

**Caldwell Independent School District**  
**District Improvement Plan**  
**2017-2018**

**Accountability Rating: Met Standard**

# **Mission Statement**

Caldwell ISD is committed to work with all students and their parents so that every student may achieve excellence in education and become a productive member of society.

## **Vision**

Our district and its schools will be known for the exceptional academic and extracurricular achievements of our students, the value and morals we bring to the community and its families, the excellence of our staff and leadership, and our partnership with the community.

## **Core Beliefs**

We believe our students are more successful with the active support of their parents, CISD employees, and community members. We believe high expectations of our students yield positive self-worth, responsible behavior, and superior performance in diverse academic and extra-curricular activities. We believe all school environments must be safe, secure, and positive places to learn, grown and work.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Caldwell ISD is a district in the midst of change. 54% of our high school students are white, while only 43% are white at the PK-2 campus. The districts breakdown by ethnicity is 37% Hispanic,, 2% Mixed-Race, 48% Anglo, and 11% African-american. The district has started the 2017-2018 school year with 1800 students. Nearly eight percent are served by special education services.

Caldwell Elementary serves a high rate of students in poverty (75.72%). The Intermediate campus has a poverty rate of 67.09%, Middle school is at 63.88% and High School has hit a high of 52.26% in poverty. This creates a significant shift in our community from years past.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** 2 % of the students have significant behavioral issues. **Root Cause:** TBD

## **Student Academic Achievement**

### **Student Academic Achievement Summary**

Test Scores results will go here

### **Student Academic Achievement Strengths**

Caldwell High School earned seven stars of distinction. Our US History and Biology scores are higher than the state average...

### **Problem Statements Identifying Student Academic Achievement Needs**

**Problem Statement 1:** About 60% of students in first grade through eighth grade are at least one grade level below in reading. **Root Cause:** TBD

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data

# Goals

**Goal 1: Caldwell ISD will provide a 21st Century educational culture preparing all students to achieve excellence.**

**Performance Objective 1:**


- A. Increase to 85% or by 10% the performance of each student group at the Approaching level
- B. Increase by 5% the performance of each student group at the, Meets or Masters level.
- C. Increase the number of students meeting grade level expectations for reading at each campus grades.
- D. 85% of all students shall be successful in a dual credit, AP, or earn a state-recognized certification

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

**TEA Priorities:** 2. Build a foundation of reading and math.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Reading Instructional Coach will be hired to work with teachers	1.0, 3.0, 10.0	Campus Principal(s)	Increased performance in teacher classrooms				
	Funding Sources: 211 Title I, Part A - 0.00, 255 Title II, Part A, TPTR - 0.00						
2) Supplemental software will be purchased/incorporated at all four campuses to increase reading/Math proficiency	1.0, 2.0	Principals/Instructional Coach/Teachers	Increased performance in the supplemental software (progress monitor) Increased performance on STAAR in each tested area				
	Funding Sources: 211 Title I, Part A - 0.00						
3) Implement curriculum tools to close the gap in phonics, vocabulary and spelling	1.0, 2.0, 9.0	Principals/Instructional Coach/Teachers	Improvement in student achievement in all content areas (progress monitor) evidenced by fewer student failures by six weeks.  Increased student performance on standards based assessments				

4) A reading specialist on each of the lower 3 campuses will be utilized to provide Tier III interventions	1.0, 2.0, 3.0, 9.0	Principals	Increased student success on standards based assessments and individual improvement on skills based assessments (student progress)				
	Funding Sources: 211 Title I, Part A - 0.00						
5) Implement critical writing across the curriculum at each campus	1.0, 2.0, 9.0	Principals/Teachers	Improved writing scores at 4th and 7th grade.  Overall improvement in STAAR scores in each content area				
							



**Goal 1:** Caldwell ISD will provide a 21st Century educational culture preparing all students to achieve excellence.

**Performance Objective 2:** Increase student attendance rate to 97%


**Evaluation Data Source(s) 2:** Student Six Weeks Attendance Reports and End of Year attendance reports

**Summative Evaluation 2:**


**TEA Priorities:** 2. Build a foundation of reading and math.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Implement attendance incentives to increase student attendance at each grade level	1.0, 9.0	Principals	Increased student attendance will increase student performance in content areas				
2) Implement consistent procedural guidelines when students are absent	1.0, 2.0, 6.0	Principals	Increased number of parent contacts				


  




