

Commerce Independent School District
Commerce High School
2022-2023 Campus Improvement Plan

Mission Statement

THE MISSION OF CHS is to provide an excellent education for each student.

Vision

Commerce High School envisions our students striving to be better tomorrow than they are today and graduating as self reliant, employable individuals. Tigers Never Quit!

Core Beliefs

We believe every student can learn.

We believe every student can be successful

We believe we can partner with our community to help our students be happy, safe, and successful.

We believe our teachers can impact learning every day in a successful manner.

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Comprehensive Needs Assessment

Student Learning

Student Learning Summary

We have grown in most areas the last three years. English I is a focus area this year. Overall campus literacy is a priority as we now offer lab classes for incoming freshman as well as English students who have failed English EOC on our campus.

Student Learning Strengths

We are strong in Biology and History, our math scores are improving steadily the last three years. We are working on a campus wide initiative to increase literacy. All non core classes write at least two days a week, for grades.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: We get students from the middle school who are behind academically. **Root Cause:** The district lacked a comprehensive literacy program for a number of years.

Perceptions

Perceptions Summary

Our yearly focus at CHS is "relationships are our foundation" Our staff understands the importance of getting to know each and every student. When you build a realtonship with students, discipline issues decrease and classroom perfomance increases. We build relationships by greeting students everyday as they enter each classroom. Also, by taking an interest in our students lives on a daily basis.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- RDA data
- Alternative Education Accountability (AEA) data
- Local Accountability Systems (LAS) data
- Community Based Accountability System (CBAS)

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Observation Survey results

Student Data: Student Groups

- Male / Female performance, progress, and participation data

- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Homeless data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data
- Pregnancy and related services 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
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

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

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

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

Performance Objective 1: CHS will increase scores on tests that will meet or exceed the state standard for all subpopulations. CHS will score the following percentages in categories for approaches, meets, masters:

- Alg 1 - 50, 15, 5
- Eng 1 - 62, 30, 10
- Eng 2 - 60, 40, 8
- Bio - 85, 40, 10
- US History 90, 60, 30

Evaluation Data Sources: STAAR scores as well as benchmarks and interim assessments.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Core subject areas will administer unit assessments and benchmarks (interim assessments) to help identify and plan for needed interventions and/or reteach opportunities for students.</p> <p>Strategy's Expected Result/Impact: Students pass the mid-year benchmark over previously tested objectives</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Testing Coordinator, Curriculum Coordinator, Teachers</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: PLC meetings in core subject areas will disaggregate data and create MTSS intervention plans for at-risk students (including ESL, 504 & SPED). PLC meetings will also include strategy planning and other items as well.</p> <p>Strategy's Expected Result/Impact: Increased passing rates by all subpops</p> <p>Staff Responsible for Monitoring: Teachers, Counselor(s), Administrators, and Support Staff</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Students will monitor their own progress using performance measures such as: goal setting, data folders, progress reports, Eduphoria's (Aware)STEP and TIP reports, and common assessments.</p> <p>Strategy's Expected Result/Impact: Increased tutorial attendance and fewer 9 week failures</p> <p>Staff Responsible for Monitoring: Teachers, Counselors, Administrators, and Support Staff</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
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Strategy 4 Details	Reviews			
<p>Strategy 4: Instructional technology will be utilized to enhance instruction using Chromebooks provided by the districts Instructional Technology department.</p> <p>Strategy's Expected Result/Impact: Classroom Walkthroughs</p> <p>Staff Responsible for Monitoring: Central Office Instructional Technologist(s), Principals</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 5 Details	Reviews			
<p>Strategy 5: Provide professional development for staff on instructional strategies for all subject areas including but not limited to Formative Assessments, Differentiated Instruction, etc.</p> <p>Strategy's Expected Result/Impact: Documentation of staff developments</p> <p>Staff Responsible for Monitoring: Administration, Curriculum Director, and Asst. Superintendent</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 6 Details	Reviews			
<p>Strategy 6: Create and implement lab classes for Algebra 1 and ELAR (literacy foundations classes)to increase scores for all students and sub-pops.</p> <p>Strategy's Expected Result/Impact: 50% of all students enrolled in the lab class will pass the STAAR retest in December. The remainder will pass in future administrations.</p> <p>Staff Responsible for Monitoring: Teachers, Counselors, Administrators, and Support Staff</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 7 Details	Reviews			
<p>Strategy 7: Provide ESL certification training from Region 10 so that all English teachers will be ESL certified by the end of the 2019-2020 school year. We have one teacher who just tested, all others are ESL certified.</p> <p>Strategy's Expected Result/Impact: Increased passing rates on state assessments for ELL's</p> <p>Staff Responsible for Monitoring: Teachers, Counselors, Administrators, and Support Staff</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 8 Details	Reviews			
<p>Strategy 8: Formation of ESL classes to improve EL's scores on reading and math. Also purchase dual language dictionaries for student use.</p> <p>Strategy's Expected Result/Impact: Increased passing rates on state assessments for ELL's</p> <p>Staff Responsible for Monitoring: Teachers, Counselors, Administrators, and Support Staff</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 9 Details	Reviews			
<p>Strategy 9: Purchase and implement Hooked on Phonics to increase SPED reading scores. Also, use SRA units in ESL and resource English classes to increase reading levels.</p> <p>Strategy's Expected Result/Impact: Increased passing rates on state assessments for SPED students</p> <p>Staff Responsible for Monitoring: SPED Teachers, Counselors, Administrators, and Support Staff</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 10 Details	Reviews			
<p>Strategy 10: CHS students that are placed in DAEP will be visited at least once weekly by their teachers and daily by Mr. Ron Dizer certified sped teacher who will assist with work transport as well as ensure academic success. Upon reentry to CHS, students will have a transition meeting to ensure they have a successful return.</p> <p>Strategy's Expected Result/Impact: Increase the level of academic success for students going in to and out of DAEP and ensuring thier success during their placement.</p> <p>Staff Responsible for Monitoring: CHS admin and CHS sped department</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
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No Progress



Accomplished



Continue/Modify



Discontinue

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

Performance Objective 2: Improve students' college and career readiness (specifically testing readiness) in the Spring 2023 semester by offering test prep and testing schedule to all students. CCMR Coordinator will host test prep days (ACT, SAT, ASVAB, etc) and TSIA2 Bootcamps (Math & ELAR) several times at varied levels. TSIA2 will be offered at the CHS campus for students several times in the spring.

Evaluation Data Sources: TSIA2 scores pretest and post test

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase student performance on the SAT /ACT by embedding test prep into English classes and math classes. Also add several test prep books in the library for students to checkout and prepare for test. Also with the Aspire program we will have ACT/SAT prep with Mark Tarpley. Parent meetings will be conducted in these areas.</p> <p>Strategy's Expected Result/Impact: End of year performance report, library checkout report</p> <p>Staff Responsible for Monitoring: College and Career Readiness Coordinator(s), Counselor, Administrators, Teachers</p> <p>Title I: 2.5, 4.1, 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Provide college and career awareness opportunities throughout the year such as college visits, guest speakers, My College Mondays, and focused discussions during classes. Examples: The 9-11 CCRC will bring in guest speakers once a month. The 12th grade CCRC will meet with students every Monday during their English class. We are going to host a career fair here in October and a FAFSA and College night here in October as well as a C&CR signing day in the Spring.</p> <p>Strategy's Expected Result/Impact: Calendars, sign-up sheets, attendance sheets, other forms of documentation</p> <p>Staff Responsible for Monitoring: College and Career Readiness Coordinator(s), Counselor, Administrators</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Ensure personal graduation plans are updated and accurate using the new endorsement plan form and the CHS endorsement handbook.</p> <p>Strategy's Expected Result/Impact: 100% of the plans are updated with individual folders made for each student</p> <p>Staff Responsible for Monitoring: College and Career Readiness Coordinator(s), Counselor, Administrators</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
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Strategy 4 Details	Reviews			
<p>Strategy 4: Conduct parent and student awareness nights such as Meet the Tiger Night (Curriculum Night) and Tiger with a Plan Night (8th graders transitioning to HS) during the year.</p> <p>Strategy's Expected Result/Impact: Calendar, sign-up sheets, attendance sheets</p> <p>Staff Responsible for Monitoring: College and Career Readiness Coordinator(s), Counselor, Administrators</p> <p>Title I: 4.1, 4.2</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 5 Details	Reviews			
<p>Strategy 5: Utilize A+ online curriculum for credit recovery, make-up work, DAEP students, and dropout prevention.</p> <p>Strategy's Expected Result/Impact: All students graduate</p> <p>Staff Responsible for Monitoring: College and Career Readiness Coordinator(s), Counselor, Administrators</p>	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 3: CHS will continue our Write Across the Campus initiative in 2022-2023 with the expectation that all teachers in all subject areas have students writing 1-2 times per week. Writing will be practiced for sustained periods with correct syntax, focusing on new STAAR redesign question types. The whole campus will focus on these strategies during Tiger Time every week during Writing Wednesdays.

Evaluation Data Sources: Student STAAR scores will reflect understanding of new question types, specifically those including constructed response.

Summative Evaluation: Some progress made toward meeting Objective

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

Performance Objective 4: We have added A and B lunch so that we have tutorial periods that have roll call. Each student will be in a 30 minute HB 4545 class if necessary or they will be in a Tiger Time tutorial period.

Evaluation Data Sources: Each teacher is responsible for their HB 4545 class or Tiger Time.

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 1: CHS will maintain facilities that are comfortable and conducive to the teaching/learning process. We are in need of new air conditioners in areas of CHS. We are continuing with our project Operation Tiger Terrace. This space will be an outdoor eating area that doubles as an outdoor classroom. The concrete has been donated and we have purchased outdoor tables. We are still working on the plants with the assistance of the garden club and the art work from Tracy Brown and Katie Ritchie.

Evaluation Data Sources: AP and Principal will do regular walks of CHS facilities and work with maintenance and janitorial services to keep facilities upgraded.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Continuation of the "Building Committee" to make cosmetic improvements to CHS (examples: repaint teachers workrooms, redecorate front entrance which includes the front lawn and foyer). Strategy's Expected Result/Impact: Completion of the cosmetic improvements Staff Responsible for Monitoring: CHS teachers, counselor(s), administrators, janitors, and coaches</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Revamp the CHS library by turning it into a store and media center (examples include: new modern furniture, multiple device outlets, coffee and hot cocoa available). Strategy's Expected Result/Impact: staff input survey, acquire grants and funding to begin remodeling Staff Responsible for Monitoring: District librarian and administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Continuation of the "Tiger Roar Committee" to build staff and student morale and promote comradeship. