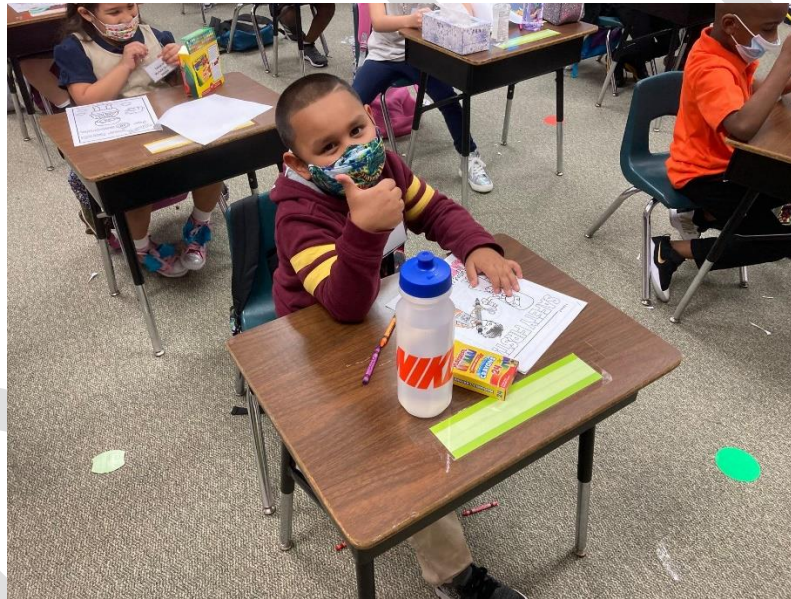


Crowley Independent School District

District Improvement Plan

2019-2020

2020-2021



Mission Statement

Crowley ISD provides our students with excellence in education so that all students achieve their full potential.

Vision

Crowley ISD will provide all students with a world-class, high-quality education where students are inspired to succeed in the global community.

District Values

We value high academic achievement.

All students can learn through a variety of instructional methods and opportunities that meet their individual needs.

Learning is enhanced through social interaction in a diverse setting.

We value a safe and secure learning environment.

We value a positive work place in which each employee is appreciated and is provided opportunities for professional growth.

We respect and value the opinions of all students, employees and community members.

We encourage open, effective and timely communication with district stakeholders.

We support effective stewardship of public resources.

Comprehensive Needs Assessment

Needs Assessment Overview

Annually, district and campus administrators collaborate with staff and respective planning committees (District-Wide Educational Improvement Committee-DWEIC and Campus Performance Objectives Committee-CPOC) to develop the district and campus improvement plans. They utilize the district's Comprehensive Needs Assessment and *Vision 2025* to guide the alignment and focus of the strategies to our mission, which is to provide our students with excellence in education so that all student achieve their full potential.

Vision 2025 is Crowley ISD's strategic plan for the future. It was developed with input from students, parents, staff and community members, a team consisting of more than 30 district stakeholders designed this five-year plan that includes our beliefs, learner outcomes and three specific goals for Crowley ISD. Our 3 Goals are:

- GOAL 1: Thriving Students
- GOAL 2: Engaged Community
- GOAL 3: Empowered Staff

District and campus administrators review all strategies at least three times during the school year (October, January, and April) and perform a summative review in July. As they continue to work to complete their strategies throughout the school year, strategies may be modified to reach our Goal Performance Measures and all other targeted measures.

~~Because the Vision 2025 Strategic Plan is in the final stages of development, we are utilizing our 2014-2019 Strategic Plan for the beginning of this continuous improvement process. Once complete, our new Vision 2025 Strategic Plan will be utilized to keep our strategies aligned and focused to our mission and goals.~~

Demographics

Demographics Summary

Crowley Independent School District is a suburban school district covering 58.4 square miles in south Tarrant County and stretches over two municipalities: Fort Worth and Crowley. Crowley ISD serves ~~16,010~~ 15,801 students in grades Pre-Kindergarten through 12th.

The completion of our new CTE/CCA building allowed us to open our new Richard Allie Middle School for 2020-21. This is the final step in our rezoning and grade reconfiguration plans. ~~With the it growth of our district was necessary to undergo rezoning and grade reconfiguration at the end of the 2018-19 school year.~~ Crowley ISD currently has ~~24~~ 25 campuses as follows:

Elementary Schools (PK-5)		Middle Schools (7-8) (6-8)	High schools	
Bess Race (PK-5)	Parkway (PK-5)	Crowley	Crowley	Bill R. Johnson CTE/CCA
Dallas Park (PK-5)	Oakmont (PK-5)	H.F. Stevens	Crowley 9th Grade	Crowley Learning Center
David L. Walker (PK-6)	Mary Harris (K-6)	Summer Creek	North Crowley	
Deer Creek (PK-5)	S.H. Crowley (K-6)	Richard Allie	North Crowley 9th Grade	
J.A. Hargrave (PK-5)	Sidney Poynter (PK-5)			
Jackie Carden (PK-5)	Sue Crouch (K-6)			
June W. Davis (PK-5)	Sycamore (PK-5)			
Meadowcreek (PK-5)				

~~With the opening of June W. Davis Elementary at the beginning of the 2019-20 school year, Crowley ISD now has 15 elementary schools. We will be opening a new middle school in 2020-2021.~~

Crowley ISD employs ~~1,932~~ 2,080 staff members, including ~~1,112~~ 1,156 classroom instructional employees.

Crowley ISD serves students of varied ethnic heritages and cultures and strives to be a diverse organization in a global society; one that values the difference in people recognizing that their backgrounds, skills, attitudes and experiences bring innovation and creativity to benefit our society.

SEE DATA CHART ADDENDUM FOR: Student Enrollment Comparison (Disaggregated, Enrollment by Campus, Student LEP Enrollment Comparison, Student Mobility Rate) and Snap Shot Enrollment - by Grade, Staff Comparison (Disaggregated)

In 2018, Crowley ISD launched an Early Childhood initiative and continues expanding the programs offered for preschool age children. The district currently offers:

- Early Head Start Program for children 8 weeks to three-years-old
- PreK Plus classroom (often referred to as Head Start classrooms) for three and four-year-old students
- Half and full day opportunities for three-year-old students
- Full day program for four-year-old students

CISD is committed to providing a loving and supportive learning environment for all of our young learners with the goal of equipping these students with tools to ensure success as they matriculate through elementary school and beyond. In 2018, prekindergarten for three-year-old students was launched, four-year-old classroom options expanded to full day and PreK Plus was introduced. PreK Plus is the name for the collaboration classrooms that are designed to support CISD prekindergarten students with both CISD and Head Start resources at targeted campuses.

To increase the district's offerings for the 2019-20 school year, CISD introduced tuition-based prekindergarten for families that do not meet the state qualifying criteria for prekindergarten. CISD utilizes a sliding fee scale to assign tuition to families that wish to pursue fee-based prekindergarten for their children. CISD also strengthened its partnership with Child Care Associates, operator for Head Start and Early Head Start in Tarrant County. This district now houses an Early Head Start Center at J.A. Hargrave. The Early Head Start center serves 48 students, ages 8 weeks to three-years-old. The targeted population for the Early Head Start program includes children of CISD teen parents, income eligible families and families with young children diagnosed with special needs.

Early Childhood Demographics:

- [Over 800 three and four-year-old students enrolled at 15 elementary schools \(10/2020\)](#)
- 992 three and four-year-old students enrolled across 12 elementary campuses [\(2019-20\)](#)
 - 57% are identified as economically disadvantaged
 - 20% are Limited English Proficient
 - 48 students in Early Head Start program

SEE DATA CHART ADDENDUM FOR: Prekindergarten Program Distribution

The All Student graduation rate as well as most sub-population rates have exceeded the state average for the past several years. This accomplishment is worthy of celebration since the district percentages of drop-outs is also lower than the state average with most populations.

SEE DATA CHART ADDENDUM FOR: CISD Graduation Rates Compared to State

The district's attendance rate measured by Average Daily Attendance (ADA) has remained at 95% over the last ~~four~~ three years. With the exception of COVID-19, 2019-20 being at 96.18% and the ADA almost met the District Goal of 96.5%. ~~The attendance goal for CISD for 2018-20 was 96.5% (ADA) daily.~~ CISD for the last several years has been consistently averaging 95% or above.

SEE DATA CHART ADDENDUM FOR: 4-Year Attendance Comparison to State Average

The district's annual dropout rate is significantly lower than the State's for All Students and several student groups.

SEE DATA CHART ADDENDUM FOR: CISD Dropout Rate Comparison to State Average.

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Demographics Strengths

The following sub-populations from the graduation class of ~~2018~~ 2019 met or exceeded the state average: African American, Asian, Hispanic, Caucasian, Multiracial, Economically Disadvantaged, English Learners, and Special Education. DATA SOURCE: ~~2018~~ 2019 Data Table posted on Texas Education Webpage (Federal Graduation Rate).

The ~~2018~~ 2019 graduation class had a lower dropout rate than the state for the following populations: All students, African American, Asian, Hispanic, Multiracial, Economically Disadvantaged, English Learners, and Special Education. DATA SOURCE: ~~2018~~ 2019 Data Table Posted on Texas Education Webpage (Federal Dropout Rate).

Early Childhood Strengths:

- Increased enrollment in prekindergarten
- Expanded programs to include tuition option for non-qualifying four-year-old students
- In-district Early Head Start program to serve children 8 weeks to 3 years old
- Age appropriate furnishings and learning materials in all classrooms
- Increased professional development offerings for prekindergarten teachers and paraprofessionals
- CISD utilizes the state approved CIRCLE assessment to inform instruction and assess kindergarten readiness

Early Childhood Opportunities for Growth and Exploration:

During the past year, teachers and administrators came together to discuss the ways to strengthen instruction and promote a climate that is safe and nurturing for students. From these conversations, CISD is tasked with developing in the areas below:

- Emphasis on developing social and emotional, literacy, and math skills for three and four-year old students
- Staff development for administrators with prekindergarten classrooms
- Consistent behavior management practices for all prekindergarten classrooms in CISD
- Increase the number of opportunities for parental involvement in the educational experience of young learners
- Explore the creation of an Early Childhood Center

Student Achievement

Student Achievement Summary

During the 2018-19 school year, the district earned an Accountability Rating of "B." This rating is earned based on performance in three components: 1) Student Achievement, 2) School Progress, and 3) Closing the Gaps. [Due to an interruption in instruction and the subsequent cancellation of STAAR testing in the 2019-20 school year, the district's Accountability Rating remains unchanged for the 2020-21 school year.](#)

SEE DATA CHART ADDENDUM FOR: District Accountability Results

In addition to the rankings, schools and districts are also evaluated in the areas of Distinctions and Safeguards. Nine of the nineteen campuses combined to earn a total of sixteen academic distinctions for outstanding achievement in the areas of: Student Progress, Reading, Science, Math, Closing Performance Gaps, and Postsecondary Readiness when compared to 40 other schools with similar demographic makeups to the Crowley schools. The district also met 74 of the 119 (62%) goals measured by the new targeted improvement system. The targeted improvement areas examine up to 11 sub-populations with up to 5 areas for each population. All schools have included the identified TEA Targeted Supports in the comprehensive needs' assessment process.

Beyond the state accountability system, the district and each campus reviews other data that includes among other things: various test results from the national and state levels such as (STAAR, Advanced Placement Exams, and College Entrance Exams), various surveys (parent, teacher, student), and other information (attendance and disciplinary referrals). For a complete listing of data sources used during evaluation, please see the Data Documentation page.

One major population included in any comprehensive needs' assessment is the at-risk populations (those identified as being eligible to receive services provided through Compensatory Education Funding). The data related to the at-risk populations indicate a generally successful program when comparing it to the state averages. State law requires that any student identified as Limited English Proficient (LEP) must be identified as at-risk. Therefore, one of the largest at-risk populations is LEP. Based on student test results as well as graduation and dropout rates, the services provided to these students have demonstrated great success over the years. The district percent of English Learners (EL) passing the test exceeds the state's EL population in the categories of: All Tests Taken, Reading, Math, Writing, Science, and Social Studies. The other major reason students are identified as at-risk in the district is performance on the State of Texas Assessments of Academic Readiness (STAAR). The 2019 comparison of state and district at-risk students passing the various tests at the "Meets Standard" level or above indicates that the district percent (30.26) and the state (30.04) are similar. Neither the state average nor the district average is at the desired level. However, the district has scored equal to or higher than the state in four of the five End-Of-Course tests as well as 56% of all of the at-risk tests taken.

Another population included in any comprehensive needs' assessment is the Migrant Population. The district did not identify any migrant students during the 2015-16, 2016-17 or 2017-18 school years. The district has identified a small number this year. The number is so small that FERPA regulations do not allow the district to publish or discuss student performance results.

Student Achievement Strengths

- The Domain 1 Academic Achievement score of 81 earned a “B” rating for the district. The Domain 2B Relative Progress score of 85 earned a “B” rating for the district.
- According to Graduation Data Tables provided on the TEA webpage the district graduation rates exceed the state average and the district dropout rates are lower than the state average with the vast majority of the sub-populations.
- The district average for LEP tests attaining “Meet Standard” or above (40%) exceeds the state average for LEP tests attaining “Meet Standard” or above (29%).

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: The percentage of students in the district achieving "meets grade level standard or above" in Reading (40%) is below the state average (47%). **Root Cause:** The state mandated curriculum, the district mandated curriculum and the district taught curriculum are not horizontally and vertically aligned from Pre-K through 12th grade.

Problem Statement 2: The percentage of students in the district achieving "meets grade level standard or above" in Math (39%) is below the state average (50%). **Root Cause:** The state mandated curriculum, the district mandated curriculum and the district taught curriculum are not horizontally and vertically aligned from Pre-K through 12th grade.

Problem Statement 3: The percentage of students in the district achieving "meets grade level standard or above" in Writing (29%) is below the state average (37%). **Root Cause:** the state mandated curriculum, the district mandated curriculum and the district taught curriculum are not horizontally and vertically aligned from Pre-K through 12th grade.

Problem Statement 4: The percentage of students in the district achieving "meets grade level standard or above" in Science (42%) is below the state average (53%). **Root Cause:** The state mandated curriculum, the district mandated curriculum and the district taught curriculum are not horizontally and vertically aligned from Pre-K through 12th grade.

Problem Statement 5: The percentage of students in the district achieving "meets grade level standard or above" in Social Studies (44%) is below the state average (55%). **Root Cause:** The state mandated curriculum, district mandated curriculum and district taught curriculum are not horizontally and vertically aligned from Pre-K through 12th grade.

District Culture and Climate

District Culture and Climate Summary

The COVID-19 pandemic has brought undeniable challenges to every aspect of life and school districts have been in a unique position during this time period due to the need to keep all of our students and staff safe. Crowley ISD's response to the pandemic is intentional and carefully planned at every step. Under the steadfast and visionary leadership of our Superintendent, Dr. Michael D. McFarland, by March 30, 2020, our students were already learning remotely from home as our efforts to minimize "learning loss" was aggressively pursued. Through substantial planning, research, collaboration, consulting, testing, and retesting; Crowley ISD is prepared to implement our 2020-21 school year plan of successfully instructing our students and keeping all of them healthy and safe.

Students who have been unsuccessful in a virtual learning environment have been identified by campus leadership teams and shared with Central Office. These students have been notified of the district's intent to require their return to in-person learning, and have been asked to contact their campus for additional information. Per TEA requirements, an appeal process has been put in place, which also provides opportunities for students and families requiring a medical exemption to remain in a virtual environment. Any student identified as being unsuccessful in a virtual learning environment will be required to return to in-person learning on January 25th, 2021, if an appeal is not granted.

Health Services continues to engage in partnerships within our community to provide avenues and opportunities for our students and district to thrive.

Crowley ISD offers students a variety of advanced course options, including Advanced Placement (AP)/Pre-AP and Dual Credit (earning both high school and college credits simultaneously). For the ~~2018-19~~ 2020-21 school year, there ~~were 646~~ are 1,492 AP students and 2,913 Pre-AP students. The number of AP exams given in spring of ~~2019~~ 2020 was ~~1,049~~ 780, with ~~274~~ 234 exams scored at a three (3) or higher (average to receive college credit). There were ~~3,425~~ 2,907 college applications submitted by CISD students in ~~2019~~ 2020. The following enhancements have been made in our AP classes for ~~2019-2020~~ 2020-21:

- We are using a common reflection form in all AP classes - used to create short-term goals prior to the next personal progress check
- All AP students are taking Personal Progress Checks after each unit of study
- All AP teachers are using the College Board Units of Study
- Creating Common semester exams using released test questions from College Board
- All exams had to be ordered by November ~~15~~ 13 – this locked kids into taking exams (October 31 is the district deadline to allow for internal audit for correct test order)
- High Schools have Advanced Academic Support Teams – support the success of the students especially first time Advanced Academic participation.

SEE DATA CHART ADDENDUM FOR: Pre-AP and AP Enrollment, AP Performance, and College Applications (4-Year Comparison)

Crowley ISD has received the 21st Century Community Learning Center grant to provide academic, enrichment, parent involvement and college and career activities to seven campuses.

Fine and Performing Arts successes include an average number of All-State Choir members, First Division ratings for high school band(s), and the acclaimed 5th and 6th grade CISD Honor Choir. ~~and we~~ We are seeking to continue this trend. ~~The lower grade levels, with the acclaimed 5th & 6th grade CISD Honor Choir, are scheduled to perform at Sundance Square, downtown Ft. Worth, during Fall 2019.~~

In 2015-16, significant upgrades were made to both high schools' baseball and softball fields with the installation of field turf. This upgrade allows our athletes the opportunity to practice and have fewer games canceled due to inclement weather conditions. The District also received additional revenue due to our athletic facilities being rented and utilized by surrounding school districts for post district competition. In the 2016-17 school year the addition of newly constructed field houses for our football/soccer/baseball/softball/track teams will allow our student athletes as well as those from visiting districts a safe and secure place to dress. The updated facilities will provide our coaching staff additional office and training areas to better prepare our athletes for successful district and post district honors. In 2018-19, the Arbiter Payment system was implemented to more efficiently pay the game officials. In 2019-20, TicketRoar online ticketing was implemented for parties interested in attending CISD athletic events. This system allows stakeholders to purchase their tickets in advance to avoid waiting in line on game days. The system also allows the Athletic Department to better monitor gate receipts from athletic events. The North Crowley High School gym renovation will be completed. The gym will seat over 2,000 fans, which is an upgrade from 1,350 previously held. The facility will be able to safely host campus and district events. ~~2020-21 ground has been broken for two indoor practice facilities. These facilities will allow teams to hold practices and workouts during inclement weather.~~

SEE DATA CHART ADDENDUM FOR: Fine Arts Participation and Athletics Participation

~~Students in Crowley ISD are being inspired and empowered to succeed in a global community. Since the Innovation Programming Planning Group (IPPG) launched programs of choice in 2016-17, we have significantly expanded our choice programs. For the 2019-2020 school year, Crowley ISD has added an additional STEAM program at June W. Davis Elementary and an additional STEM program at Crowley Middle School. In 2019-20, we have 2,034 students participating in programs of choice. The current programs of choice offered are as follows:~~

<u>Elementary School</u>	<u>Middle School</u>	<u>High School</u>
Dallas Park Institute of STEAM	Global Prep Academy	Crowley Collegiate Academy
June W. Davis Institute of STEAM	Inspire Academy	Global Prep Academy
S. H. Crowley Institute of Fine Arts	Crowley Middle School Leadership Academy	Inspire Academy
Deer Creek Institute of Two-Way Dual Language	H. F. Stevens Media Arts Academy	
Oakmont Institute of Two-Way Dual Language	Summer Creek STEM Academy	

Mary Harris Young Women's Leadership Academy	Crowley Middle School STEM Academy	
David L. Walker Young Men's Leadership Academy		
Sue Crouch Institute of STEM		

~~SEE DATA CHARTS ADDENDUM FOR: School Choice Programs—Enrollment by Campus~~

2020-21 marks the district’s transition from Choice programming to "STEM+ for All." Our goal is to provide access, awareness, and exposure for all students in curricular, co-curricular, and extracurricular pathways over the next five years.

STEM Plus:

Vision: The STEM Plus vision in Crowley ISD is community empowerment through awareness, exploration, and engagement to prepare all learners for future global opportunities.

Mission: The STEM Plus mission in Crowley ISD is to transform learning through high quality instruction, real world experiences, and community partnerships to equip learners with 21st century skills for the pursuit of individual passions.

As our district continues to grow and serve the students of Crowley ISD the Office of Transformation and Innovation has extended their vision also. A key initiative to ensure all students in Crowley ISD are provided choices and access when they reach 9th grade is called STEM Plus. STEM Plus is a mix of STEM ideas, Vision 2025 Learner Profile skills, and a focus on end products that align to the Crowley ISD CTE Programs of study.

The STEM Plus vision in Crowley ISD is community empowerment through awareness, exploration, and engagement to prepare all learners for future global opportunities. The STEM Plus mission in Crowley ISD is to transform learning through high quality instruction, real world experiences, and community partnerships to equip learners with 21st century skills for the pursuit of individual passions.

In the past students were not exposed outright to all of the possible 27 programs of study available at the Bill R Johnson CTE center. Now, with an intentional focus on students' awareness, exposure, and exploration, students will enter middle school having an understanding of all the possibilities once they enter high school.

Elementary School

STEM Plus Teachers (7)
STEM Plus Campus Coordinators (15)

Middle School

STEM Plus Campus Coordinators

High School

STEM Plus Campus Coordinators (9th Grade Campus Only)
CTE Pathways

In addition to STEM Plus, the Office of Transformation and Innovation has launched the African American Studies program at both Crowley and North Crowley High School. Early this year the state of Texas (Texas Education Agency) approved a 1.0 weighted state credited course that can be offered to all 9-12 grade students throughout the state. As described in the course guidelines by TEA, The African American Studies course is a conceptually driven course that introduces students to the exploration of the rich and diverse history and culture of African Americans. The goal of this course is to broaden the knowledge and understanding of students interested in learning about history, citizenship, culture, economics, science, technology, geography, and the political realities of African Americans. In Crowley ISD, we designed the course with the thinking to ensure the course even further by offering our students the opportunity to discover their roots by embedding a project-based learning opportunity that includes learning about their own roots and ancestral story by DNA analysis through African Ancestry. Currently, the pilot of this course has 40 students enrolled collectively in the course.

The district's PEIMS reported discipline data for ~~2018-19~~ 2019-20 (~~6,316~~ 4,806) indicates a ~~17%~~ 47% decrease in discipline offenses compared to ~~2017-18~~ 2018-19 (~~7,608~~ 7,138).

The Discipline Population, number of students receiving one or more discipline referrals, for the ~~2018-19~~ 2019-20 school year as reported to PEIMS is ~~2,123~~ 2,721. This value represents a ~~25%~~ 23.48% decrease from the ~~2017-18~~ 2018-19 discipline population of ~~2,814~~ 3,360.

SEE DATA CHARTS ADDENDUM FOR: 4 Year Comparison - Discipline Population and # of Offenses

The Achievement department, ~~and in collaboration with~~ our District Next Level Leadership (aspiring district leaders), ~~are currently working to~~ finalized our Student Culture and Management Framework, which includes Positive Behavior Interventions and Supports (PBIS), Social and Emotional Learning (SEL), CHAMPS Classroom Management Approach, and Restorative Practices. ~~Beginning with the 2020-21 school year, we will launch district-wide implementation of this framework as~~ a uniform student management curriculum for addressing inappropriate student behavior and acknowledging positive student behavior.

District Culture and Climate Strengths

- All campuses were 100% state compliant on Emergency Preparedness/Fire Drills in ~~2018-19~~ 2019-20
- Updated Multi-Hazard Emergency Operations Plan and Campus Emergency Operations Plans
- Implementation of safety protocols for emergencies and drills due to Covid-19 (safe distancing, reducing pedestrian loads in hallways and exit points). After each drill, staff and students will be reminded that in an actual emergency, they must exit/evacuate without delay and without a staggered exit/evacuation.
- Continue to assist with the newly created Crowley ISD Police Department
- All new administrators are receiving robust safety awareness training and continued support
- Promote partnerships with our SRO's in both jurisdictions through involvement in student meetings, safety meetings and incorporating classroom visits.
- ~~Front office staff is consistently trained in De-escalation/CISD Safety Awareness~~
- ~~All new administrators are receiving robust safety awareness training and support~~
- ~~District Administrators and other staff members completed Active Shooter simulator training with FWPD~~
- Our continued partnership with UNT Health Science Center, Cooks Children's, and Tarrant County with regard to the Asthma 411 initiative

- CISD's Health Services partnerships with local universities to provide an opportunity to mentor Nursing students with University of Texas at Arlington, Tarrant County College, and Texas Wesleyan
- Our partnership with TCPH with regard to Pandemic operations and mitigation strategies
- CISD's Health Services Department will serve as mentors to CISD Nursing students and allow them to observe and serve in the district
- Our partnership with Urgent Care for Kids to provide telehealth services in the school setting

Problem Statements Identifying District Culture and Climate Needs

Problem Statement 1: According to discipline data, discipline has been improving through the implementation of Restorative Practices, such as PBIS and Social Emotional Learning, as well as other discipline intervention systems and/or programs. There continues to be a need for increasing our staff's practices on incorporating positive management skills for all students. **Crowley ISD's response** ~~One possible solution~~ **is to the 2020-21 implementation of our district-wide Student Culture and Management Framework** ~~a uniform student management curriculum for~~ addressing inappropriate student behavior and acknowledging positive student behavior. ~~Also,~~ as we must work to ensure that academics are being taught from bell to bell.

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Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

With the passage of the Every Student Succeeds Act (ESSA), the Board of Trustees has prioritized maintaining the federal requirements for teachers to meet state licensure and certification standards. Developing and increasing the capacity of professional staff at all levels of the professional organization is a priority in Crowley ISD.

All of Crowley ISD instructional staff meet or exceed federal requirements for state licensure and certification standards.

SEE DATA CHART ADDENDUM FOR: Teachers by Years of Experience, Teachers' Experience Compared to State, Teacher Retention, and Teacher Turnover Rate.

A variety of Professional Development and teacher supports have been put in place for ~~2019-20~~ 2020-21:

- District Learning Academy
- ~~New~~ Universal screeners
- Next Level Mentors
- Newbie Network
- TCEA course where educators are working towards becoming a “Certified On Line Educator”
- Established RtI Campus Representatives
- ~~Teacher Toolbox for i-Ready~~

The first year teacher mentor program is designed to provide teachers with targeted and scaffolded support during the first year in CISD. In most of the reported categories, years of teaching experience for teachers in Crowley ISD mirror the averages across the state.

Our plans for ~~2019-2020~~ 2020-21 include:

District Learning Academies:

- Crowley University
- New Professionals Orientation
- Newbie Network
- Tips and Tools

New Universal Screeners:

- MAPS
- ~~I-Ready~~

- HiStation
- BASS
- Achieve 3000

Next Level Mentors:

- ~~Peach Street Pals~~
- M.I.N.T.
- Next Level Leaders with aspiring APs and Principals

Established RtI Campus Representatives

- Each campus has an RtI lead
- RtI committee meets every 6 weeks
- RtI tracks student data using DMAC

~~Teacher Toolbox for i-Ready:~~

- ~~I-Ready assessment given 3 times a year to track student progress~~
- ~~Campuses have access to i-Ready toolbox~~

Supports for New Teachers:

- Every new teacher is given a mentor
- The mentor and new teacher attend 6 district level trainings focusing on instructional strategies and classroom management
- Each campus has a mentor advisor to assist mentors
- Mentor advisors conduct new teacher development every 6 weeks
- Demonstration Tours for new teachers to observe master teachers conducted throughout the year

Staff Quality, Recruitment, and Retention Strengths

Crowley ISD continues to ensure that 100% of our instructional staff meet or exceed federal requirements for state licensure and certification standards. The salaries for teachers for every experience level are above the state averages and remain **highly** competitive within our region.

Additional successes include:

- ~~Employee Health Clinic began serving employees on schedule. Employees and their eligible dependents can utilize the clinic for a \$10 service fee.~~
- ~~Education Solutions Services (ESS) partnership was approved by the Trustees in July. This should address concerns with substitute staffing once implemented at the end of October.~~
- Hired Crowley ISD's first Chief of Police
- Successfully opened the Employee Child Development Center on August 24th following COVID protocols for childcare licensing
- Teacher moves and class leveling was accomplished with minimal fiscal impact
- ~~2019-20 Compensation Plan aligned with HB3 requirements was Board approved in August.~~
- Ensured process for accounting of leavers was implemented

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Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Crowley ISD believes that curriculum, instruction, and assessment must all be in alignment for students to be successful. Data driven decisions are made for improvement through the adopted curriculum, effective instructional methodologies, walk-through information, feedback from the teachers, and assessment data. Continual monitoring and analysis of data will help to ensure curricular needs are being met.

In 2016-17, Crowley ISD underwent a Curriculum Audit because we want to provide the highest quality learning environment and outcome for our students. The audit's scope was centered on curriculum and instruction and any aspect of a school system that enhances or hinders its design and/or delivery. The audit is an intensive and focused look at how well a school system has been able to set valid directions for pupil accomplishment and well-being, concentrate its resources to accomplish those directions, and improve its performance; however, contextually defined or measured, over time. We have utilized the recommendations to develop strategies in the ~~2019-20~~ 2020-21 District Improvement Plan.

Curriculum, Instruction, and Assessment Strengths

A variety of Curriculum and Instruction supports have been implemented, updated, and revised or refined for ~~2019-20~~ 2020-21:

- Curriculum guides for all core content areas, K-12 are now in place
- Adoption of new ELAR resources for K-8, including teacher training
- Addition of personnel in the Instructional Support Specialist position, including 2 HS ISSs and 4 district level elementary science ISSs
- An interactive curriculum map has been created, K-12, showing the scope and sequence for all core content areas in one document, posted on the C&I website
- Horizontal Alignment Team meetings continue to occur every 6-8 weeks, allowing teachers from across the district to collaborate and receive training on best practices

Parent and Community Engagement

Parent and Community Engagement Summary

The Crowley Independent School District is a unique place to live and work with unprecedented community support provided by dedicated families, educators, corporations, and community leaders. Parents and community members contribute socially, emotionally, and financially toward the success of students in multiple arenas: academics, arts, athletics, and real-world applications; and are encouraged to participate in the district decision-making process as well as in promoting the attributes and successes offered here.

Crowley ISD's Faith-based Community Partnership has continued to increase since its initiation in 2016. We are continuing our efforts to match church resources with campus needs, e.g. Read2Win and Student of the Month recognition programs. Our goal is to have a Faith-based Community Partnership for every Crowley ISD campus.

Parent and Community Engagement Strengths

The spirit of *Every Student Succeeds Act (ESSA)* is at the heart of Crowley ISD's mission and vision. In order to provide each student with excellence in education so that all students achieve their full potential, the district and each campus plan activities and events to involve parents, families, and community leaders; use multiple forms of communication, in both English and Spanish, to promote successes and provide opportunities for questions and concerns; and, hold committee meetings which include parents and community partners.

Having a strong desire to reach out to parents, families, and community leaders, Crowley ISD strives to incorporate emerging technological tools for communication, e.g. online surveys to gather important feedback from stakeholders. To encourage involvement, the district showcases student successes and programs at each Board meeting and sponsors district-wide information sessions.

The district has developed partnerships with over 100 organizations to support students and their families. The following are just a few:

- Alcon
- All Pro Dads
- Canes Restaurant
- Chicken Express
- Chick-fil-A
- Chisholm Trail
- EECU – Burlison
- [Frog Street Curriculum](#)
- Girls Inc.
- Kroger Foods

- Lakeshore Learning
- Lockheed Martin
- Lynn Smith Auto Chevrolet
- My Brother's Keeper/S.T.E.P. - CEO
- My Credit Union
- Read2Win, Inc.
- Steele and Freeman
- Tarrant County College
- Tarrant County Food Bank
- Tarrant County Harambee Festival
- Teens of Excellence
- The Women's Center
- YMCA

Crowley ISD could not fulfill its mission nor realize its vision without the support and dedication of its parents, families and community partners working collectively together to ensure *Every Student Succeeds*.

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District Context and Organization

District Context and Organization Summary

The District and all Campus/Targeted Improvement Plans are reviewed by central office personnel to ensure plans clearly address measurable strategies having a high likelihood of generating the desired outcomes. Strategies for improvement are based on the root cause(s) associated with the identified needs. District level personnel, as well as campus level personnel and outside consultants, provide professional development related to best practices enabling campus personnel with necessary skills to achieve the established goals. District personnel also monitor the data, conduct building level walkthroughs and provide support and feedback in order to help ensure that progress is being made. As these improvement plans are developed by district and campus administrators in collaboration with staff and stakeholders, the District Improvement Plan (DIP) and each Campus/Targeted Improvement Plan (CIP/TIP) are also reviewed at least four times annually: Formative reviews during the months of October, January, and April and a Summative review during July.

Vision 2025 is Crowley ISD's five year strategic plan for the future. It was developed with input from students, parents, staff and community members, a design team consisting of more than 30 district stakeholders designed this five-year plan that includes our beliefs, learner outcomes and three specific goals for Crowley ISD. Our 3 Goals are:

- GOAL 1: Thriving Students
- GOAL 2: Engaged Community
- GOAL 3: Empowered Staff

Annually, district and campus administrators collaborate with staff and respective planning committees (District-Wide Educational Improvement Committee-DWEIC and Campus Performance Objectives Committee-CPOC) to develop the district and campus improvement plans. They utilize the district's Comprehensive Needs Assessment and *Vision 2025* to guide the alignment and focus of the strategies to our mission, which is to provide our students with excellence in education so that all students achieve their full potential.

~~We have completed our 2014-2019 Strategic Plan and are currently working with Engage2Learn on the development of our plan for 2020-2025. Once complete, our 2020-2025 Strategic Plan will also be utilized to keep our strategies aligned and focused to our mission and goals.~~

In fall 2019, we completed ~~marks~~ the first phase of Crowley ISD's two-year Rezoning and Restructuring Plan:

- All elementary schools, plus the new June W. Davis campus have become PreK-5th grade campuses
- All four intermediate schools have been transformed into K-6th grade campuses
- The three middle schools remain the same with 7-8th grade
- The two high schools remain the same

In fall ~~of~~ 2020, we completed ~~will implement~~ the final phase of the two-year plan:

- The four formerly intermediate schools ~~have~~ ~~will~~ become PreK-5th grade campuses
-

We **have will** opened our fourth middle school, Richard Allie Middle School

- All middle schools **have will** become 6th-8th grade campuses
- The high schools **have will** remained the same

District Context and Organization Strengths

- Early childhood expansion **has** resulted in **992** hundreds of students being served in ½ day and full day settings
- Prekindergarten opportunities exist at all elementary campuses as of August 2020
- Early Head Start has served 48 **students** infant and toddler students, which included teen parents from CISD high schools.
- ~~The number of students in MyChoice and Institute programs has increased and equity gaps are proven to decline~~
- ~~By providing opportunities at all Elementary Schools for students, Crowley ISD has opened the door for ALL students to be exposed to a wide variety of choices~~
- STEM Plus Programming:
 - By providing opportunities at all Elementary Schools for students, Crowley ISD has opened the door for ALL students to be exposed to STEM Plus activities and enrichment opportunities.
 - The district has a robust first year of programming planned focusing on three main areas; STEM Plus education PK- 5th through specials, STEM Plus Extra Curricular opportunities K-9th, The Flying Classroom for our virtual learners, and Tech Smart coding pilot at eight Elementary campuses in the district.
 - As part of the vision and mission of providing opportunities for students, all curriculum created will engage students in the Engineering Design Process with a focus on aligned Crowley ISD CTE pathways. In year one, Pathway focus areas are; Business, Marketing and Finance and STEM Plus. More specifically Entrepreneurship, Financial services, marketing, Biomedical Science, and programming.
- Students in grades K-9 will also have access to after school STEM Plus focused clubs such as; Girls who code, gardening, robotics, cultural exploration and innovation through STEM, etc. Campus will have a STEM Plus campus coordinator that will intentionally embed additional STEM Plus events and exposure opportunities to the campus whether the STEM Plus teacher is on campus or not.
- 21st Century Community Learning Centers Grant Opportunity:
 - Crowley ISD will be participating in the 21st Century Community Learning Center grant. This opportunity is being provided through an important study being sponsored by the U.S. Department of Education. As part of the National Study of Continuous Quality Improvement to Inform the 21st CCLC Program, a group of eligible centers within each grantee will be identified to participate in the study. Half of those centers will be selected by lottery to implement the system. They will receive training and support to implement the system—at no cost—for two years, in 2021-2022 and 2022-2023. Staff from the Forum for Youth Investment’s Weikart Center for Youth Program Quality will provide this training and support and work closely with the centers. Centers implementing the system as part of the study might be exempted from some aspects of the Blueprint process during the study period. The other half of the grantee’s participating centers will continue with their usual practices. We are excited for what the 21st CCLC community will learn from this study and for the opportunity being offered to our centers to gain experience with continuous quality improvement.
- Increase in Higher Education partnerships

- Increase in equitable enrollment in Dual Credit courses
- College applications and scholarships have increased
- 100% AVID seniors have at least one college application in Apply Texas
- ~~High School gymnasium expansions—Complete on October 15th~~
- ~~The design of the new CTE Center is complete~~
- ~~Construction of Elementary #15—Complete~~
- CHS field houses and NCHS field house addition – Complete October 2017
- June W. Davis Elementary – Complete June 2019
- CHS and NCHS Fine Arts additions – Complete August 2019
- North Crowley High School gymnasium expansion – Complete October 2019
- Operations Facility – Complete June 2020
- Bill R. Johnson Career Tech Center – Complete August 2020
- High School Indoor Practice Facilities – Under construction
- New District Sports Complex – In design
- New Administration Building – In design

- Grants received by CISD for ~~2018-19~~ 2019-20 school year:
 - Grants and Innovation Department:
 - ~~The first cohort of the United Way grant graduated 152 students~~
 - 21st Century Community Learning Centers for \$1,499,927 each year for three years
 - ~~Texas Hurricane Emergency Impact Aid for \$56,360 (2 year grant)~~
 - ~~School Transformation Implementation Fund for \$1,600,000 (2 year grant)~~
 - Blended Learning Grant for \$100,000
 - Student Success Initiative Community Grant for \$299,856
 - Pathways in Technology Early College High School (P-TECH) for \$197,245
 - Safety and Security Grant for \$245,495
 - Additional Days School Year for \$200,000
 - Instructional Continuity Grant for \$91,000
 - ~~Crime Control Prevention District (CCPD) \$125,000 annually~~
 - College/Career and Technology:
 - Project Lead the Way Cybersecurity for \$20,000
 - Perkins Reserve Aerial Robotics for \$50,000
 - Texas Hurricane Homeless Children and Youth Program Grant for \$11,949
 - Evaluation Capacity Grant \$20,000
 - Perkins Grant
 - ~~Received the~~ UT Grant
 - Curriculum and Instruction:

- Texas Network for School Improvement for ~~\$4,000~~ \$25,600
- Every Student Succeeds Act (ESSA) Grant
- **Early Childhood:**
 - Early Head Start Expansion Care Partnership \$8,900,000 (5-year Cycle)
- **Special Education:**
 - Special Education Federal Grant IDEA
 - SPED Fiscal Funding Grant \$338,000

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Technology

Technology Summary

With the ever-changing needs of the campuses, it has become more important than ever to stay relevant and supportive of their needs. Technology provides leadership, analysis, and support for all technology needs of the students, faculty, and staff.

As you are aware of, technology is constantly evolving and updating to newer, more efficient ways of completing tasks. There is an old saying, "the only thing constant in the world is change." This is crucial to our Technology Services department as we strive to support the advancement of educational achievement.

Technology Services strives to follow these guiding principles:

1. Support the education of students by connecting the learner to the world around them through digital access
2. Ensure the accuracy of student data reported to internal and external sources to provide information for analysis of program sustainability
3. Level the digital playing field by providing technology access to instructional resources for all Crowley ISD students
4. Evaluate, analyze, and secure the digital environment to ensure that students, faculty, and staff have appropriate access to learn and grow

SEE DATA CHART ADDENDUM FOR: Chromebooks by Campus, Laptops by Campus, and Age of Computers by Deployment Date

Technology Strengths

Current district technology services offer the following:

- ~~Mobile device distribution to all 9th-12th grade students as a 1:1 solution, and as class sets of chromebooks and computer lab settings for PK-8th grade~~
 - ~~Student Device Distribution:~~
 - ~~All High School students 9-12 will remain at 1:1 ratio~~
 - ~~All 9th Grade students will receive new Chromebook~~
 - ~~Middle School will not be 1:1 with student devices~~
 - ~~All middle schools will have one cart of 30 Chromebooks for every 2 core teachers~~
 - ~~"Lending Library" will be created at each campus for student and staff check out for home use and campus testing~~
 - ~~Elementary Schools will have one cart of 30 Chromebooks for every 2 core teachers~~
 - ~~"Lending Library" will be created at each campus for student and staff check out for home use and campus testing~~
- Mobile device distribution to all students as a 1:1 solution
- Mobile Hotspots to all families who do not have internet at home
- Wireless coverage in all classrooms

- Minimum Technology Standard (MTS) for every classroom teacher: Laptop, projector, document camera, and sound
- District standardized student information system
- Online library book ~~and textbook distribution~~
- Emergency back-up system for data preservation
- Six (6) Instructional Technology Consultants available for each campus to utilize with Technology Integration
- District mobile communication to all stakeholders via mobile application developments.

Additional successes include:

- ERATE funds awarded to support technology for our economically disadvantaged students
- Over ~~15,000~~ 16,000 devices have been deployed over ~~23~~ 25 campuses

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Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- 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
- 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
- ~~Texas English Language Proficiency Assessment System (TELPAS) results~~
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Compass Learning accelerated reading assessment data for Grades 6-8 (TEA approved statewide license)
- SSI: Apex Learning accelerated reading assessment data for English I and II (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

- STEM Plus /STEAM data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

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
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results
- Other additional data

Goals

Revised/Approved: November 21, 2019

Goal 1: All CISD students will be equipped to thrive today and in the future.

Performance Objective 1: Ensure safe, secure, and nurturing school environment.

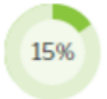



Evaluation Data Source(s) 1: Discipline Data

Drop-out Data

Attendance Data

Academic Assessments

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) Ensure all Safe School Plans are implemented with fidelity and maintain Emergency Operations Plans that provide for staff training, emergency drills, and coordination with local agencies.	Director of Safety and Security	All campuses are compliant with safety requirements All staff and students know the Plans and what steps to follow in the event of an emergency situation Parents and community members know and adhere to the Plans				
2) Monitor the implementation of the Develop a district-wide Student Culture & Management Framework which includes Social and Emotional Learning and Restorative Practices	Deputy Superintendent of Achievement	Decrease in Student Discipline infractions Decrease in lost instructional time Increase in campus culture and climate				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
3) The School Health Advisory Committee (SHAC) will define an appropriate health curriculum for the district and promote health and wellness programs for the students, staff, and community.	Coordinator Director of District Health Services	Increase in health awareness Increase in attendance rates Decrease in lost instructional time Increase in academic achievement (annually)				
4) Professional development for all staff on early mental health intervention using Youth Mental Health First Aid and Trauma Informed and Character Strong resources. <ul style="list-style-type: none"> Production and dissemination of self-care and mental health resource magnets. Self-care staff calendar for Mental Health Awareness Month. District self-care initiative 	Coordinator of Counseling Services	Increase in early identification and support for students in need of mental health intervention Increase management of staff mental health burnout Promote greater development of SEL competencies for both students and staff.				
5) Monitor attendance data, post attendance reports for campus access, promote attendance incentive program.	Coordinator of Support Programs	Increase in attendance rates to be equal to or above the State's average of 96.5%. Due to COVID-19, the 2 different attendance taking formats (Synchronous and Asynchronous) and the instructional delivery methods (In-person and Virtual) has created barriers causing the system to be challenging, currently. However, these barriers may be resolved in the future.				
6) Prioritization of emergency maintenance requests and improving response time.	Director of Maintenance and Operations	Improved response time for emergency maintenance request Improved culture and climate Increase employee satisfaction				
= Accomplished = Continue/Modify = No Progress = Discontinue						





Goal 1: All CISD students will be equipped to thrive today and in the future.





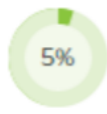


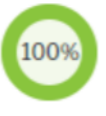

Performance Objective 2: Provide a variety of learning and real-world experiences that enhance academic achievement.

Evaluation Data Source(s) 2: Pre-AP & AP Assessment Data
CTE & Dual Credit Courses/Certifications

Summative Evaluation 2:

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college. 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
<p>1) Implement the following Goal Progress Measures to ensure the percentage of College, Career, and Military Ready students will increase from 58% to 73% by June 2025.</p> <p>GOAL PROGRESS MEASURES FOR 2021:</p> <ul style="list-style-type: none"> The percentage of students meeting the college readiness standard for TSI criteria in Reading and Math will increase from 28% to 31%. The percentage of students earning college credit hours through AP, Dual Credit, or OnRamps will increase from 18% to 21%. The percentage of students earning an Industry-Based Certification will increase from 1% to 4%. 	<p>Director of Gifted and Talented, AVID, and Advanced Academics</p> <p>Director of CTE, College, Career, and Military Readiness</p>	<p>The percentage of College, Career, and Military Ready students will increase from 58% to <u>at least 61%</u>.</p>				
<p>2) 100% of CTE pathways will have internship and job shadowing opportunities</p>	<p>Director of CTE, College, Career, and Military Readiness</p>	<p>Every CTE program of study will have an industry advisory team with documented meeting minutes and a written plan that includes internship and job shadowing opportunities. Annual disaggregation of data will indicate that 100% of students enrolled in CTE Practicum or capstone courses were involved in internships and job shadowing.</p> <p>Graduating student transcripts will indicate that 90% of students completed high school courses eligible for college credit including dual credit, dual enrollment, advanced placement or CTE courses leading to an industry certification.</p>				

		SUPERINTENDENT'S STUDENT OUTCOME GOAL: We will increase College, Career, and Military Readiness rate from 33% in 2018 to 70% by 2023.				
3) Align district MyChoice STEM Plus/CTE/Endorsement offerings and student achievement in post-secondary qualifications to occupation trends in the DFW and surrounding areas.	School Transformation Officer Executive Director of Curriculum & Instruction	Enhanced student college and career opportunities SUPERINTENDENT'S STUDENT OUTCOME GOAL: We will increase College, Career, and Military Readiness rate from 33% in 2018 to 70% by 2023.				
4) 100% of all CTE pathways will have Advisory Teams of local industry leaders to provide input and support relevant, rigorous curriculum and opportunities that lead to high- wage, high-skill career readiness.	Director of CTE, College, and Career, and Military Readiness	Every CTE program of study will have an industry advisory team with documented meeting minutes. Enhanced student college and career opportunities SUPERINTENDENT'S STUDENT OUTCOME GOAL: We will increase College, Career, and Military Readiness rate from 33% in 2018 to 70% by 2023.				
5) Explore implementation of Implement Pathways in Technology Early College High Schools (P-TECH), an open-enrollment program that provides students with work-based education.	Director of CTE, College, Career, and Military Readiness Coordinator of P-TECH and CTE Innovation Deputy Superintendent of Achievement, Director of Grants & Innovation	Enhanced student college and career opportunities SUPERINTENDENT'S STUDENT OUTCOME GOAL: We will increase College, Career, and Military Readiness rate from 33% in 2018 to 70% by 2023.				
6) Create/develop non-traditional learning experiences in a multi age classroom using Montessori.	School Transformation Officer and Director of Advanced Academics, GT and AVID	Increased student achievement in elementary and beyond Increased opportunities for acceleration Retention of CISD students				
7) Create and maintain playful learning environments for prekindergarten students.	Director of Early Childhood Programs	Students will develop learning habits that promote curiosity, independent exploration and problem solving skills. These skills will produce kinder ready students for the 2021-22 school year. Each prekindergarten classroom will undergo an environmental screener that is provided by the Children's Learning Institute. The screener will be administered at least twice per school year. The results of the environmental screener can be related to the CIRCLE assessment.				

Goal 1: All CISD students will be equipped to thrive today and in the future.

Performance Objective 3: Nurture social and emotional development in all students

Evaluation Data Source(s) 3: Discipline Data

Drop-out Data

Attendance Data

Academic Assessments

Summative Evaluation 3:

TEA Priorities: 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) Implement Continue to monitor Social and Emotional Learning and Restorative Practices district-wide.	Elementary School Leadership Secondary School Leadership	Improvement in student social skills Decrease in student discipline infractions Improved culture and climate				
2) Provide Professional Development on Social and Emotional Learning and Restorative Practices for all teachers, counselors, and administrators.	Executive Director of Professional Development and Social and Emotional Learning	Improvement in student social skills Decrease in student discipline infractions Improved culture and climate				
3) Expand Early Childhood programs	Director of Early Childhood programs	Reduction of special educational instruction needed in elementary and beyond				
3) Provide Professional Development for Prekindergarten teachers and aides that is targeted to meeting the social and emotional needs of preschool aged children.	Director of Early Childhood Programs	Improved social skills of preschool aged children. Greater school readiness for kindergarten students that promote from a CISD prekindergarten class. All prekindergarten teachers and teaching assistants will begin a self-paced course in Conscious Discipline for the 2020-21 school year.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

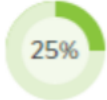
Goal 1: All CISD students will be equipped to thrive today and in the future.

Performance Objective 4: Ensure equitable access to district curriculum, aligned instructional processes, resources and experiences for all learners.



Evaluation Data Source(s) 4: Academic Assessments






Summative Evaluation 4:

TEA Priorities: 2. Build a foundation of reading and math. 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
<p>1) Implement the following Goal Progress Measures to ensure the percentage of 3rd grade African American students meeting standard on the STAAR in Reading increase from 28% to 48% by June 2025.</p> <p>GOAL PROGRESS MEASURES FOR 2021:</p> <ul style="list-style-type: none"> The percentage of 3rd grade African American students performing on or above grade level as identified by the Fountas and Pinnell Benchmark Assessment System (BAS) will increase by: <ul style="list-style-type: none"> 1st Grade = from 35% to 37% 2nd Grade = from 33% to 36% 3rd Grade = from 35% to 37% The percentage of 3rd grade African American students at “meets grade level” standard as measured by NWEA MAP in Reading will increase from 33% (BOY) to 36%. The percentage of 3rd grade African American students at “meets grade level” standard as measured by the Reading Spring Benchmark will increase from: <ul style="list-style-type: none"> 2nd Grade = from 19% to 24% 3rd Grade = from 24% to 28% 	Director of Assessment and Accountability	The percentage of 3rd grade African American students meeting standard on STAAR in Reading will increase from 28% to <u>at least 31%</u>.				

<p>2) Implement the following Goal Progress Measures to ensure the percentage of 3rd grade students meeting standard on the STAAR in Math increase from 45% to 60% by June 2025.</p> <p>GOAL PROGRESS MEASURES FOR 2021:</p> <ul style="list-style-type: none"> • The percentage of 3rd grade students performing at or above grade level as measured by the NWEA MAP in Math will increase in: <ul style="list-style-type: none"> ○ Kindergarten = from 40% to 43% ○ 1st Grade = from 49% to 51% ○ 2nd Grade = from 40% to 44% ○ 3rd Grade = from 32% to 37% • The percentage of 3rd grade students at “meets grade level” standard as measured by the Math Spring Benchmark will increase in: <ul style="list-style-type: none"> ○ 2nd Grade = from 49% to 53% ○ 3rd Grade = from 38% to 42% • The attendance rate of elementary students will increase from 95.4% to 95.6%. 	<p>Director of Assessment and Accountability</p>	<p>The percentage of 3rd grade students meeting standard on the STAAR in Math will increase from 45% <u>to at least 48%</u>.</p>			
<p>3) Implement the following Goal Progress Measures to ensure the percentage of 5th grade students meeting standard on the STAAR in Reading increase from 42% to 57% by June 2025.</p> <p>GOAL PROGRESS MEASURES FOR 2021:</p> <ul style="list-style-type: none"> • The percentage of 5th grade students performing at or above grade level as measured by the NWEA MAP in Reading will increase in: <ul style="list-style-type: none"> ○ 4th Grade = from 37% to 41% ○ 5th Grade = from 34% to 38% • The percentage of 5th grade students at “meets grade level” standard as measured by the Reading Spring Benchmark will increase in: <ul style="list-style-type: none"> ○ 4th Grade = from 39% to 42% ○ 5th Grade = from 37% to 41% • The percentage of 4th grade students meeting standard on the STAAR in Reading increase from 36% to 42% 	<p>Director of Assessment and Accountability</p>	<p>The percentage of 5th grade students meeting standard on the STAAR in Reading will increase from 42% <u>to at least 49%</u>.</p>			

<p>4) Implement the following Goal Progress Measures to ensure the percentage of 8th grade students meeting standard on the STAAR in Math increase from 37% to 58% by June 2025.</p> <p>GOAL PROGRESS MEASURES FOR 2021:</p> <ul style="list-style-type: none"> • The percentage of 8th grade students at “meets grade level” standard as measured by the Math Spring Benchmark will increase in: <ul style="list-style-type: none"> ○ 6th Grade = from 32% to 37% ○ 7th Grade = from 9% to 18% ○ 8th Grade = from 19% to 26% • The percentage of 7th grade students at “meets grade level” standard as measured by the STARR in Math will increase in: <ul style="list-style-type: none"> ○ 6th Grade = from 18% to 26% ○ 8th Grade = from 15% to 23% • The percentage of 8th grade students at “meets grade level” standard as measured by the NWEA MAP in Math will increase in: <ul style="list-style-type: none"> ○ 4th Grade = from 32% to 37% ○ 5th Grade = from 30% to 35% ○ 6th Grade = from 23% to 29% ○ 7th Grade = from 24% to 30% ○ 8th Grade = from 15% to 23% 	<p>Director of Assessment and Accountability</p>	<p>The percentage of 8th grade students meeting standard on the STAR in Math will increase from 37% <u>to at least 41%</u>.</p>			
<p>5) Implementation of district-wide Literacy Framework</p>	<p>Executive Director of Curriculum and Instruction</p>	<p>Growth in student achievement as measured by STAAR tests in the area of English Language Arts/Reading.</p> <p>SUPERINTENDENT'S STUDENT OUTCOME GOALS:</p> <p>We will increase student achievement as measured by meets or above in 3rd through 8th grade Reading, Math and Science from 32% in 2018 to 60% by 2023.</p> <p>We will increase the percentage of students Reading on Grade level by the end of 3rd grade as measured by meets percent on STAAR from 33% in 2018 to 55% in 2023.</p> <p>We will close gap in performance in Math and Reading between Crowley and Top Districts in Tarrant County from 12% points to 2018 to 2% points or less by 2023.</p>			

<p>Equity Plan Strategy</p> <p>6) Monitor and support Equity Plan progress</p>	<p>Executive Director of Policy, Research, and Program Evaluation</p>	<p>Increase in identified student groups' achievement and participation in advanced academics and GT. Decrease in identified student groups discipline infractions. Development of District Yearly Equity Goals and Action Items. Alignment of District Yearly Goals and Action Items to Campus Goals.</p>				
<p>7) Implementation of ACE Demonstration and Design Lab at J. A. Hargrave Elementary</p>	<p>School Transformation Officer Executive Director of Elementary School Leadership, Director of Grants & Innovation</p>	<p>Increase in campus student achievement Improved campus culture and climate Elimination of opportunity gaps Decrease in campus student discipline</p>				
<p>Equity Plan Strategy</p> <p>8) Expand MyChoice STEM Plus programs to accommodate all students.</p>	<p>Coordinator of Choice STEM and Innovation</p>	<p>Increase in students participating in MyChoice STEM Plus programs Elimination of opportunity gaps</p>				

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Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
9) Monitor data using Goal Trees, School Learning Objectives, T-PESS, and Campus/Targeted Improvement Plans to inform current practices, respond, and support where needed.	Deputy Superintendent of Achievement, Executive Director of Secondary Leadership, Executive Director of Elementary Leadership, School Transformation Officer, Director of Assessment and Accountability	Improved student achievement SUPERINTENDENT'S STUDENT OUTCOME GOALS: We will increase student achievement as measured by meets or above in 3rd through 8th grade Reading, Math and Science from 32% in 2018 to 60% by 2023. We will increase the percentage of students Reading on Grade level by the end of 3rd grade as measured by meets percent on STAAR from 33% in 2018 to 55% in 2023. We will close gap in performance in Math and Reading between Crowley and Top Districts in Tarrant County from 12% points in 2018 to 2% points or less by 2023.				
Equity Plan Strategy 10) Address the diverse instructional needs of students (with particular focus on At-Risk, Second Language, and special needs students) through a variety of innovative, engaging and rigorous instructional strategies, intervention activities, and the provision of support personnel for instruction as well as professional development.	Chief of Special Services and Federal Programs	Improved student achievement particularly for At-Risk, Second Language, and special needs students				
11) Explore Implementation of the System of Great Schools, a continuous improvement process that annually evaluates school quality, parent demand, and neighborhood needs to take strategic action to both improve schools and provide parents with the schools and programs they desire.	Deputy Superintendent of Achievement, Director of Grants and Innovation	Improved school performance				
12) Monitor results of CIRCLE assessments that are administered to prekindergarten students three times per academic year.	Director of Early Childhood Programs	Increase in the number of students demonstrating kinder readiness based on data from CIRCLE assessments in Math and Literacy. Just over 60% of CISD's prekindergarten students were screened to be on track for kindergarten in the areas of Math and Literacy in March 2020.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: All CISD students will be equipped to thrive today and in the future.

Performance Objective 5: Cultivate future-ready students.





Evaluation Data Source(s) 5: Academic Assessments








Pre-AP AP Assessment Data










CTE & Dual Credit Courses/Certifications

Graduation Data

College Application Data

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
<p>1) Implement the following Goal Progress Measures to ensure the percentage of College, Career, and Military Ready students will increase from 58% to 73% by June 2025.</p> <p>GOAL PROGRESS MEASURES FOR 2021:</p> <ul style="list-style-type: none"> The percentage of students meeting the college readiness standard for TSI criteria in Reading and Math will increase from 28% to 31%. The percentage of students earning college credit hours through AP, Dual Credit, or OnRamps will increase from 18% to 21%. The percentage of students earning an Industry-Based Certification will increase from 1% to 4%. 	<p>Director of Gifted and Talented, AVID, and Advanced Academics.</p> <p>Director of CTE, College, Career, and Military Readiness.</p>	<p>The percentage of College, Career, and Military Ready students will increase from 58% to <u>at least 61%</u>.</p>				
<p>2) All advanced academics curricular offerings will use data to inform instructional practices for college readiness and to ensure equitable access to all students.</p>	<p>Director of Gifted and Talented, AVID, and Advanced Academics</p> <p>Director of CTE, College, Career, and Military Readiness</p>	<p>80% or higher of core academic subjects at the high school level will include courses for college credit</p> <p>Advanced academic programming will mirror the district demographics within 5 percentage points</p> <p>Middle School Pre-AP enrollment will increase by 10%</p> <p>8th grade Algebra I enrollment will increase by 5%</p> <p>SUPERINTENDENT'S STUDENT OUTCOME</p>				

		<p>GOAL: We will increase College, Career, and Military Readiness rate from 33% in 2018 to 70% by 2023.</p>				
3) All Gifted and Talented curricular offerings will use data to inform instructional practices for rigor and ensure equity and equality for access to all students.	Director of Gifted and Talented, AVID, and Advanced Academics	Elimination of opportunity gaps				
4) 100% of students entering 9th grade will have a personal graduation plan (PGP) on file with a parent signature and will receive personal advisement on CISD initiatives that lead to post-secondary college and career readiness.	Coordinator of Counseling Services	<p>Increase in college and career readiness. Additionally, support all CISD students completing coursework that leads to an identified endorsement, in order to increase post-secondary success and opportunities.</p> <p>SUPERINTENDENT'S STUDENT OUTCOME GOAL: We will increase College, Career, and Military Readiness rate from 33% in 2018 to 70% by 2023.</p>				
5) 100% of career pathways will culminate with a certification, dual-technical credit, or licensure opportunity.	Director of CTE, College, Career, and Military Readiness	<p>100% of CTE students enrolled in Practicum or Capstone courses will achieve an industry certification, CTE dual credit, or licensure. Graduating student transcripts will indicate that 90% of students completed high school courses eligible for college credit including dual credit, dual enrollment, advanced placement or CTE courses leading to an industry certification.</p> <p>SUPERINTENDENT'S STUDENT OUTCOME GOAL: We will increase College, Career, and Military Readiness rate from 33% in 2018 to 70% by 2023.</p>				
6) All high school students will have opportunities to take college readiness exams while in high school and guidance will be provided related to career & college choices, financial aid, and TEXAS grant programs.	Director of Gifted and Talented, AVID, and Advanced Academics	<p>Increase in college and career readiness Increase in college applications</p> <p>SUPERINTENDENT'S STUDENT OUTCOME GOAL: We will increase College, Career, and Military Readiness rate from 33% in 2018 to 70% by 2023.</p>				

<p>7) The district will assist with funding the cost of AP exams for students who score a 2 or higher on the APQT qualifier.</p>	<p>Director of CTE, College, Career, and Military Readiness</p>	<p>Graduating student transcripts will indicate that 90% of students completed high school courses eligible for college credit including dual credit, dual enrollment, advanced placement or CTE courses leading to an industry certification.</p> <p>SUPERINTENDENT'S STUDENT OUTCOME GOAL: We will increase College, Career, and Military Readiness rate from 33% in 2018 to 70% by 2023.</p>				
<p>7) Use learning walk data to identify and implement current and emerging technology appropriately into the curriculum.</p>	<p>Executive Director of Curriculum and Instruction</p>	<p>Increase in technology integration into curriculum</p>				
<p>8) Encourage and promote student participation in extra-curricular Fine Arts activities, which benefit students in the areas of academic performance, self-esteem, social skills, essential life skills, etc.</p>	<p>Chief of Student Services</p>	<p>100% of K-65 grade students are participating in extra-curricular Fine Arts activities and/or co-curricular academic activities.</p> <p>75% 50% of 7 6-12 grade students are participating in extra-curricular Fine Arts activities and/or co-curricular academic activities.</p>				
<p>9) Encourage and promote student participation in extra-curricular Athletic activities, which benefit students in the areas of academic performance, self-esteem, social skills, essential life skills, etc.</p>	<p>Chief of Athletics</p>	<p>25% of 7-12 grade students are participating in extra-curricular Athletic activities.</p>				
<p>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Goal 2: CISD will partner with families and the community to meet the needs of all students.

Performance Objective 1: Create opportunities for students, families, and community members to engage and learn together.

Evaluation Data Source(s) 1: Event Documentation

Summative Evaluation 1:

TEA Priorities: 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) The district will provide a variety of high-interest meetings and workshops for parents throughout the year with the option to attend evening and weekend meetings.	Chief of Special Services & Federal Programs	Increased parent involvement Increased culture and climate Increased student achievement				
2) District departments will collaborate with community-based organizations to provide wrap-around services for the parent(s) of CISD students in need.	Chief of Special Services & Federal Programs	Increased community involvement Increase culture and climate Increased student achievement				
3) The district will develop and implement a strategic marketing plan to recruit and retain students.	Executive Director of Communication and Marketing	Increase student recruitment Increase student retention Increase awareness of district programs, offerings, and successes				
3) Provide at least 3 community events involving technology and education throughout the school year.	Executive Director of Technology	Increase in parent involvement Increased student achievement Increased culture and climate				
= Accomplished = Continue/Modify/Discontinue = No Progress =						

Goal 2: CISD will partner with families and the community to meet the needs of all students.

Performance Objective 2: Engage in and sustain meaningful partnerships with community members and organizations to enhance the learner's experience.

Evaluation Data Source(s) 2: Partnership Assessment Data

Summative Evaluation 2:

TEA Priorities: 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) Recognize community support, volunteers and mentors throughout the year.	Executive Director of Communications and Marketing	Retention of current community partners Increase in new community partners				
2) Promote Faith-based and business community partnerships to provide additional support to campuses.	Coordinator of Stakeholder Involvement	Increase in mentorships Increase in CTE and MyChoice STEM Plus Industry partners Increase in internship opportunities Increase in student achievement Increase in culture and climate				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: CISD will partner with families and the community to meet the needs of all students.

Performance Objective 3: Engage in consistent, current, and interactive communication that meets the needs of our diverse community.

Evaluation Data Source(s) 3: Stakeholder Engagement Data

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) Campus Communicators have been assigned at each campus to communicate to parents/families regarding campus meetings, events, etc. and conduct monthly communication meetings.	Executive Director of Communications and Marketing	Increase in parent involvement Increase in student achievement Increase in culture and climate Improved satisfaction survey data				
2) Use analytic systems to track stakeholder engagement and continuously update communication tools accordingly.	Executive Director of Communications and Marketing	Increase in parent involvement Increase in student achievement Increase in culture and climate Improved satisfaction survey data				
3) Use a wide variety of communication channels to engage community including, social media, internet, printed materials, billboards, etc.	Executive Director of Communication and Marketing	Families and the community will have multiple opportunities to be informed and engaged.				
4) Engage with families to ensure that unique/diverse alternative early learning experiences are implemented in CISD, such as Montessori.	School Transformation Officer and Director of Advanced Academics, GT and AVID	Increased parent involvement Increased student achievement				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: CISD will partner with families and the community to meet the needs of all students.

Performance Objective 4: Ensure a safe, welcoming, and engaging environment that fosters a sense of community among our families and staff.

Evaluation Data Source(s) 4: Satisfaction Surveys

Discipline Data

Employment Data

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) Utilize Parent Community Advisory Committee for regular feedback and collaboration on continuous improvement of stakeholder satisfaction.	Coordinator of Stakeholder Involvement	Increase in parent involvement Improved satisfaction survey data Improved culture and climate				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: CISD will partner with families and the community to meet the needs of all students.

Performance Objective 5: Identify campus to create and maintain relationships with families, community members and organizations.

Evaluation Data Source(s) 5: District Documentation
Satisfaction Surveys

Summative Evaluation 5:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) Campus liaisons will regularly communicate with community organizations and parents encouraging additional student supports.	Coordinator of Stakeholder Involvement Director of Assessment and Accountability	Increase in student state test performance for Title One schools				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: CISD will partner with families and the community to meet the needs of all students.

Performance Objective 6: Ensure financial responsibility and transparency to meet student needs.

Evaluation Data Source(s) 6: Financial Integrity Rating System
Comprehensive Annual Financial Report

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) Continue financial integrity and transparency with monthly financial reports to the Board of Trustees and CISD website postings of Accounts Payable check register.	Chief Financial Officer	Transparency of effective stewardship of taxpayer funds Increase in stakeholder satisfaction				
2) The Capital Fund Advisory Council (CFAC) participates in the decision making and prioritization of district projects as funds are available.	Chief Financial Officer	Transparency of effective stewardship of taxpayer funds Increase in stakeholder satisfaction				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 3: CISD will empower all staff to provide a quality education for all students.

Performance Objective 1: Evaluate and enhance current professional development.

Evaluation Data Source(s) 1: Program Evaluations
Satisfaction Surveys
Academic Assessments

Summative Evaluation 1:

TEA Priorities: 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math. 3. Connect high school to career and college. 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) Provide Instructional Technology Integration training that encompasses teachers, teacher leaders, and administration.	Executive Director of Curriculum and Instruction	Improved technical skills at the educators level Improved technical skills at the students level				
2) The Professional Development Framework will be aligned with the needs of the district and will include data driven learning opportunities.	Executive Director of Professional Development and Social and Emotional Learning	Professional development aligned with needs Improved instructional quality Increase student achievement				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: CISD will empower all staff to provide a quality education for all students.

Performance Objective 2: Implement a comprehensive, tiered program of learning opportunities for all staff.

Evaluation Data Source(s) 2: Professional Development Plan
District Documentation
Satisfaction Surveys

Summative Evaluation 2:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) Develop emerging leaders within the district through the district's Continue implementing the Next Level Leadership Program which addresses hiring highly qualified leaders.	Deputy Superintendent of Achievement	Increased level of professional development opportunities Increased support for district administrators Enhanced administrator skills Employee retention				
2) Professional Development will provide high quality training for new teachers and mentors as well as oversee the district's mentor program.	Executive Director of Professional Development and Social and Emotional Learning	Increased support for new teachers and mentors Improved instructional quality Increased productivity Employee retention Decrease in performance problems				
3) Pursue the implementation of the Teacher Incentive Allotment program to establish an optional local teacher designation system dedicated to recruiting, rewarding, and retaining effective teachers in all school. Implement the TEA "Grow Your Own" program with college and university partners for paraprofessionals who want to become teachers.	Director of Human Resources	Expanded level of professional development opportunities Increased productivity Employee retention				
4) Provide Montessori Certification Training to Montessori staff for national credentialing and consistent support throughout the school year to ensure effective implementation of the Montessori method.	School Transformation Officer and Director of Advanced Academics, GT and AVID	Increased capacity of teachers/staff Increased student achievement				

Goal 3: CISD will empower all staff to provide a quality education for all students.

Performance Objective 3: Equitably distribute and effectively use resources across the district.

Evaluation Data Source(s) 3: Academic Assessments

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) Increase the availability of technology at the elementary campuses.	Executive Director of Technology	Increase in technology skills at elementary level				
2) Monitor real time usage of technology products to measure cost effectiveness.	Executive Director of Technology	Efficient use of district resources				
3) Implement Phase II of the grade reconfiguration plans to positively impact student learning.	Superintendent, Executive Director of Communication and Marketing	Increase in student achievement Increase in stakeholder satisfaction Decrease in mobility rate				
4) Monitor effectiveness of district programs using a Systematic Program Review Process.	Executive Director of Policy, Research, and Program Evaluation	Continued effective stewardship of district resources Develop and monitor continuous improvement plan in identified program evaluation areas. Present recommendations at completion of evaluation.				
5) District personnel working with the district's demographer, developers, and builders within the district boundaries to stay abreast of growth and needs in the district.	Executive Director of Operations	Ensure all required infrastructures are adequate to meet district growth				
6) Continue to effectively manage grant funds and seek new grant opportunities to support student learning.	Director of Grants and Innovation	Increase in student opportunities Increase in district funding Increase in student achievement				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: CISD will empower all staff to provide a quality education for all students.

Performance Objective 4: Recruit and retain diverse, high-quality staff.






Evaluation Data Source(s) 4: Employment Data

Satisfaction Surveys

Academic Assessments

Summative Evaluation 4:

TEA Priorities: 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math. 3. Connect high school to career and college. 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Apr	July
1) Conduct annual certification audit to ensure all instructional staff meet state licensure and certification standards or the District of Innovation exemption for non-certified teachers in CTE courses or other non-traditional industry based courses.	Director of Human Resources	100% of teaching staff meet state licensure and certification standards				
2) Encourage early teacher hire recommendations (Spring) to ensure the selection of new hires come from the best possible candidates.	Chief of Staff and Governance	Increase in highly effective teachers Improved student achievement Improved student engagement				
3) Ensure the Employee Child Development Center provides high quality child care for the children of district employees.	Chief and Staff of Governance	Increase in employee satisfaction Decrease in teacher turnover rate Increase in Child Development Center student enrollment Improved employee attendance Enhanced recruitment of high-quality staff				
4) Provide all CISD employees and eligible dependents access to the employee health care clinic (managed by Texas Health Physicians Group) for a low out-of-pocket fee.	Chief of Staff and Governance	Increase in employee satisfaction Decrease in teacher turnover rate Improved employee attendance Enhanced recruitment of high-quality staff				
5) Continue monitor and offer competitive salaries to retain high-quality staff and attract a large selection of new hires to ensure the best possible candidates.	Chief of Staff and Governance	Increase in employee satisfaction Decrease in teacher turnover rate Improved employee attendance Enhanced recruitment of high-quality staff				

State Compensatory

Budget for District Improvement Plan:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199.XX.6112.00.XXX.0.XX	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$320.00 \$14,647.00
199.XX.6116.00.XXX.0.XX	6116 Extra Duty Stipend - Locally Defined	\$98,000.00 \$159,226.00
199.XX.6118.00.XXX.0.XX	6118 Extra Duty Stipend - Locally Defined	\$327,830.00 \$352,537.00
199.XX.6119.00.XXX.0.XX	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$3,554,259.00 \$4,254,980.00
199.XX.6129.00.XXX.0.XX	6129 Salaries or Wages for Support Personnel	\$208,739.00 \$280,367.00
199.XX.6141.00.XXX.0.XX	6141 Social Security/Medicare	\$55,523.00 \$44,389.00
199.XX.6142.00.XXX.0.XX	6142 Group Health and Life Insurance	\$124,845.00 \$56,430.00
199.XX.6143.00.XXX.0.XX	6143 Workers' Compensation	\$33,003.00 \$29,549.00
199.XX.6144.00.XXX.0.XX	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$308,648.00 \$192,807.00
199.XX.6146.00.XXX.0.XX	6146 Teacher Retirement/TRS Care	\$89,071.00 \$112,938.00
6100 Subtotal:		\$4,800,238.00 \$5,497,870.00
6200 Professional and Contracted Services		
199.XX.6219.00.XXX.0.XX	6219 Professional Services	\$671,501.00 \$832,097.00
199.XX.6239.00.XXX.0.XX	6239 ESC Services	\$3,609.00 \$607.00
199.XX.6269.00.XXX.0.XX	6269 Rentals - Operating Leases	\$6,339.00 \$10,000.00
199.XX.6299.00.XXX.0.XX	6299 Miscellaneous Contracted Services	\$150,850.00 \$6,706.00
6200 Subtotal:		\$832,299.00 \$849,410.00

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6300 Supplies and Services		
199.XX.6329.00.XXX.0.XX	6329 Reading Materials	\$2,776.00 \$100.00
199.XX.6339.00.XXX.0.XX	6339 Testing Materials	\$27,030.00 \$6,307.00
199.XX.6399.00.XXX.0.XX	6399 General Supplies	\$79,386.00 \$223,845.00
	16300 Subtotal:	\$109,192.00 \$230,252.00
6400 Other Operating Costs		
199.XX.6411.00.XXX.0.XX	6411 Employee Travel	\$127,171.00 \$90,759.00
199.XX.6412.00.XXX.0.XX	6412 Student Travel	\$9,440.00
199.XX.6494.00.XXX.0.XX	6494 Reclassified Transportation Expenses	\$14,833.00 \$17,180.00
199.XX.6495.00.XXX.0.XX	6495 Membership Fees	\$1,400.00 \$600.00
199.XX.6499.00.XXX.0.XX	6499 Miscellaneous Operating Costs	\$9,707.00 \$5,525.00
	6400 Subtotal:	\$162,551.00 \$114,064.00

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Personnel for District Improvement Plan:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Paraprofessional Staff	Office and Classroom	Crowley Learning Center	12 11
Professional Staff	Teachers	Content Mastery	21 24
Professional Staff	Teachers	AVID	10 9
Professional Staff	Reading Specialist	Dyslexia	21.5 23
Professional Staff	Administrative and Counseling	Crowley Learning Center	3
Professional Staff	Teachers	Crowley Learning Center	20 19

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Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

The district comprehensive needs assessment identified the following areas of concern as they relate to the stated goal of Title One: to help all students, particularly those in greatest need, master the state mandated curriculum.

1. The percentage of students in the district achieving "meets grade level standard or above" in reading (36%) is below the state average (46%)
2. The percentage of students achieving "meets grade level standard or above" in Writing (31%) is below the state average (41%).
3. The percentage of students in the district achieving "meets grade level standard or above" in Math (36%) is below the state average (50%)
4. The percentage of students achieving "meets grade level standard or above" in Science (36%) is below the state average (51%).
5. The percentage of students achieving "meets grade level standard or above" in Social Studies (43%) is below the state average (53%)

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

The district improvement plan was developed with appropriate stakeholders as the district solicited participation and feedback from parents, community members, teachers, principals, and other district and campus personnel. The central office departments participating in the development of the plan include: Curriculum and Instruction, Special Services & Federal Programs, School Leadership, Business Services, Staff and Governance, Professional Development, Student Services, Athletics, Safety and Security, Technology, and Operations.

2.2: Regular monitoring and revision

The district formally monitors the plan quarterly in terms of identifying the progress being made on each strategy. The quarterly designation is based on data collected during that quarter. In terms of Title One, a major data source is the Common Formative Assessment so that the district can determine areas of strength and weakness by campus and teacher. The assessment is designed to measure the effectiveness of the instruction taking place as it relates to the specific targeted items identified in the scope and sequence during the measured timeframe.

2.3: Available to parents and community in an understandable format and

language

The district has 3 major languages and bilingual programming: (English, Spanish, and Vietnamese). The district webpage allows translation into 102 different languages for many of the posted documents. The district also ensures that Spanish and Vietnamese interpreters are available for meetings as necessary. The district is also the host district for a deaf-education cooperative. Therefore, deaf-education interpreters are available.

2.4: Opportunities for all children to meet State standards

Among many of the items identified in the plan, the district has created an equity committee to help ensure that all students have access to high quality instruction and materials. The district is continuously reviewing data to find teachers/areas of unusual success and/or need for improvement. For example, although the district is not satisfied with the bilingual/~~esl~~ ESL student performance, the district is pleased that the percent of students meeting or mastering the STAAR tests exceeds the state average for all current English Learners.

2.5: Increased learning time and well-rounded education

Increased learning time as well as a well-rounded education is a focus for the district. Although the district has several after-school opportunities, including the 21st Century grant as well as a Sports and Tutoring Grant, the district recognizes that not all students needing help can be served by after-school programming. Therefore, extra support time is built in to daily schedules and professional development is provided to help ensure that all students receive the highest level of tier one instruction. The district also monitors the programming offered during our RTI process to ensure that it provides the desired result. The district also has extensive co-curricular opportunities as well as Community-In-School Counselors to help ensure a well-rounded education. Finally, a major focus this year is work related to social-Emotional learning. A committee is formed for this purpose and the initial professional development has occurred.

2.6: Address needs of all students, particularly at-risk

Among many of the items identified in the plan, the district has created an equity committee to help ensure that all students have access to high quality instruction and materials. The district is continuously reviewing data to find teachers/areas of unusual success and/or need for improvement. For example, although the district is not satisfied with the bilingual/~~esl~~ ESL student performance, the district is pleased that the percent of students meeting or mastering the STAAR tests exceeds the state average for all current English Learners.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

See Campus Compliance Addendum

3.2: Offer flexible number of parent involvement meetings

The district has a parent involvement coordinator who helps to coordinate meetings with parents. The meetings are scheduled for different times and locations in order to encourage greater participation. The coordinator also visits our greatest need communities to provide training on how to utilize the district webpage, look up student grades and schedules and test scores. This past year the district also conducted its first Parent University with multiple professional development opportunities related to enhancing parent knowledge in order to help their children.

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Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Betty Lewis	Coordinator of Stakeholder Involvement Parent Involvement Liaison	Title One	1

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District-Wide Educational Improvement Advisory Council

Committee Role	Name	Position
Classroom Teacher	Amy Stalcup	
Classroom Teacher	Leta Womack	
Classroom Teacher	Rosa Garcia	
Classroom Teacher	Kiley Janik	
Classroom Teacher	Cassandra Kneblik	
Classroom Teacher	Kenisha Turner	
Classroom Teacher	Juan Marquez	
Classroom Teacher	Natalie Whisenant	
Classroom Teacher	Shana Pink	
Classroom Teacher	Charmaine Boone	
Classroom Teacher	Paul Tudor	
Classroom Teacher	Janetta Eaglin	
Classroom Teacher	Belinda Maddox	
Classroom Teacher	Mary Whitehead	
Classroom Teacher	Otto Keubler	
Classroom Teacher	Nela Foster	
Classroom Teacher	Remon Tuck	
Non-classroom Professional	Falicia Tate	
District-level Professional	Margaret Terry	
District-level Professional	Katie Gray	
District-level Professional	Crystel Polk	
District-level Professional	Jaretha Jordan	

Committee Role	Name	Position
District-level Professional	Robert Gillies	
District-level Professional	Bradley Parker	
District-level Professional	Kellie Conlon	
District-level Professional	Sharon Graves	
District-level Professional	Larry Williams	
Parent	Jenee Oldham	
Parent	Keri Billings	
Parent	Crystal Hamilton	
Community Representative	Diane Pokluda	
Community Representative	Keith Warren	
Community Representative	Tammy Sanford	
Business Representative	Gilbert Perez	
Business Representative	Vince Adams	
Classroom Teacher	Julie Bair	
Classroom Teacher	Leisha Dawson	
Classroom Teacher	Shelly Buckner	
Classroom Teacher	Tracey Herweg	
Classroom Teacher	Gina McNeely	
Classroom Teacher	Jessica Higgins	
Classroom Teacher	Demeshia Thomas	
Classroom Teacher	Marcy Nelson	
Classroom Teacher	Michael Payne	
Classroom Teacher	Deanna Ibarra	
Classroom Teacher	Lakendra Parks	
District-level Professional	Trina Harris	

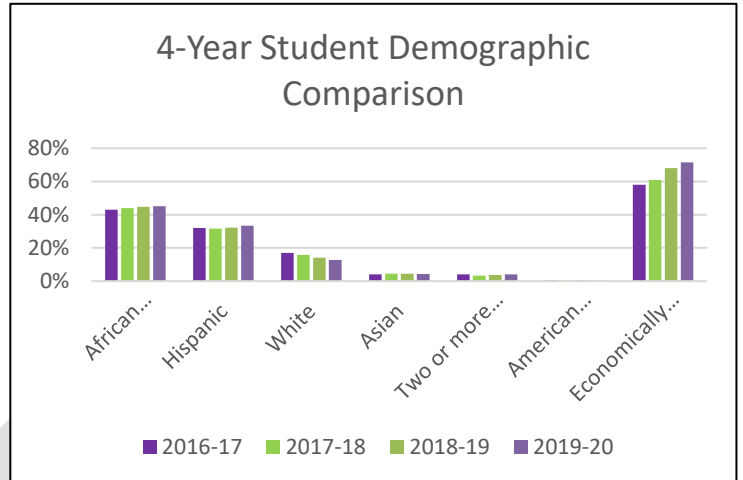
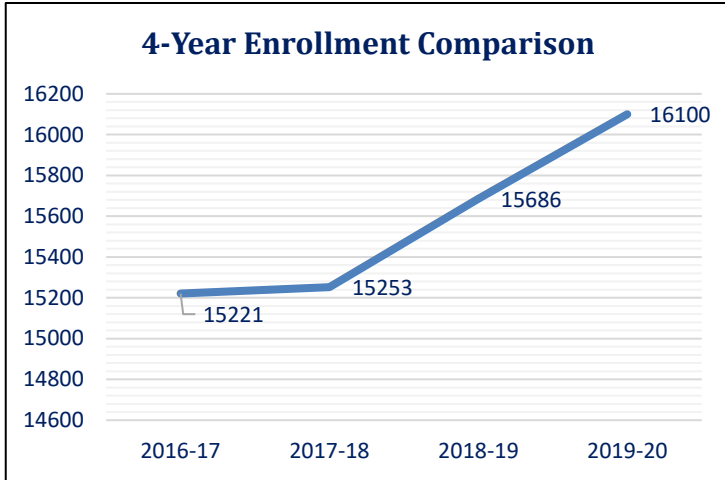
Addendums

DRAFT

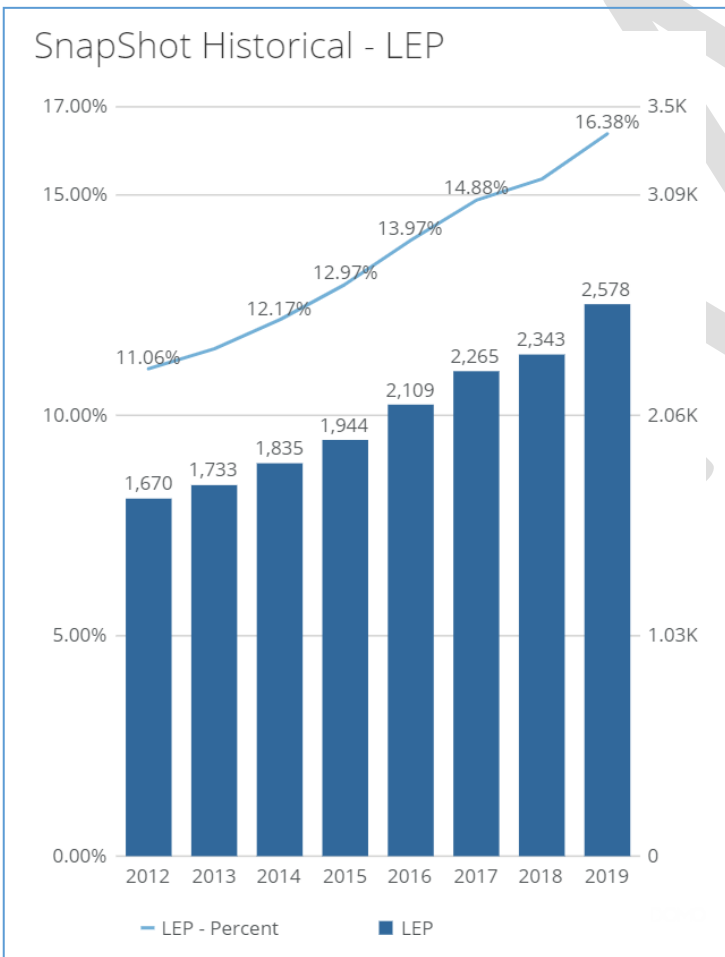
District Improvement Plan

DATA CHARTS

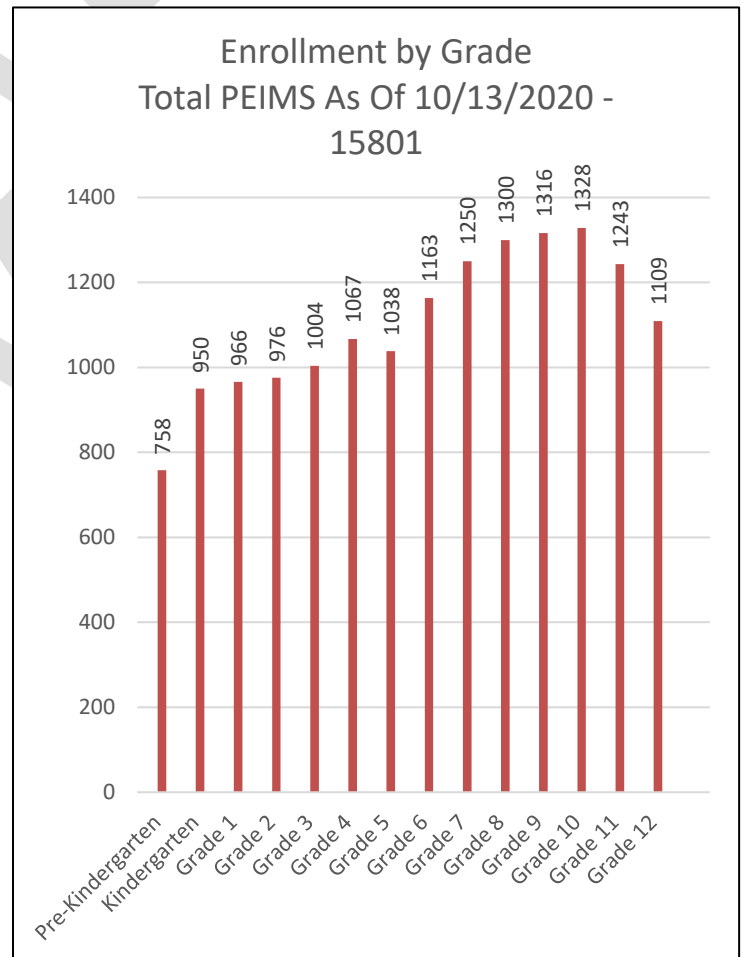
DEMOGRAPHICS



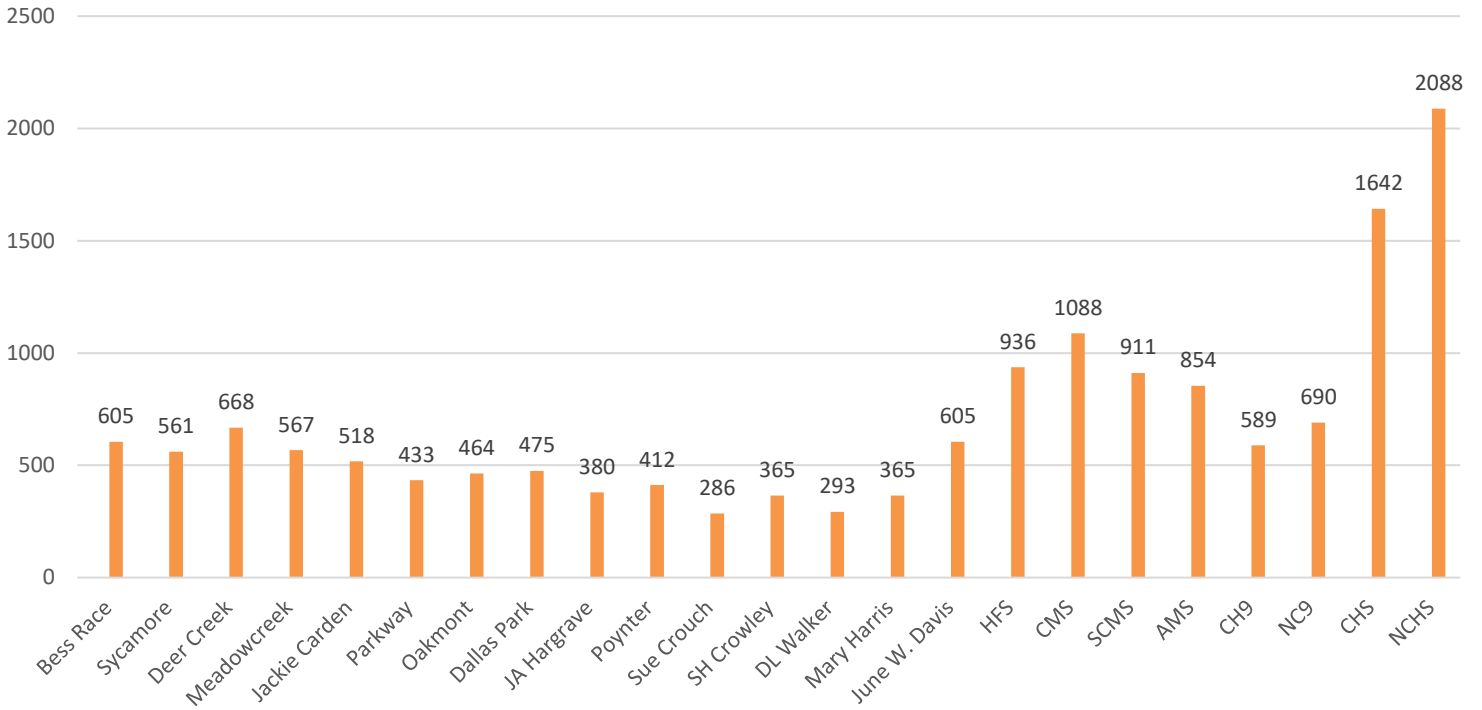
STUDENT LEP ENROLLMENT COMPARISON:



STUDENT ENROLLMENT:

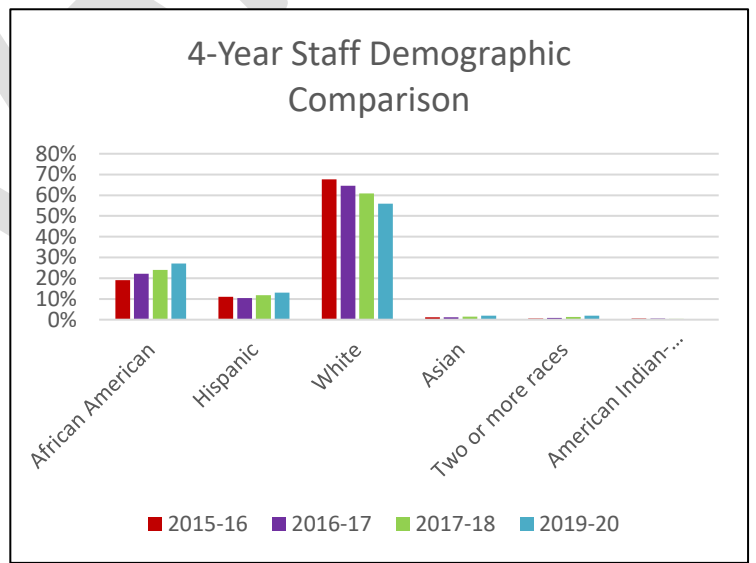
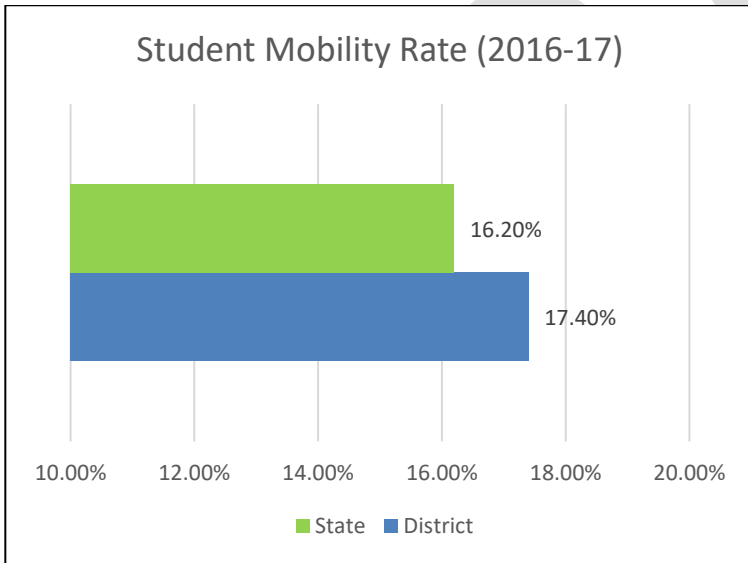


Enrollment by Campus Total PEIMS As Of 10/13/2020 - 15801



STUDENT MOBILITY: [New Data is Unavailable](#)

STAFF COMPARISON (DISAGGREGATED):

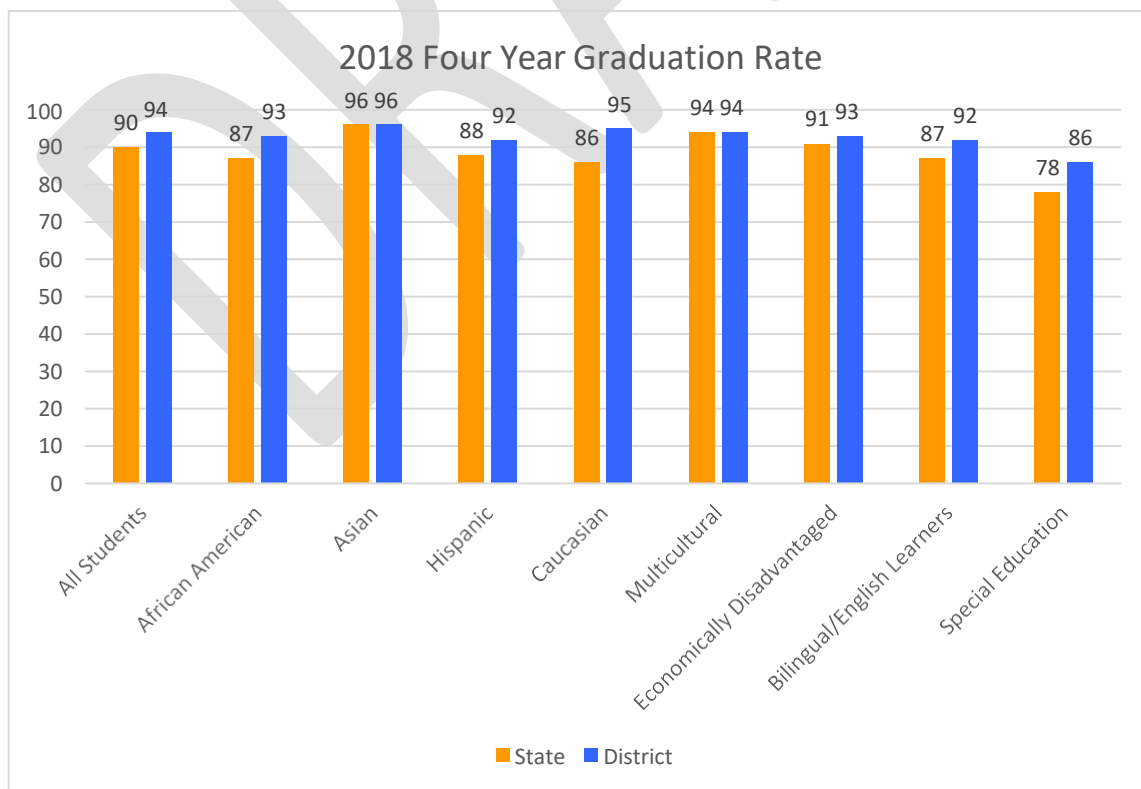


EARLY CHILDHOOD DEVELOPMENT:

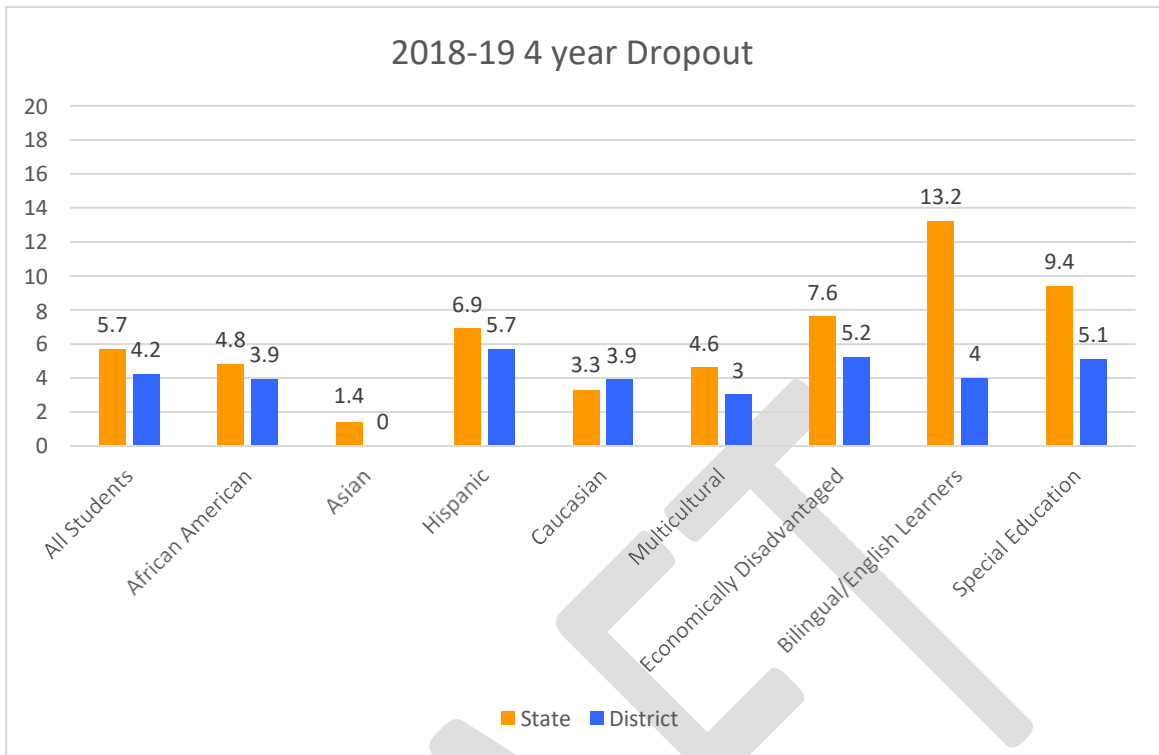
Campus	½ Day PK 3	Full Day PK 4	Pre-K/ SPED Bridge	Full Day PK Plus PK 3	Full Day PK Plus PK 4	½ Day Bilingual PK 3	Full Day Bilingual PK 4	Full Day Montessori PK 3, 4 & K Blend	Other
Bess Race	X	X(T)		X					
Dallas Park		X(T)						X	
Deer Creek		X(T)					X		Deaf Ed. PK3/4 Bridge
DL Walker		X(T)					X		
JA Hargrave		X(T)					X		Early Head Start Center
Jackie Carden		X(T)				Vietnamese PK3/4 Bridge			Employee Child Care
Mary Harris		X(T)							
Meadowcreek	X	X(T)		X	X	X	X		
Oakmont	X	X(T)					X		
Parkway	X	X(T)		X	X		X		
Poynter		X(T)	X						
SH Crowley		X(T)							
Sue Crouch								X <i>Bilingual Only</i>	
Sycamore		X(T)	X		X		X		
June Davis		X(T)							

Early Childhood and Prekindergarten Program Distribution 2020-21

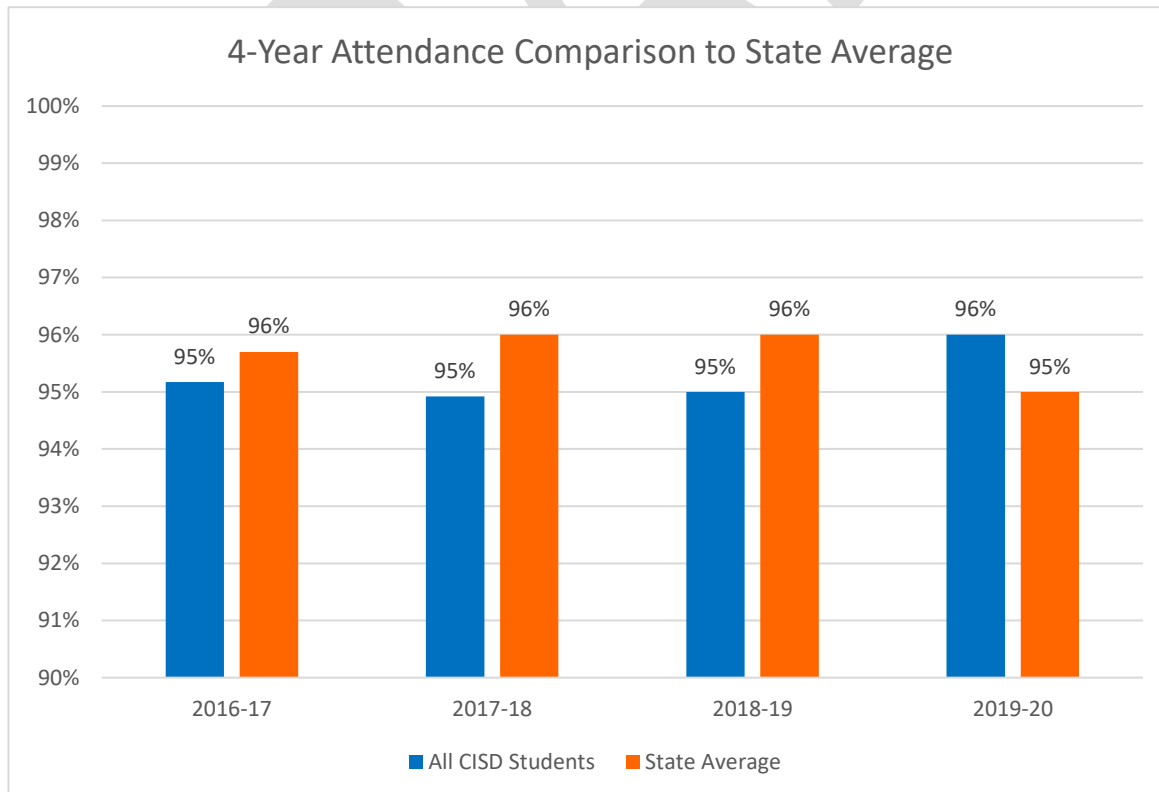
GRADUATION: State comparison is not available for 2019



DROP-OUT RATE: State comparison is not available for 2019 by Demographics

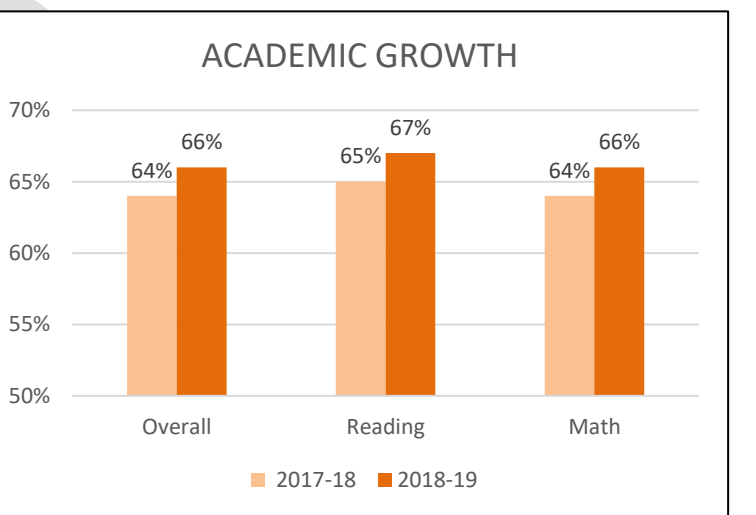
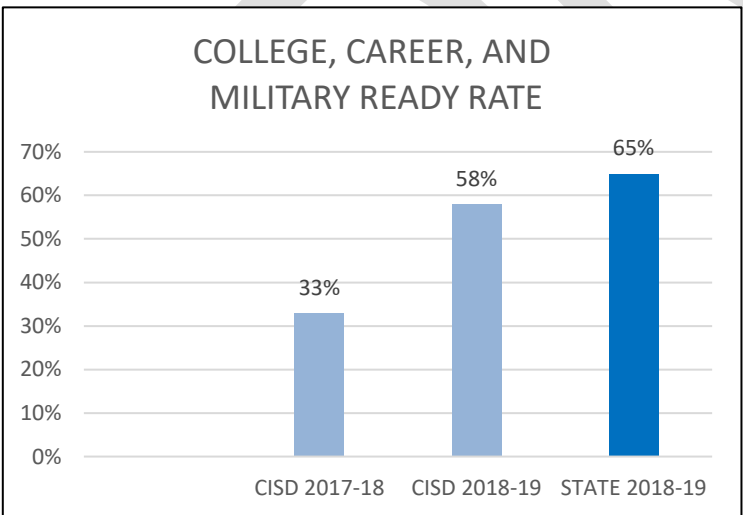
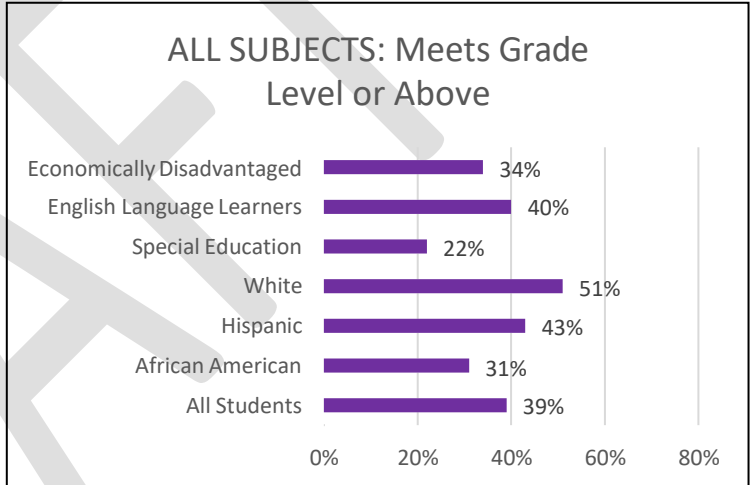
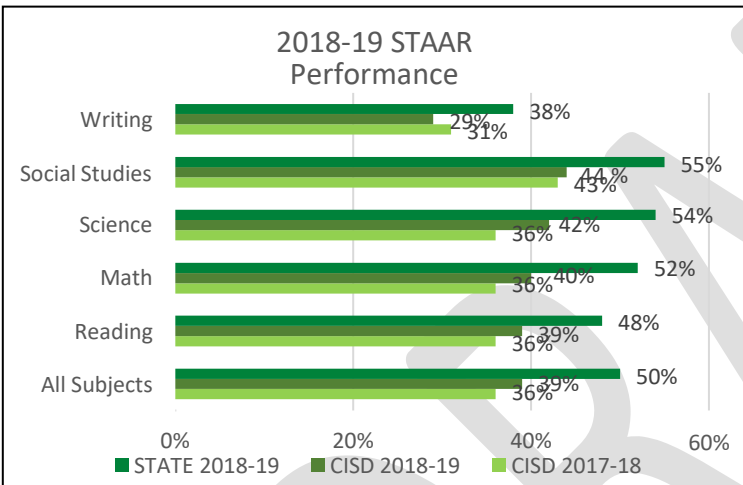
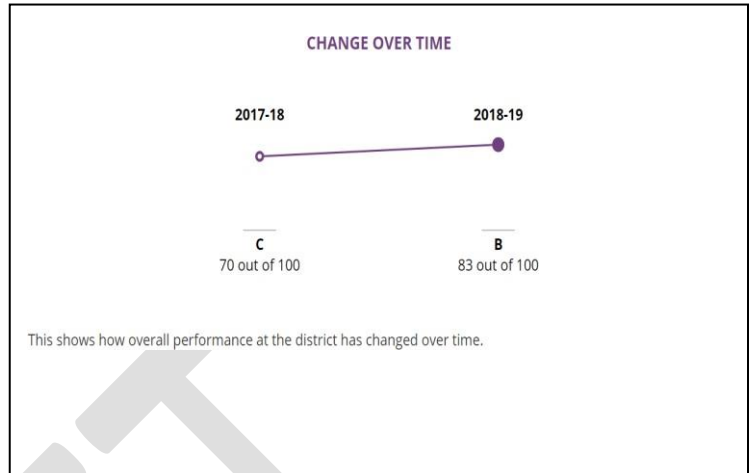
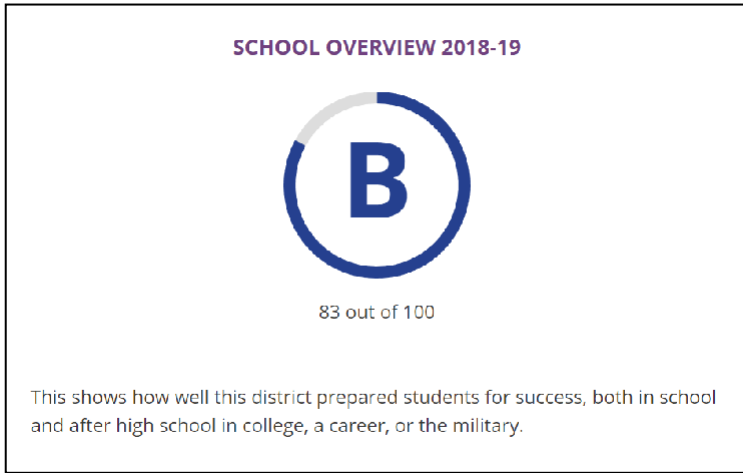


ATTENDANCE:



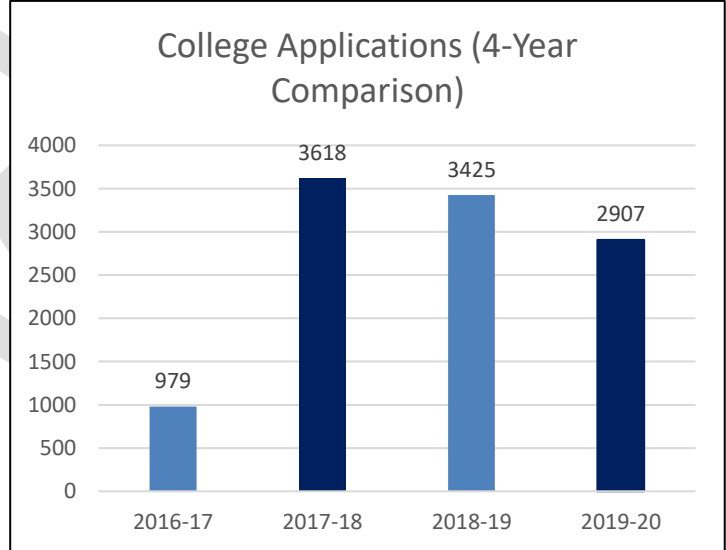
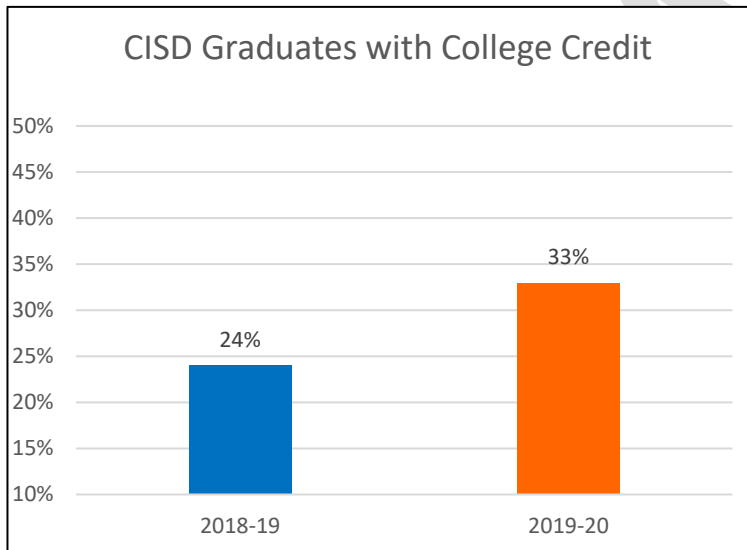
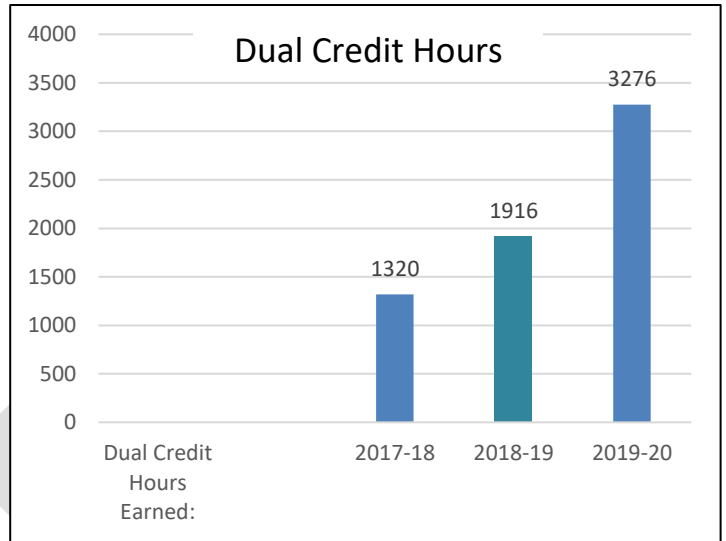
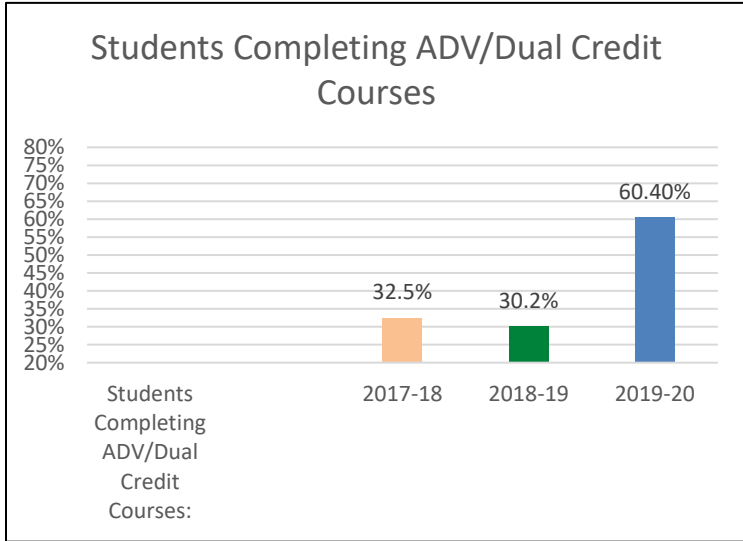
STUDENT ACHIEVEMENT

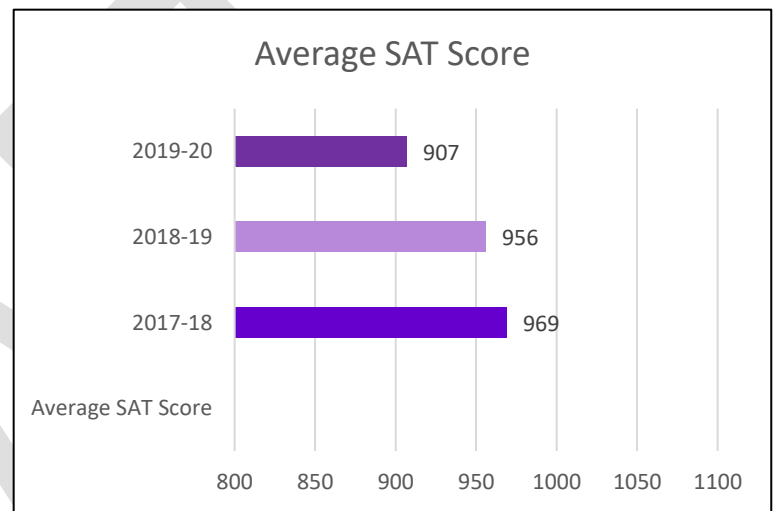
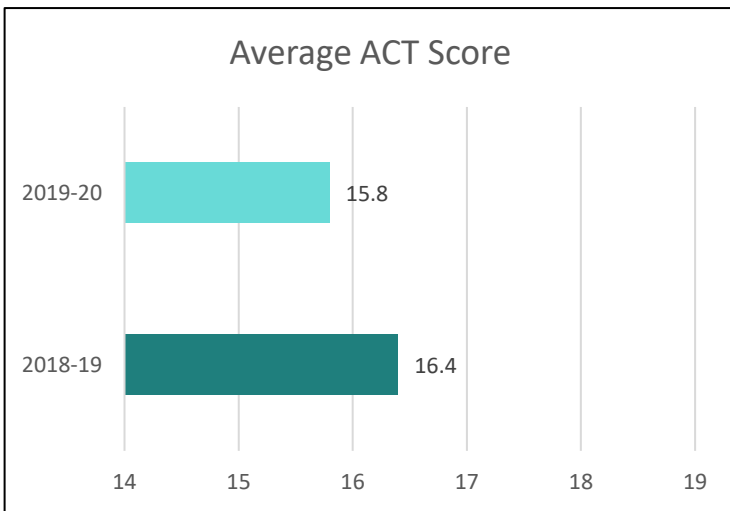
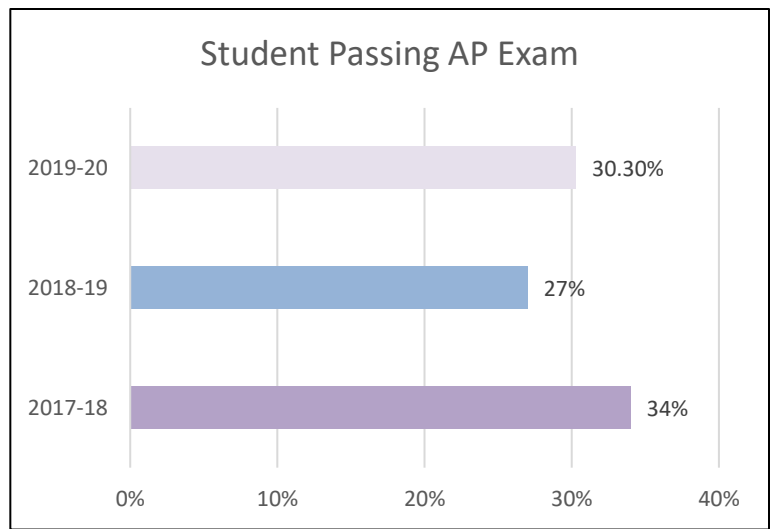
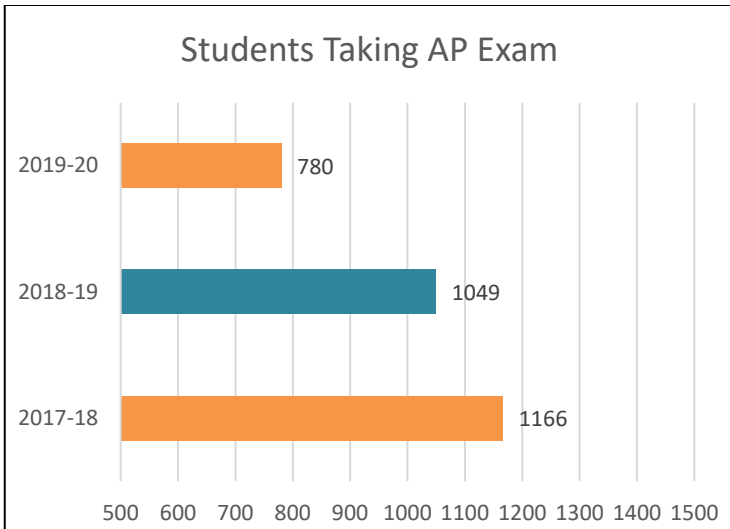
DISTRICT ACCOUNTABILITY RESULTS: 2019-20 Data is Unavailable



DISTRICT CULTURE AND CLIMATE

COLLEGE AND CAREER READINESS:



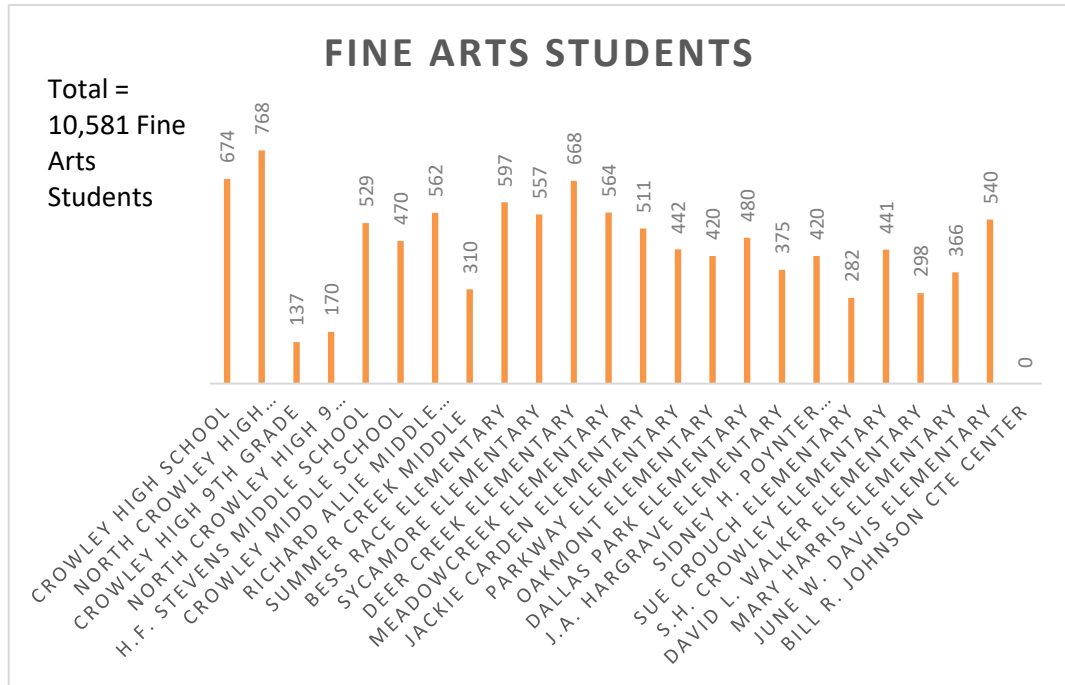


ADVANCED ACADEMICS DEMOGRAPHICS:

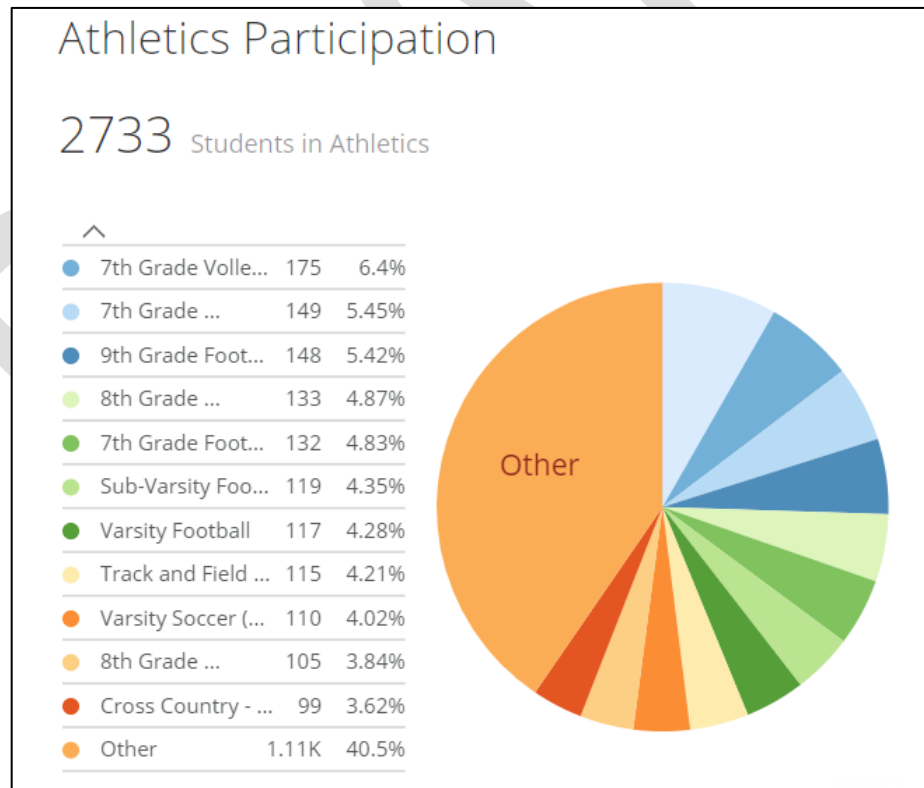
Demographics	CISD	AA
Female	48%	53%
Male	51%	47%
Eco Dis	71%	64%
Hispanic	33.43%	32.00%
American Indian	0.23%	2.00%
Asian	4.30%	6.00%
Native Hawaiian	0.18%	2.00%
Black	45.10%	45.00%
White	12.73%	13.00%
Two or more	4.04%	

EXTRA-CURRICULAR

FINE ARTS:

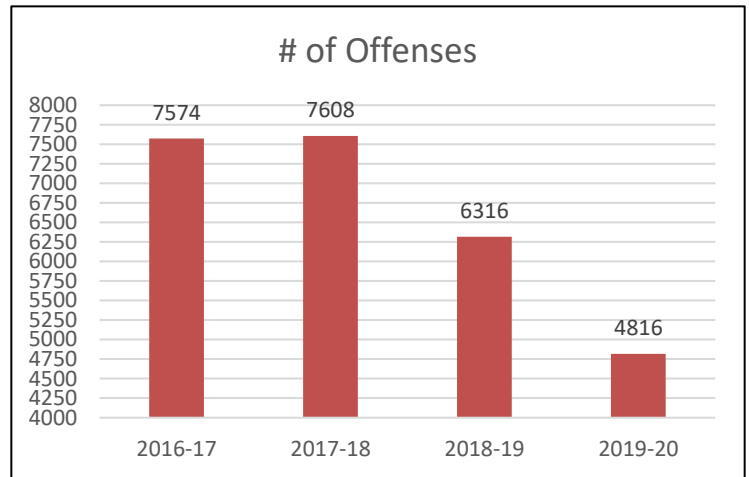
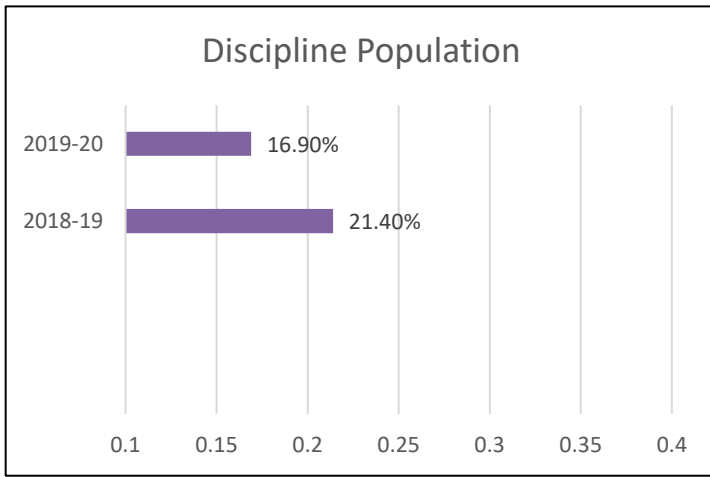


ATHLETICS:



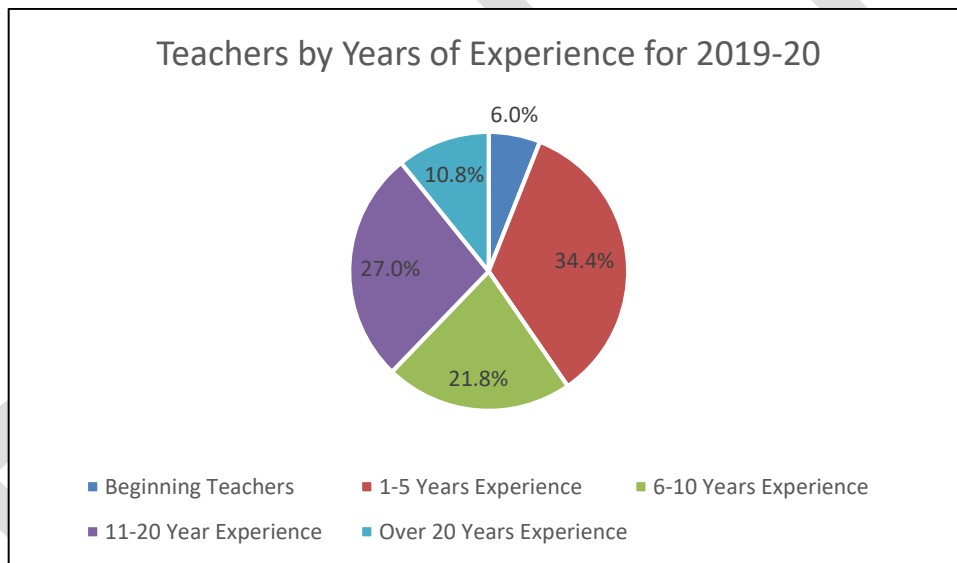
SCHOOL CHOICE PROGRAMS:

DISCIPLINE:

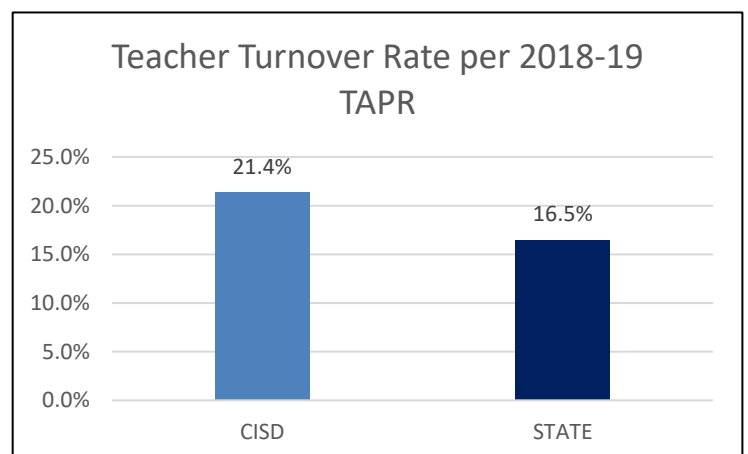
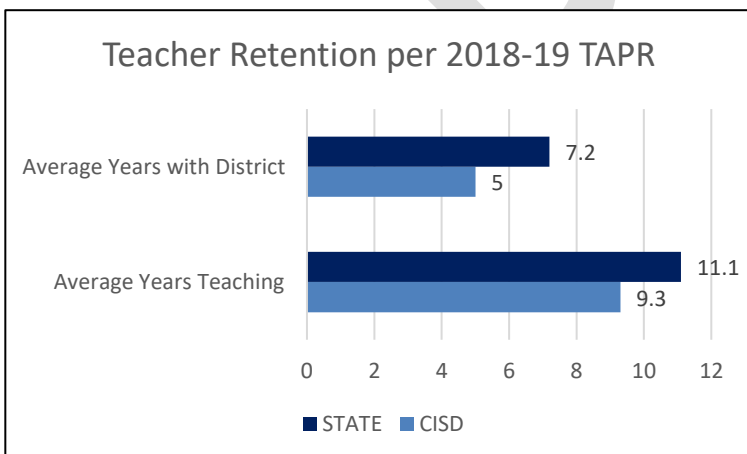


STAFF QUALITY, RECRUITMENT, AND RETENTION

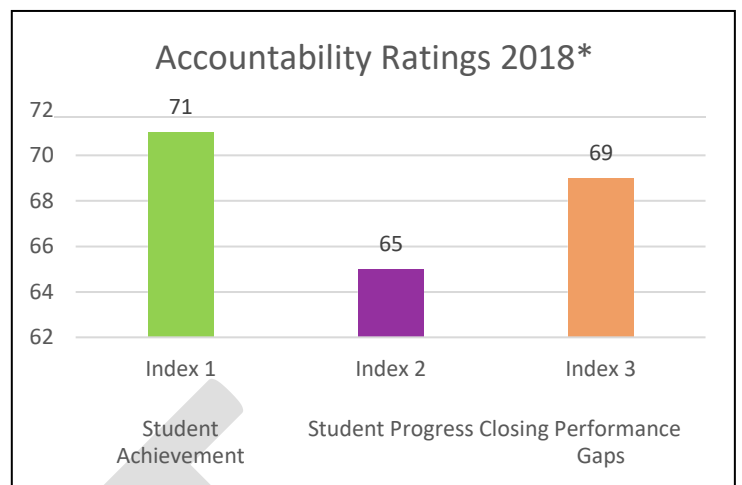
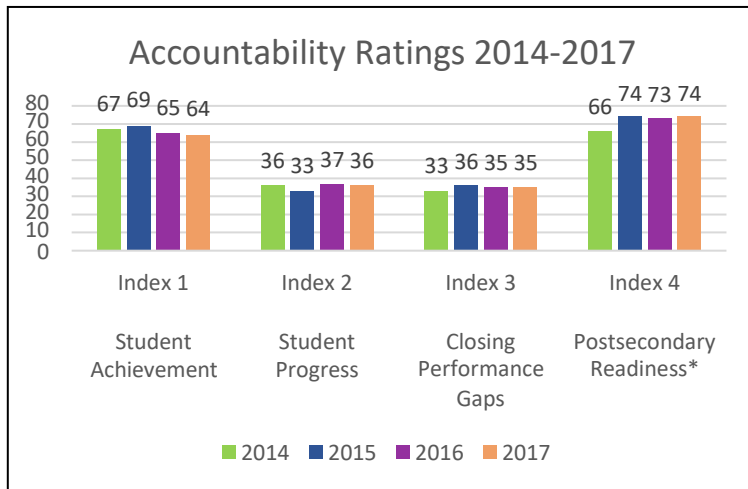
TEACHING STAFF EXPERIENCE:



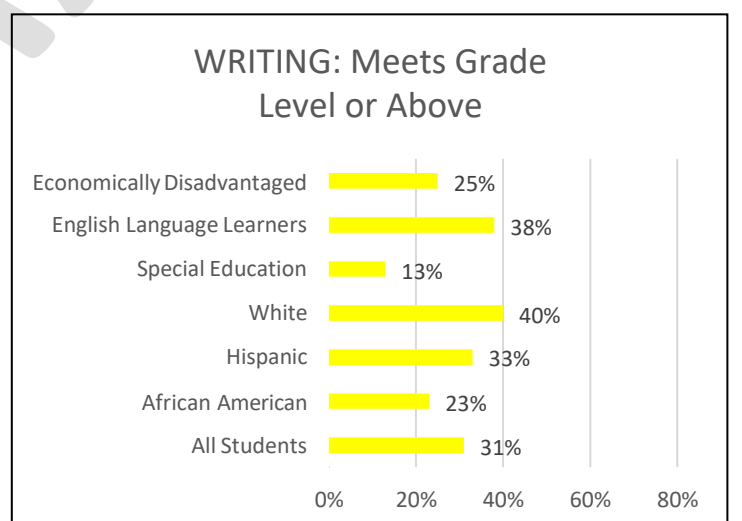
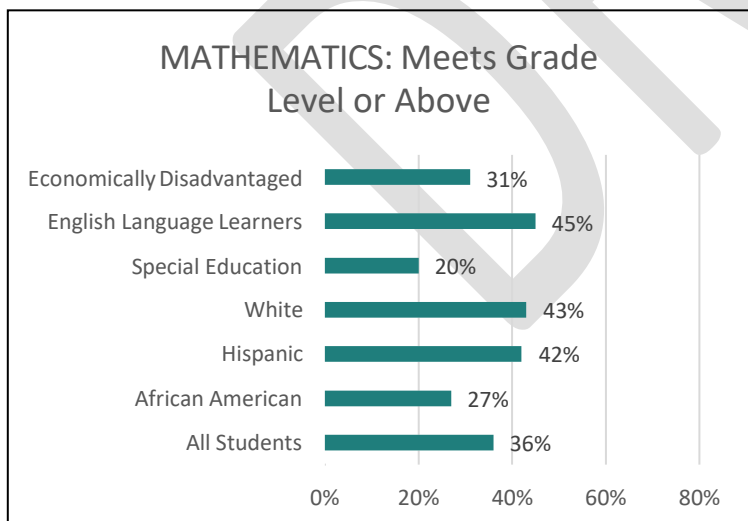
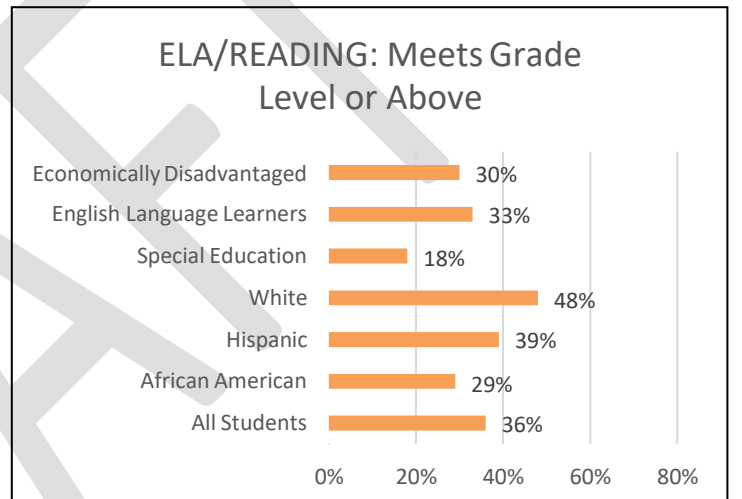
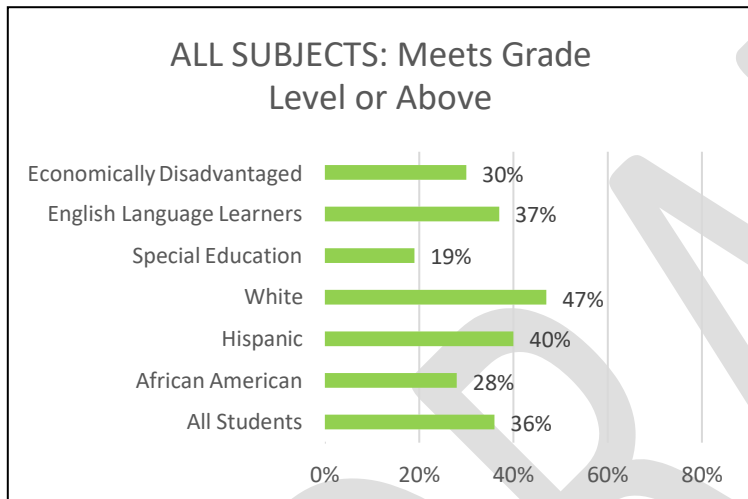
TEACHING STAFF RETENTION/TURN-OVER:



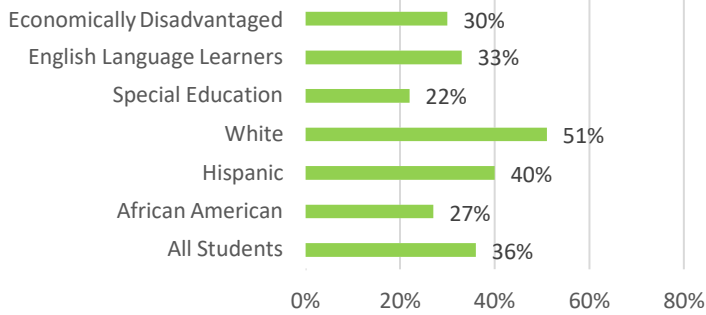
CURRICULUM, INSTRUCTION AND ASSESSMENT: [New Data is Unavailable](#)



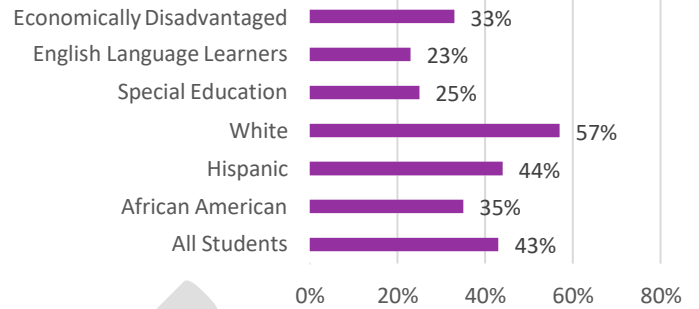
TEXAS EDUCATION AGENCY'S 2018 ACCOUNTABILITY DATA:



SCIENCE: Meets Grade Level or Above



SOCIAL STUDIES: Meets Grade Level or Above



DISTRICT CONTEXT AND ORGANIZATION

TWO-YEAR REZONING AND RESTRUCTURING PLAN:

FALL 2019



ELEMENTARY

Pre-K - 5th (11 campuses) | Kindergarten - 6th (4 campuses)



MIDDLE

7th - 8th (3 campuses)



NINTH

9th (2 campuses)



HIGH

10th - 12th (2 campuses)

- All current elementary schools, plus the new elementary campus under construction, would become Pre-K through 5th grade campuses.
- The four current intermediate schools would be transformed into Kindergarten through 6th grade campuses for one year.
- Middle schools would remain the same with 7th and 8th grades.
- High schools would remain unchanged.

FALL 2020



ELEMENTARY

Pre-K - 5th (15 campuses)



MIDDLE

6th - 8th (4 campuses)



NINTH

9th (2 campuses)



HIGH

10th - 12th (2 campuses)

- The intermediate schools would become Pre-K through 5th Grade elementary campuses.
- Our fourth middle school will open and all middle schools would become 6th through 8th grade campuses.
- High schools would remain unchanged.

TECHNOLOGY

Chromebooks by Campus

All Time

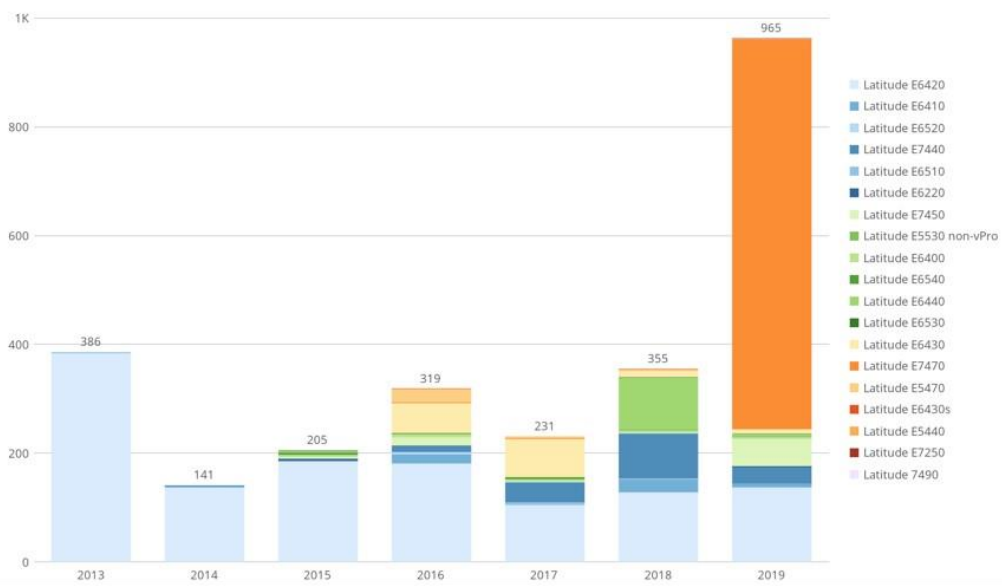
12185 Count



Technology - Age of Computers by Deployment Date

Mar 26, 2013 - Oct 10, 2019, by Year

2602 Count of Model



DISTRICT COMPLIANCE ADDENDUM

STATE MANDATES - IMPLEMENTATION REFERENCE

Texas law and Board Policies mandate the following be addressed with strategies for improving student performance. To increase the campus/district's ability to focus on a limited number of targeted initiatives in this improvement plan, the campus/district will plan, implement, monitor and evaluate the following mandates through other procedures and practices. When requested, the Person Responsible will report progress to the campus/district site- based committee.

MANDATE	REFERENCES	PERSON RESPONSIBLE	LOCATION OF IMPLEMENTATION and EVALUATION DOCUMENTATION
1. Instructional methods for all student groups not achieving their full potential	TEC 11.252(a)(3)(A)	Executive Director of Curriculum & Instruction	District Improvement Plan Strategies CISD Responsive Intervention Webpage
2. Violence Prevention and Intervention	TEC 11.253(d)(8) Board Policy FFI(Local) Board Policy FFH(Local)	Chief of Student Services	CISD Bullying Prevention Webpage FFI (Local) FFH (Local)
3. Dyslexia Treatment Programs <ul style="list-style-type: none"> • Treatment and accelerated reading program 	TEC 11.252(a)(3)(B)	Executive Director of Professional Development, Director of Instructional Support Executive Director of Curriculum & Instruction	CISD Dyslexia Services Webpage
4. Accelerated Education	TEC 11.252(3)(H)	Director of Gifted & Talented, AVID, and Advanced Academics	Gifted & Talented Education Webpage EHBB (Local)

<p>5. Dropout Prevention</p>	<p>TEC 11.252</p>	<p>Director of Counseling Principal, Crowley Learning Center</p>	<p>CISD Response Intervention Webpage BQA (Legal) and BQB (Legal) Dropout Process Information</p>
<p>6. Technology Integration in Instructional and Administrative Programs</p>	<p>TEC 11.252(a)(3)(D) TEC 28.001</p>	<p>Executive Director of Technology Executive Director of Curriculum & Instruction Instructional Technology Coordinator</p>	<p>2019-2023 CISD Technology Plan</p>
<p>7. Discipline Management, including:</p> <ul style="list-style-type: none"> ○ Physical and verbal aggression ○ Sexual harassment 	<p>TEC 11.252(3)(E) TEC 37.083(a) Board Policy FFI(Local) Board Policy FFH(Local)</p>	<p>Chief of Student Services</p>	<p>FFI (Local) FFH (Local)</p>
<p>8. Dating Violence</p>	<p>TEC 37.0831</p>	<p>Chief of Student Services</p>	<p>FFH (Local)</p>
<p>9. Sexual abuse, sex trafficking, and other maltreatment of children</p> <p>The safety and well-being of all students is paramount to a successful educational experience. The district has established a plan for addressing child sexual abuse and other maltreatment of children, which may be accessed by reviewing board policies FFG (Legal), FFG (Local), and FFG (Exhibits).</p>	<p>TEC 38.0041(a) TEC 11.252(c)(9)</p>	<p>Chief of Student Services</p>	<p>FFG (Local)</p>
<p>10. Career Education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities.</p>	<p>TEC 11.252(3)(G)</p>	<p>Director of CTE, College, Career, and Military Readiness</p>	<p>CISD College, Career, and Military Readiness Webpage</p>

<p>11. Recruiting Certified Teachers and Highly-Qualified Paraprofessionals</p> <ul style="list-style-type: none"> Assisting teachers and paraprofessionals to meet certification requirements and/or highly qualified requirements Strategies and activities to ensuring the campus and district is making progress toward having all classes taught by state certified, highly effective teachers Ensuring that teachers are receiving high-quality professional development Attracting and retaining certified, highly effective teachers 	<p>ESSA</p>	<p>Chief of Staff and Governance</p>	<p>District Improvement Plan Strategies</p>
<p>12. Information available to middle-elementary-high school regarding</p> <ul style="list-style-type: none"> Higher Education admissions and financial aid opportunities The TEXAS grant program and the Texas for Texas grant program Assist with curriculum choices to be prepared for beyond higher school 	<p>TEC 11.252(c)(4)(A-D)</p>	<p>Director of CTE, College, Career, and Military Readiness</p> <p>Director of Counseling</p>	<p>CISD College, Career, and Military Readiness Webpage</p>
<p>13. Staff development for professional staff</p>	<p>TEC 11.252(3)(F)</p>	<p>Executive Director of Professional Development and Social Emotional Learning</p>	<p>CISD Professional Learning Department Webpage</p>
<p>14. Attendance</p> <p>Crowley ISD has implemented School Innovations & Achievement’s (SA&I) Attention2Attendance program, which is an award-winning early warning and attendance intervention system designed to increase learning time for all students and improve site and parent relationships. It helps remove administrative burden from staff and enhance school culture and climate.</p>	<p>TEC 11.253(d)(10)(c)</p>	<p>Chief of Student Services</p>	<p>Attention2Attendance Program Information</p>

<p>15. Parental Involvement</p> <p>All school activities will give proper consideration to the involvement of families. Each school has a Campus Performance Objectives Committee (CPOC) consisting of parents, teachers, administrators, community members and other school staff. The committee will meet regularly and annually update the Campus Parent and Family Engagement Plan. The goal is to have parents play a vital role in decision making regarding the Title I program.</p>	<p>TEC 11.253(d)(9)</p>	<p>Coordinator of Stakeholder Involvement</p>	<p>CISD Parent & Family Engagement Plan</p>
<p>16. Bullying Prevention, identification, response to and reporting of bullying or bully-like behavior</p>	<p>TEC 11.252(a)(3)(E)</p> <p>Board Policy FFI(Local)</p>	<p>Chief of Student Services</p>	<p>CISD Bullying Prevention Webpage</p>
<p>17. Coordinated Health Program</p> <ul style="list-style-type: none"> ● Student fitness assessment data ● Student academic performance data ● Student attendance rates ● Percentage of students who are Economically Disadvantaged ● Use and success of methods of physical activity ● Other indicators 	<p>TEC 11.253(d)</p> <p>Board Policy FFA(Local)</p>	<p>Executive Director of Operations</p> <p>Chief of Student Services</p> <p>Coordinator of Health Services</p> <p>SHAC Committee</p>	<p>CISD Health Webpage</p> <p>Coordinated School Health Info</p>
<p>18. DAEP Requirements</p> <ul style="list-style-type: none"> ● Student groups served – monitoring over-representation ● Attendance rates ● Pre- and post- assessment results ● Dropout rates ● Graduation rates ● Recidivism rates 	<p>TEC 37.008</p> <p>TAC 19 103.1201(b)</p> <p>Board Policy FOCA(Legal)</p>	<p>Principal, Crowley Learning Center</p> <p>Chief of Student Services</p>	<p>Crowley Learning Center</p> <p>FOCA (Local)</p>
<p>19. Pregnancy Related Services</p> <ul style="list-style-type: none"> ● District-wide procedures for campuses, as applicable 	<p>TEC 29.081(d)</p>	<p>Director of Counseling</p>	<p>Pregnancy Related Services (PRS) Program</p>

<p>20. Migrant Plan (Title I, Part C)</p> <ul style="list-style-type: none"> ● An identification and recruitment plan ● New Generation System (NGS) ● Early Childhood Education ● Parental Involvement ● Graduation Enhancement ● Secondary Credit Exchange and Accrual ● Migrant Services Coordination ● A priority services action plan with instructional interventions based upon disaggregated migrant student data 	<p>P.L. 107-110, Section 1415(b)</p>	<p>Director of ESL/Bilingual Services</p>	<p>Region XI Shared Service Agreement</p>
<p>21. Post-Secondary Preparedness/Higher Ed Information/Career Education</p> <ul style="list-style-type: none"> ● Strategies for providing to middle school, junior high and high school students, teachers, counselors and parents information about: <ul style="list-style-type: none"> ○ Higher education admissions and financial aid, including sources of information ○ TEXAS grant program ○ Teach for Texas grant programs ○ The need to make informed curriculum choices for beyond high school ○ Sources of information on higher education admissions and financial aid ● Career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities 	<p>TEC 11.252(4) TEC 11.252(3)(G)</p>	<p>Director of CTE, College, Career, and Military Readiness</p> <p>Director of Counseling</p>	<p>CISD College, Career, and Military Readiness Webpage</p>

<p>23. Student Welfare: Crisis Intervention Programs & Training</p> <ul style="list-style-type: none"> ● District Program(s) selected from a list provided by TDSHS in coordination with TEA and the ESCs on these topics: <ul style="list-style-type: none"> ○ Mental health promotion and positive youth development ○ Early mental health intervention ○ Substance abuse prevention ○ Suicide prevention and suicide prevention including parent/guardian notification procedures ○ Conflict resolution programs ○ Violence prevention and intervention programs ○ Unwanted physical or verbal aggression ○ Sexual harassment ○ Harassment and dating violence ● Training for teachers, school counselors, principals and all other appropriate personnel. 	<p>Health and Safety Code, Ch. 161, Subchapter O-1, Sec. 161.325(f)(2)</p> <p>TEC 11.252(3)(B)(i) TEC 11.252(a)(3)(E) TEC 11.252(3)(B)</p> <p>TEC 11.253(d)(8)</p> <p>TEC 37.001 Family Code 71.0021 TEC 37.0831</p> <p>Board Policy FFB(Legal) Board Policy FFH(Legal) Board Policy DMA(Legal)</p>	<p>Executive Director of Professional Development and Social Emotional Learning</p> <p>Director of Counseling</p> <p>Chief of Student Services</p>	<p>CISD Guidance & Counseling Webpage</p> <p>Suicide Awareness & Prevention</p> <p>CISD Professional Learning Department Webpage</p> <p>FFI (Local)</p> <p>FFH (Local)</p>
<p>24. Texas Behavior Support Initiative (TBSI)</p> <ul style="list-style-type: none"> ● Instruction of students with disabilities – designed for educators who work primarily outside the area of special education 	<p>TEC 21.451(d)(2)</p> <p>Board Policy DMA(Legal)</p>	<p>Chief of Special Education and Federal Programs</p>	<p>TBSI</p> <p>CISD TBSI Information</p>
<p>25. District/Campus Decision-Making and Planning Policies</p> <ul style="list-style-type: none"> ● Evaluation – at least every two years 	<p>TEC 11.252(d)</p> <p>Board Policy BQA(Local) Board Policy BQB(Local)</p>	<p>Superintendent</p> <p>Deputy Superintendent</p> <p>District-wide Educational Improvement Council (DWEIC)</p> <p>Campus Performance Objectives Committee (CPOC)</p>	<p>Strategic Plan</p> <p>District Improvement Plan</p> <p>Campus Improvement Plans</p> <p>Targeted Improvement Plans</p>

Addendum to the 2019-20 District/Campus Improvement Plans

COORDINATED SCHOOL HEALTH

- Annual fitness assessment
- Health and wellness education for students
- Nutritional monthly emphasis on fruits and vegetables
- Healthy for Life quarterly newsletter for students, staff and community
- American Heart Association wellness program for staff

DROPOUT PROCESS

1. Students who withdraw from a campus must complete a Withdrawal Form which indicates the date of withdrawal, the reason for withdrawal, destination, and is signed by the parent or guardian.
2. Identification lists of potential dropouts will be sent by the PEIMS Department to the campuses near the beginning of each school year.
3. Each student on the list will be located and documentation will be verified by campus officials.
4. Students in danger of not graduating and those who have completed required coursework but not the required state assessments will receive appropriate Dropout Prevention counseling and develop a personal graduation plan which may include interventions, accelerated instruction, or Bridges Academy.

EMERGENCY PREPAREDNESS DRILLS

Ensure all campuses are in 100% compliance as measured by the emergency preparedness drill documentation form.

1. Each campus schedules drills with the Coordinator for Safety & Security and documents the following drills:
 - a. Building Evacuation (Fire Drill) – at least one per month for each month school is in session 10 or more days, including one obstructed drill
 - b. Lock Down – at least two per year
 - c. Severe Weather – at least two per year
 - d. Shelter in Place – at least two per year
 - e. Reverse Evacuation – at least two per year
 - f. Other - includes Bus Evacuation Drill
2. Fire Exit Drills are recorded and submitted annually to the State Fire Marshal

McKINNEY-VENTO HOMELESS ASSISTANCE

- The Residency Questionnaire form within the registration will be completed by the parent/guardian and submitted to the campus who will submit to the District Homeless Liaison for verification.
- Crowley ISD guarantees that a family/student can enroll in school if residing:
 - a. In a shelter (family shelter, domestic violence shelter, youth shelter, or transitional living program)
 - b. In a hotel/motel, or weekly-rate housing
 - c. In a house or apartment with more than one family because of economic hardship or loss
 - d. In an abandoned building or a car, at a campground, or on the street,
 - e. In a temporary foster care
 - f. In a substandard housing (no electricity, no water, and/no heat)
 - g. With friends or family because the student is a runaway or unaccompanied youth
- The District Homeless Liaison provides the Director of Nutrition & Food Services with the names of the students in the district that have been identified as homeless in order to provide Free & Reduced Lunch.
- The following services are made available for students identified under the McKinney Vento Act:
 - a. Qualify automatically for Child Nutrition Programs (Free and Reduced-Priced Lunch and other district food programs)
 - b. John Peter Smith (JPS) Hospital School-based Clinic located on Crowley ISD Clinic

- c. Campus Counselor and designated campus Community In Schools Social Worker assist with obtaining services from community and government agencies and organizations
- d. Continue to attend the school in which the student was last enrolled, even if the student has moved from that school's attendance zone or district
- e. Transportation provided from student's current residence back to the student's school of origin
- f. The availability to contact the District Homeless Liaison to resolve any disputes that may occur during the enrollment process

PREGNANCY RELATED SERVICES (PRS) PROGRAM

1. Identification and verification documents will be completed by campus officials.
2. The following services will be made available to each student eligible for PRS:
 - a. Compensatory Education Home Instruction (CEHI) for the regular education student provided by a certified teacher and for the special education homebound student additional PRS contact hours will be provided by a certified teacher, counselor, nurse or social worker.
 - b. Counseling services including the initial session when the student discloses the pregnancy.
 - c. John Peter Smith (JPS) Hospital School-Based Health Clinic located on a Crowley ISD campus.
 - d. Health services, including services from the school nurse and certified athletic trainer.
 - e. Schedule modification for instruction (inside or outside the classroom) related to parenting knowledge and skills, including child development, home and family living, and appropriate job readiness training.
 - f. Assistance obtaining services from government agencies and community service organizations.
3. Documentation, as defined by the PRS procedures, of each student's participation in the PRS program will be maintained on the campus.

TEXAS BEHAVIOR SUPPORT INITIATIVE (TBSI)

1. Any campus personnel likely to use restraint or likely to use time-out as part of a student's Individualized Education Program and/or Behavior Intervention Plan must receive training in the Texas Behavior Support Initiative (TBSI).
2. The school staff member will complete the first six modules online prior to taking module seven, Physical Restraint. The District adopted restraint training program is Nonviolent Crisis Intervention through the Crisis Prevention Institute (CPI).
3. Before being allowed to register for CPI, the school staff member must provide evidence to the CISD Professional Development Department that they have gone through the first six modules of TBSI.
4. Campus personnel are only required to participate in the online module training one time. The physical restraint training program requires annual training.
5. Personnel called upon to use restraint and who have not received prior training must receive training in the six modules of TBSI and CPI within 30 school days following the use of restraint.
6. Each campus in the District is required to maintain a core team of an administrator, general education teacher and a special education teacher trained in TBSI and CPI.

DISTRICT SCHOOL RESOURCE OFFICERS

As a district, we contract with our local police department(s) jurisdictions for School Resource Officers (SRO's). SRO's perform a myriad of law enforcement duties, which include safeguarding any person(s) within their jurisdiction along with the property of the school district. SROs shall not be used for routine student discipline, school administrative tasks, or contact with students unrelated to the officers' law enforcement duties. SRO's are encouraged to engage with students, teachers, staff, and the community to foster school-police partnerships.

DISTRICT TRAUMA-INFORMED CARE POLICY - under development



Suicide Awareness & Prevention

In Crowley ISD steps are taken to empower students at every grade level with protective influences that decrease the likelihood of suicide. These steps are provided in a variety of methods and with age- related considerations.

The elementary and intermediate campuses utilize classroom lessons on the topics of kindness, self-confidence, communication, and perseverance. Each of these traits contribute to a healthy self and supportive relationships. Throughout the school year speakers and programs are presented to the students and staff that promote protective qualities which reduce the risk for suicide.

At the middle School and high School campuses the attributes of kindness, self-confidence, communication, perseverance, and leadership are also imparted in a variety of means. In September, each campus utilizes a Suicide Prevention Week. During this week announcements are shared giving suicide awareness and prevention tools. Students are equipped with information to report concerns regarding peers, family, and themselves. Throughout the school year speakers and programs are presented to the students and staff that promote protective qualities which reduce the risk for suicide.

Additionally, staff on all Crowley ISD campuses are provided training on suicide awareness. Staff are provided basic information for offering support to a student in crisis and ensuring student safety. All Crowley ISD campuses have a procedure to follow when an out-cry or self-harm concern is presented. A student at risk of suicide or self -harm is screened for risk level, a parent or guardian is provided an Emergency Notification that includes external referral sources, and follow up with the student is carried out to ensure support and a healthy welfare of the student.

Federal Program Expenditures

All district and campus expenditures related to the following Federal Grants will be utilized for the purposes and intended audiences stated below:

Grant	Purpose and Intended Beneficiaries
Title I, Part A	The purpose of the grant is to help all students meet the state student performance standards by providing supplemental resources to the LEA. The intended beneficiaries are students who experience difficulties mastering the state academic achievement standards.
Title II, Part A	The two purposes of the grant are 1) to increase student academic achievement through improving teacher and principal quality and increasing the number of highly qualified teachers in the classroom as well as highly qualified principals and assistant principals; and 2) to hold LEAs and schools accountable for improving student academic achievement. The intended beneficiaries are teachers and principals, including assistant principals, and as appropriate, administrators, pupil services personnel, and paraprofessionals.
Title III, Part A	The purpose of the grant is to provide supplemental resources to help ensure that children who are limited English proficient attain English proficiency at high levels in core academic subjects and can meet state mandated achievement performance standards. The intended beneficiaries are LEP students, including immigrant children and youth.
Title IV, Part A	The purpose of the grant is to provide: 1) all students with access to a well-rounded education, 2) improve school conditions for student learning, and 3) improve the use of technology in order to enhance academic outcomes and digital literacy of students.
Perkins Grant	The purpose of the grant is to develop more fully the academic and technical skills of secondary students who elect to enroll in career and technical education programs.
21 st Century Grant	The purpose of the grant is to provide academic enrichment opportunities during non-school hours for children, particularly student who attend high-poverty and low-performing schools.



Parent and Family Engagement Plan

Crowley ISD agrees to implement the following statutory requirements:

- Crowley ISD will put into operation programs, activities and procedures for the engagement of parents and families in all schools with Title I, Part A Programs, consistent with the Elementary and Secondary Education Act (ESEA). Those programs, activities and procedures will be planned and operated with meaningful consultation with parents.
- Crowley ISD will work with schools to ensure that the required school-level Parent and Family Engagement plans meet the requirements of the ESEA.
- Crowley ISD will incorporate this plan into its District Improvement Plan.
- In carrying out Title I, Part A parent and family engagement requirements Crowley ISD and its schools will provide full opportunities for the participation of parents and families with limited English proficiency, parents with disabilities and parents of migratory children. Crowley ISD will provide information and required school reports in an understandable and uniform format in a language parents understand.
- Crowley ISD will involve the families of children served in Title I, Part A schools in decisions about how the 1 percent of Title I, Part A funds reserved for parent and family engagement are spent.
- Crowley ISD will provide the following necessary coordination, technical assistance and other support to Title I, Part A schools in planning and implementing effective parental involvement activities to improve student academic achievement and school performance (A) Support from Title I Specialists; (B) Professional development provided to Title I Intervention Teachers by Reading and Math Intervention Specialists; (C) Title I Collaborative Meetings.
- In Crowley ISD, parent and family engagement means regular, two-way and meaningful communication involving student academic learning and other school activities, ensuring that (A) families play an integral role in their child's learning; (B) families are encouraged to be actively involved in their child's education at school; (C) families are full partners in their child's education and are included, as appropriate, in decision-making and on advisory committees to assist in the education of their child; (D) the carrying out of other activities.

Priority for Service (PFS) Action Plan for Migrant Students

As part of the Every Student Succeeds Act (ESSA), the Priority for Service (PFS) Action Plan is a required program activity for the Migrant Education Program. In providing services with funds received under this part, each recipient of such funds shall give priority to migratory children who have made a qualifying move within the previous 1-year period and who are failing, or most at risk of failing, to meet the challenging State academic standards; or have dropped out of school. [§1304 [20 U.S.C. 6394](d)].

The Priority for Service Report on NGS must be used to determine who to serve first and foremost with MEP funds. Students are identified as PFS if they meet the following criteria:

Priority for Service Criteria	
Grades 3-12, Ungraded (UG) or Out of School (OS)	<ul style="list-style-type: none"> • Who have made a qualifying move within the previous 1-year period; <p style="text-align: center;"><u>AND</u></p> <ul style="list-style-type: none"> • Have a received grade level of "approaches or not meet" on the state assessments (STAAR), were Absent, Not Tested* or were not enrolled in a Texas school during the state assessment testing period for their grade level.
Grades K-3	<ul style="list-style-type: none"> • Who have made a qualifying move within the previous 1-year period; <p style="text-align: center;"><u>AND</u></p> <ul style="list-style-type: none"> • Have been designated LEP in the Student Designation section of the New Generation System (NGS) Supplemental Program Component; <u>or</u> • For students in grades K-2, who have been retained, or are overage for their current grade level.

The following document is provided by TEA for districts to help document efforts that are being conducted on behalf of Priority for Service students. It contains all of the required components as described in Part 4 of the ESSA Application in the Provisions and Assurances, but also allows room for districts to add additional activities. Each district's plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.

NOTE: This document can be obtained electronically in MS Word format from the regional ESC MEP Coordinator.

*The State of Texas Assessments of Academic Readiness (STAAR®) were not being administered during the spring or summer of the 2019–2020 school year.

School District: Crowley ISD
Region:11

Priority for Service (PFS) Action Plan

Filled Out By: Amanda Edmonson
Date:10/26/2020

School Year: 2020 - 2021

Note: Title I, Part C Coordinator or MEP staff will include the PFS Action Plan in the district improvement plan as a separate section appropriately labeled or identified (e.g., "Migrant PFS Action Plan Section"), rather than integrating the action plan elements with other DIP sections that focus on other student population groups (e.g., Bilingual, ESL, economically disadvantage).

<p>Goal(s): Identify and provide services to migratory students who are failing or at risk of failing to meet the State's content and performance standards, and whose education has been interrupted during the regular school year, with priority</p>	<p>Objective(s):</p> <ul style="list-style-type: none"> Identify migratory students who enroll late and withdraw early and provide supplemental services to each student when no other school district services are available. Identify migratory students who are missing significant amounts of instructional time by enrolling late and/or having excessive absences. Provide supplemental information to parents on how to collaborate with school staff and how to access resources in order to provide timely attention and appropriate interventions to their children. Provide supplemental information to parents on how to collaborate with school staff and how to access resources in order to provide timely attention and appropriate interventions to their children. Use data to plan the Priority for Services Action Plan for 2020-2021 school year, and assist the district with supplemental services when not provided by other federal or non-federal programs.
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Required Strategies	Timeline	Person(s) Responsible	Documentation
Monitor the progress of MEP students who are on PFS.			
<ul style="list-style-type: none"> Monthly, run NGS Priority for Service (PFS) reports to identify migrant children and youth who require priority access to MEP services. 	September – May, on or	MEP Staff	NGS generated reports

	before the 15 th day of every month		
<ul style="list-style-type: none"> Before the first day of school, develop a PFS Action Plan for serving PFS students. The plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives. 	September 31	ESC MEP Staff	Copy of signed plan reviewed by ESC MEP Staff
Additional Activities			
<ul style="list-style-type: none"> 			
Required Strategies			
	Timeline	Person(s) Responsible	Documentation
Communicate the progress and determine needs of PFS migrant students.			
<ul style="list-style-type: none"> During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide campus principals and appropriate campus staff information on the Priority for Service criteria and updated NGS Priority for Service reports. 	September –May 25 th day of every month	MEP District Contact	Copy of sent emails, or other documentation of distributing reports
<ul style="list-style-type: none"> During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide parents of PFS students information on the Priority for Service criteria. 	Twice per semester	MEP School Liaison/ Contact, MEP ESC Specialist	Contact Log
<ul style="list-style-type: none"> During the academic calendar, the district's Title I, Part C Migrant Coordinator or MEP staff will make individualized home and /or community visits to update parents on the academic progress of their children. 	Twice per semester	MEP School Liaison/ Contact, MEP ESC Specialist	Activity Log
Additional Activities			
Provide one-on-one, small group, or home-based STAAR remediation at Alternative times, with supports like transportation, snack, and mentoring as needed	Sept.-May	MEP District Liaison and Campus Staff	Formative assessment documents related to targeted STAAR needs
Provide services to PFS migrant students.			
<ul style="list-style-type: none"> The district's Title I, Part C migrant coordinator or MEP staff will use the PFS reports to give priority placement to these students in migrant education program activities. 	Sept.-May	MEP School Liaison/Contact MEP ESC Specialist	Activity log, sign-in sheets

<ul style="list-style-type: none"> The district's Title I, Part C migrant coordinator or MEP staff will ensure that PFS students receive priority access to instructional services as well as social workers and community social services/agencies. 	Sept. – May	MEP School Liaison/Contact MEP ESC Specialist	Time-stamped notices,
<ul style="list-style-type: none"> The district's Title I, Part C migrant coordinator or MEP staff will determine what federal, state, or local programs serve PFS students. 	Sept. – May	MEP School Liaison/Contact MEP ESC Specialist	Activity Log, Time-stamped handouts
Additional Activities			
<ul style="list-style-type: none"> provide reading and/or math (developmental) instruction by a certified teacher for LEP students 	Sept. – May	MEP District Liaison and campus leadership	Log of services provided, formative assessment data and attendance sheets

Amberla Edmonson 10/26/2020
 LEA Signature Date Completed

 ESC Signature Date Received