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

**Goal 1:** Caldwell ISD will provide a 21st Century educational culture preparing all students to achieve excellence.

**Performance Objective 3:**

A. Reduce discipline referral rates by 10%

B. Ensure 100% of all students will graduate


**Evaluation Data Source(s) 3:**

Graduation Rate Data Reports; PEIMS discipline data reports; local reports - % of students involved in extra-curricular, co-curricular activities; DAEP reports;

**Summative Evaluation 3:**

**TEA Priorities:** 3. Connect high school to career and college.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Develop and/or implement a positive behavior intervention and supports [PBIS] approach (ex. Champs.) in order to reduce the number of discipline referrals and to address behavioral RTI needs	1.0, 4.0, 9.0	Principals/Teachers	Fewer discipline referrals More in-person parent contacts by teachers/campus administrators				
2) Implement positive rewards system at the District Alternative Campus	1.0, 2.0, 6.0, 8.0, 9.0	Principals/Director of DAEP	Student placement reduced More students completing assignments while in DAEP More in-person contacts by DAEP director				
3) Offer workforce ready classes to meet the needs of all students	1.0, 3.0, 6.0	Principals	100 % of all seniors will graduate. An increased number of students will be college bound or work ready by graduation.				



100% = Accomplished    → = Continue/Modify    0% = No Progress    X = Discontinue

**Goal 2: Caldwell ISD will be fiscally responsible and provide quality facilities to ensure student safety, while enhancing the learning environment and the extra-curricular performance through available resources.**


**Performance Objective 1:** The general operating budget will be balanced and the district will work to secure additional funding sources.

**Evaluation Data Source(s) 1:** Minutes from Leadership Meetings; Grant Applications;


**Summative Evaluation 1:**

**TEA Priorities:** 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math.


Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) An Education Foundation will be formed to support the enrichment of student programs	4.0, 6.0, 7.0, 9.0	Superintendent/Assistant Superintendent	Teacher grants will be offered to increase student engagement  Additional opportunities provided to students through foundation				
2) The District will apply for grants to offer special programs	1.0, 4.0, 6.0	Superintendent/Assistant Superintendent	Increased level of enrichment activities provided to students through grants				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

**Goal 2:** Caldwell ISD will be fiscally responsible and provide quality facilities to ensure student safety, while enhancing the learning environment and the extra-curricular performance through available resources.


**Performance Objective 2:** Students will be educated in a safe learning environment

**Evaluation Data Source(s) 2:** Emergency Operations Plan; Minutes from Leadership Meetings; Completed and Open Work Orders


**Summative Evaluation 2:**

**TEA Priorities:** 1. Recruit, support, retain teachers and principals.


Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) 100% of safety maintenance issues will be addressed when identified	1.0, 5.0, 10.0	Director of Maintenance/Superintendent/Assistant Superintendent	Teachers are able to teach in a safe and supportive environment evidenced through student/staff surveys				
2) Faculty and students will recognize the facilities are clean and attractive for learning 95% of the time	1.0, 2.0, 5.0	Director of Maintenance/Superintendent/Assistant Superintendent	Survey Results will indicate that faculty and staff believe facilities are being effectively cleaned				
3) The district will continue to update the district crisis management plan to comply with NIMS (National Incident Management System) guidelines and update Emergency Operations Plan at least annually	1.0, 5.0, 10.0	Superintendent/Assistant Superintendent	Plan will be adjusted at least once per year based on feedback provided by campus leadership teams.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

**Goal 3: In a safe and supportive setting, Caldwell ISD will attract and maintain highly effective personnel who empower families and the community to have a collaborative role in building positive, strong, healthy relationships for all students.**

**Performance Objective 1:**

A. Ensure students receive instruction by a highly effective staff

B. 85% of all teachers will be rated at least “Proficient”

**Evaluation Data Source(s) 1:**

T-TESS appraisal records; Walk-Through documentation; Lesson Plans; SBEC records; Local records

**Summative Evaluation 1:**

**TEA Priorities:** 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide access to a K-12 Vertically Aligned Curriculum in the core content areas designed to meet the needs of all learners (TEKs Resource System)	1.0, 2.0, 8.0, 9.0, 10.0	Assistant Superintendent/Principals/Teachers	Through a vertically aligned curriculum, students will receive ongoing grade level instruction increasing student performance in each content area ie. STAAR and formative assessments will improve				
2) Implementation of a consistent instructional approach designed to engage diverse learners (Fundamental Five)	1.0, 2.0, 4.0, 9.0	Principal walk through observations	Through the use of effective researched based instructional practices, student performance in each content area ie. STAAR and formative assessments will increase				
3) 100% of the teachers will hold all certification requirements for their teaching field by the end of their first year employed at CISD.	1.0, 3.0, 4.0	Principals / HR	Students will be taught by highly effective teachers.				
4) All core teachers will have an ESL Endorsement by 2020	1.0, 2.0, 3.0						
5) All teachers will hold a Gifted and Talented Endorsement by 2021.	1.0, 2.0, 3.0						
6) District will offer stipends for HS Math and Science teachers	1.0, 2.0, 3.0, 9.0						
7) Teachers, Counselors, Administrators will participate in at least 15 hours of professional development hours	1.0, 4.0, 5.0, 8.0						

8) 100 % of new teachers will be provided a mentor	1.0, 3.0, 4.0						
9) Recognize and reward highly effective teachers at each campus	1.0, 2.0, 3.0, 9.0						



= Accomplished



= Continue/Modify



= No Progress



= Discontinue

**Goal 3:** In a safe and supportive setting, Caldwell ISD will attract and maintain highly effective personnel who empower families and the community to have a collaborative role in building positive, strong, healthy relationships for all students.

**Performance Objective 2:**

A. Ensure Parent and Community involvement with the schools

**Evaluation Data Source(s) 2:** Parent/Student/Faculty Survey Results; Local documents (sign in sheets) verifying community involvement;

**Summative Evaluation 2:**

**TEA Priorities:** 1. Recruit, support, retain teachers and principals. 3. Connect high school to career and college.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Parents will rate their campus as “above average” compared to other schools when surveyed.							
2) When surveyed Community and Parent Involvement programs are evaluated by the audience they will be rated “Helpful” or “Outstanding” 90% of the time							
3) Student surveys will show 90% of students feel safe at school.							
4) Connect families and the community to opportunities to expand their involvement.							
5) Create procedures that will support campuses in consistently applying and communicating disciplinary consequences across campuses and grade levels							
6) Continue to provide Crisis Prevention training to ensure that staff have adequate instruction on de-escalation techniques and appropriate management of crisis situations.							
7) School Health Advisory Council (SHAC) will continue to meet and evaluate District health needs/practices.							
8) Develop and/or implement positive proactive intervention strategies to address bullying, harassment, and violence (dating and/or sexual abuse)							





## Title I Component Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Diana Surovik	Elementary Reading Intervention	Reading	1
Penny Neal	Middle School RIF	Reading/Inclusions	1
Sarah Broaddus	Elementary Reading Intervention	Reading	1
Susan Groce	District Reading Coach	Reading	.5
Susan Jett	CIS -Reading Intervention	Reading	1

## District Education Improvement Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Andy Peters	Superintendent
Administrator	Alex Salazar	Assistant Superintendent
Administrator	Heather Escalante	Director of Business Services
Administrator	Vicki Ochs	High School Principal
Administrator	Nathan Goodlett	Middle School Principal
Administrator	Erin Supak	Elementary Principal
Administrator	Shaunna Savage	Intermediate Principal
Classroom Teacher	Lori Kazmir	Elementary Teacher
Classroom Teacher	Lindi Herford	Elementary Teacher
Classroom Teacher	Raquel Jenkins	Elementary Teacher
Classroom Teacher	LaVelda Box	High School Teacher
District-level Professional	Susan Groce	Instructional Coach
Classroom Teacher	Deanie Gold	CATE Teacher
Classroom Teacher	Kristi Barber	Middle School Teacher
Paraprofessional	Diana Mathis	PEIMS CMS
Classroom Teacher	Tracey Miller	Middle School Teacher
Classroom Teacher	Kelly Lazo	High School Teacher
Classroom Teacher	Susan Jett	Int. Reading Teacher
Non-classroom Professional	Karla Devin	Int. Counselor
Classroom Teacher	Sharon Lemon	Intermediate Teacher
Non-classroom Professional	Sue Paul	HS Counselor
Business Representative	Amy Jurica-Hinnant	Texas A & M University
Parent	Leah Bennett	Parent
Non-classroom Professional	Kim Pagach	Assist. Principal

## District Funding Summary

<b>211 Title I, Part A</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	2			\$0.00
1	1	4			\$0.00
<b>Sub-Total</b>					\$0.00
<b>255 Title II, Part A, TPTR</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
<b>Sub-Total</b>					\$0.00
<b>Grand Total</b>					\$0.00