthage ISD as a public educational institute is to provide a quality education, a safe environment, and the resources necessary so all students become productive citizens.

Vision

The vision of CISD is to create a climate of excellence, set high academic standards for all students, instill good citizenship and prepare our students for the future global market.

Nondiscrimination Notice

CARTHAGE ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

CARTHAGE ISD Site Base

Name	Position
Amy, Otis	Principal - CHS
Bagley, Cheri	Teacher CHS - CTE
Bagley, Kim	Teacher - Carthage Primary
Bequette, Aaron	Community Member / Northside Christian Academy
Brewster, Sherry	Teacher - CJHS
Brown, Isha	Community Member / After School Youth Program
Caver, Karen	Teacher - Libby Elementary
Clinton, Don	Parent
Collins, Clarinda	Assistant Principal - Libby Elementary
Meck, Patsy	Business Representative
Porter, Donna	Assistant Superintendent
Salazar, Imelda	Parent
Tucker, Jennifer	Teacher - Baker Koonce Intermediate

BOARD GOALS

CARTHAGE INDEPENDENT SCHOOL DISTRICT

GOAL A

CISD will ensure a safe and secure environment for all district campuses and facilities, continuing to evaluate the safety and security plan that addresses facilities, technology, and personnel.

GOAL B

CISD will provide technology opportunities for students and staff that promotes 21st century learning.

GOAL C

CISD will expand CTE programs through the new foundation graduation plan and the five endorsements as set out in HB5.

GOAL D

CISD will positively promote the district by providing information to our community highlighting successful programs, activities and information about upcoming events.

GOAL E

CISD will communicate with the Texas legislature the importance of retaining ASATR funding beyond September 1, 2017.

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Goal 1. CISD will ensure a safe and secure environment for all district campuses and facilities, continuing to evaluate the safety and security plan that addresses facilities, technology, and personnel

Objective 1. CISD will authorize a Guardianship program for the district.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD Superintendent will identify additional district employees to participate in the Guardianship program. (Title I SW: 1,2) (Target Group: All) (NCLB: 4)	Superintendent	2016 2017	(F)Federal, (L)Local, (S)State	Summative - List of Guardians
2. CISD will necessitate appropriate requirements, certifications and licenses for all Guardianship members. (Title I SW: 1) (Target Group: All) (NCLB: 4)	Administration	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Certifications/licenses for Guardians
3. CISD will provide ongoing training to Guardianship members. (Title I SW: 1,2) (Target Group: All) (NCLB: 4)	Administration, Faculty	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Training Records
4. CISD will provide facilities for ongoing training for Guardianship members. (Title I SW: 1,2) (Target Group: All) (NCLB: 4)	Administration, Faculty	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Facilities useage

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- Goal 1.** CISD will ensure a safe and secure environment for all district campuses and facilities, continuing to evaluate the safety and security plan that addresses facilities, technology, and personnel
- Objective 2.** CISD will offer various measures to promote/provide safety throughout the district.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will coordinate with local law enforcement to support school safety. (Title I SW: 1,2) (Target Group: All) (NCLB: 4)	Safety Director	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Communication between school and law enforcement
2. CISD will provide employees training as required in SB SB460 (Mental Health First Aide and Child Sexual Abuse Prevention.) (Title I SW: 1,2,4,9,10) (Target Group: All) (NCLB: 4)	Safety Director	Fall Teacher In-service	(F)Federal, (L)Local, (S)State	Summative - Training Records
3. CISD will promote all campus plans associated with promoting and providing safety. (Title I SW: 1,2,4,5,6,7) (Target Group: All) (NCLB: 4)	Administration, Faculty, Parents	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Campus plans
4. CISD will employ and equip a district resource officer. (Title I SW: 1,6,9) (Target Group: All) (NCLB: 4)	CISD Board, Superintendent	2016 2017	(S)Local Funds	Summative - Safety Resource Position Inventory

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Goal 1. CISD will ensure a safe and secure environment for all district campuses and facilities, continuing to evaluate the safety and security plan that addresses facilities, technology, and personnel

Objective 3. CISD will ensure that technology used in the district is safe for student use.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will provide a highly effective filtering source for computers in CISD. (Title I SW: 1,9) (Target Group: All) (NCLB: 4)	Technology Coordinator/Personnel	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Filtering system review
2. CISD will have campus/district guidelines for computer usage. (Title I SW: 1) (Target Group: All) (NCLB: 4)	Assistant Superintendent(s), Campus Tech Director, Principal, Safety Director	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Computer Usage Guidelines
3. CISD will have safety training for students and computer usage. (Title I SW: 1) (Target Group: All) (NCLB: 4)	Human Resources Director, Principal, Teacher(s), Technology Coordinator/Personnel	2016 2017	(F)Federal, (S)Local Funds, (S)State	Summative - Training documentation

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Goal 2. CISD will provide technology opportunities for students and staff that promotes 21st century learning.

Objective 1. CISD will provide a viable curriculum for instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will contract with Region VII for TEKS Resource for curriculum approved by TEA. (Title I SW: 2,7,10) (Target Group: All) (NCLB: 1,2,5)	Administration, CISD Board	2016 2017	(S)Local Funds	Summative - REGION VII agreement
2. CISD will join and use the Region VII math, science, language arts, social studies, CTE, ESL and GT shared services for professional development. (Title I SW: 2,4,8) (Target Group: All) (NCLB: 1,2,3,4,5)	Administration, Instructional Coordinator, Principal, Teacher(s)	Fall 2016	(F)Federal, (L)Local, (S)State	Summative - Attendance Records Meeting/training documentation Principal observation
3. Teachers will be provided opportunities for cooperative planning times for curriculum review and development and assessments. (Title I SW: 10) (Target Group: All) (NCLB: 1,2)	Principal, Teacher(s)	In-service 2016 - ongoing	(F)Federal, (L)Local, (S)State	Summative - Planning schedules/notes Assessments

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Goal 2. CISD will provide technology opportunities for students and staff that promotes 21st century learning.

Objective 2. CISD will provide technology hardware, software, materials and training for staff and students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
2. CISD professionals will seek out and attend training and conferences that are appropriate for technology in the classrooms. (Title I SW: 1,3,4,9,10) (Target Group: All) (NCLB: 1,2,3,5)	Administration, Teacher(s), Technology Coordinator/Personnel	2016 2017	(F)Federal, (L)Local, (O)Other, (S)State	Summative - Training records
3. CISD will continue providing Board Book and training for the CISD Board members. (Title I SW: 1,2) (Target Group: All) (NCLB: 1,2,5)	CISD Board, Superintendent	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Equipment usage/training records
4. CISD will contract with Region VII for technology services. (Title I SW: 1,4,7) (Target Group: All) (NCLB: 1,2,3,5)	Administration, Faculty	Fall 2016	(F)Federal, (L)Local, (S)State	Summative - Service records

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Goal 2. CISD will provide technology opportunities for students and staff that promotes 21st century learning.

Objective 3. CISD will support all campus plans related to Board Goal #2.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will provide funding / resources to promote campus improvement plans. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Superintendent, Principal, Superintendent	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Campus Plans
2. CISD technology department will provide a list of essential technology skills for teachers and conduct the STAR survey to assist in staff development and e-rate. (Title I SW: 1,2,3,4,5) (Target Group: All)	Administration, Campus Tech Director, Teacher(s)	2016 2017	(F)Federal, (L)Local, (S)State	Summative - STARR Chart Report Completed Assessment Reports Staff development plan for technology Technology Plan

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Goal 3. CISD will expand CTE programs through the new foundation graduation plan and the five endorsements as set out in HB5.

Objective 1. CISD will investigate options to enhance and expand CTE programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD administration will explore facilities update/expansion for CTE. (Title I SW: 1,2,6,8) (Target Group: All) (NCLB: 1,2,5)	Administration, Community Persons	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Facilities study
2. CISD will join the CTE SSA with Region VII. (Title I SW: 1,2,8,9,10) (Target Group: 9th, 10th, 11th, 12th) (NCLB: 1,2,3,5)	Assistant Superintendent, Principal, Region VII, Teacher(s)	Fall 2016	(F)Federal, (L)Local, (S)State	Summative - SSA Membership
3. CISD will explore opportunities to develop new classes to support HB5. (Title I SW: 1,2,8,9) (Target Group: 9th, 10th, 11th, 12th) (NCLB: 1,2,3,5)	Counselor(s), Curriculum Director, Principal	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Class offerings/schedules

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Goal 3. CISD will expand CTE programs through the new foundation graduation plan and the five endorsements as set out in HB5.

Objective 2. CISD will provide opportunities for students to attain CTE certifications.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will collaborate with Panola College in designing and scheduling coursework to assist students in post-secondary education and obtaining job ready certifications. (Title I SW: 1,2,10) (Target Group: 9th, 10th, 11th, 12th) (NCLB: 1,2,3,5)	Administration, Assistant Superintendent, Community Persons, Faculty	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Graduation Plans Schedule of Classes Meeting Documentation
2. CISD will investigate industry programs to allow students to obtain CTE certifications. (Title I SW: 1,2,6,9) (Target Group: CTE, 9th, 10th, 11th, 12th, 7th , 8th) (NCLB: 1,2,3,5)	Counselor(s), Parents, Principal, Students, Teacher(s)	2016 2017	(F)Federal, (L)Local, (O)Other, (S)State	Summative - Meeting Documentation List of Programs Student Graduation Plans
3. CISD will collaborate with area industries to determine certification and skills needed for employment. (Title I SW: 1,6,9) (Target Group: CTE) (NCLB: 1,2,3,5)	Principal, Teacher(s)	2016 2017	(F)Federal, (L)Local, (S)State	Summative - List of Certifications Student Graduation Plans

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Goal 3. CISD will expand CTE programs through the new foundation graduation plan and the five endorsements as set out in HB5.

Objective 3. CISD will provide highly qualified teachers for all CTE programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will verify certifications of all CTE teachers. (Title I SW: 3,9) (Target Group: CTE) (NCLB: 1,2,3,5)	Administration, Principal	Fall 2016	(F)Federal, (L)Local, (S)State	Summative - Teacher certifications
2. CISD teachers will implement the new released CTE TEKS. (Title I SW: 3,4,8) (Target Group: CTE) (NCLB: 1,2,3,5)	Faculty	2016 2017	(F)Federal, (L)Local, (S)State	Summative - TEKS Teacher Notes
3. CISD teachers will attend appropriate conferences and professional development. (Title I SW: 3,4) (Target Group: CTE) (NCLB: 3)	Teacher(s)	2016 2017	(F)Federal, (L)Local, (O)Other, (S)State	Summative - Training records

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Goal 4. CISD will positively promote the district by providing information to our community highlighting successful programs, activities and information about upcoming events.

Objective 1. CISD will use various media sources to inform the community about upcoming events.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Panola County Watchman, Panola Pride, KGAS, Longview News, CISD Television Station, Area Television Stations, CISD Website will be notified and updated as to CISD activities. (Title I SW: 6,9,10) (Target Group: All) (NCLB: 5)	Administration, All School District Personnel	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Notifications/Broadcasts
2. CISD will utilize the School Messenger system to disseminate pertinent information to parents. (Title I SW: 1,6) (Target Group: All) (NCLB: 5)	Administration, Technology Coordinator/Personnel	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Announcements
3. CISD will support campuses in their efforts to promote the district. (Title I SW: 1,6) (Target Group: All) (NCLB: 5)	Administration, All School District Personnel	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Campus Plans

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Goal 4. CISD will positively promote the district by providing information to our community highlighting successful programs, activities and information about upcoming events.

Objective 2. CISD will keep parents informed of student academic progress.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will provide Parent Portal on its website in order for parents to stay informed of their child's academic progress. (Title I SW: 6,9) (Target Group: All) (NCLB: 5)	Administration, Parents, Students, Teacher(s)	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Parent Portal Usage
2. CISD will report district academic progress through its website and Board/Public meetings. (Title I SW: 1) (Target Group: All) (NCLB: 5)	Administration	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Reports Website Postings
3. CISD will require individual campuses to distribute student progress notes and reports on a regular basis. (Title I SW: 3,6,7) (Target Group: All) (NCLB: 5)	Administration, Parents, Students, Teacher(s)	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Report Cards Progress Notes

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Goal 5. CISD will communicate with the Texas legislature the importance of retaining ASATR funding beyond September 1, 2017.

Objective 1. CISD Superintendent will actively participate in Legislative meetings.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD Superintendent will attend Legislative session and testify as appropriate. (Title I SW: 1,2) (Target Group: All) (NCLB: 1,2,3,4,5)	Superintendent	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Legislative Session Attendance
2. CISD Superintendent will address faculty and staff for education on ASATR funding. (Title I SW: 1,2,4,8) (Target Group: All) (NCLB: 1,2,3,4,5)	Faculty, Superintendent	Fall 2016	(F)Federal, (L)Local, (S)State	Summative - Meeting attendance
3. CISD Superintendent will meet with political representatives to advise them on the effects of ASATAR on CISD. (Title I SW: 1,2) (Target Group: All) (NCLB: 1,2,3,4,5)	Superintendent	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Scheduled Meetings
4. CISD Superintendent will address community at local clubs and groups to inform the taxpayers about the effect of ASATR on CISD. (Title I SW: 1,2) (Target Group: All) (NCLB: 1,2,3,4,5)	Community Persons, Superintendent	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Scheduled meetings

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Goal 6. CISD will improve student achievement identified in the accountability safeguard report.

Objective 1. CISD will improve academic performance for the following disciplines/groups: Reading / SpEd from 38% to 60% : ELL from 53 to 60% / Math SpEd from 51% to 60% / Writing SpEd from 37% to 60% / Science SpEd from 39% to 60% / Social Studies SpEd from 27% to 60% : ELL from 46% to 60% : AA from 56% to 60% : ED from 58% to 60%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will provide highly qualified teachers for all students. (Title I SW: 1,3,4,5) (Target Group: All) (NCLB: 1,2,3,5)	Assistant Superintendent, Business Office, CISD Board, Principal, Teacher(s)	Summer 2016	(F)Federal, (L)Local, (S)State	Summative - Teacher Certification
2. CISD will provide effective professional development for teachers that identify academic strategies for student success. (Title I SW: 3,4) (Target Group: All, H, AA, ECD, ESL, SPED) (NCLB: 1,2)	Assistant Principal, Assistant Superintendent, Principal, Region VII	2016 2017	(F)Federal, (L)Local, (O)Other, (S)State	Summative - Attendance Records
3. CISD will train Principals and Teachers in the new state appraisal system TTESS. (Title I SW: 1,2,3,4,5,7,8,9,10) (Target Group: All) (NCLB: 1,5)	Assistant Principal, Assistant Superintendent, Principal, Teacher(s)	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Training Schedules TTESS Documentation
4. CISD will provide funding for innovative programs to increase student achievement. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3,5)	CISD Board, Superintendent	2016 2017	(F)Federal, (L)Local, (S)State	Summative - CISD Budget / Financial Reports

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Goal 6. CISD will improve student achievement identified in the accountability safeguard report.

Objective 2. CISD will increase Graduation Rate for all Sub-populations to 90% or above.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will provide counselors to direct 100% of 12th grade students toward gaining a graduation diploma. (Title I SW: 9,10) (Target Group: 12th) (NCLB: 1,5)	Counselor(s)	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Graduation %
2. CISD teachers will provide academic assistance to students who are not on target to graduate. (Title I SW: 2,3) (Target Group: 12th) (NCLB: 5)	Assistant Principal(s), Principal, Teacher(s)	2016 2017	(F)Federal, (L)Local, (S)State	Summative - Tutorial Records / Teacher Information

No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2016/2017 school year.)

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

Resources

Resource	Source
No rows defined.	

Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Sources

ACT/SAT Data
Community Demographics
Community Input
Disaggregated STAAR Data
Discipline Referrals
District Policies
Drop-out Rates
Expulsion/Suspension Records
Failure Lists
Federal Program Guidelines
Graduation Records
Growth Projections
Highly Qualified Staff
Homeless Students
Maintenance Records
Mobility Rates
Multi-Year Trends
Parent Participation
Parental Involvement Policy
PBM Risk Levels
PEIMS Reports
Promotion/Retention Rates
Report Card Grades
Safe Schools Checklist
SCE Policy
Semester Exam Grades
Special Programs Evaluations
Special Student Populations
Staff Development
Staff/Parents/Community/ Business members involved w/SBDM
Standardized Tests
Summary of Student Progress (not taking STAAR)

Comprehensive Needs Assessment

Teacher Turnover Rates

Priority for Service (PFS) Migrant Action Plan

See attached file 2015-2016 Priority for Service Action Plan

Migrant Identification and Recruitment Action Plan

See attachment for 2015-2016 Migrant Identification and Recruitment Action Plan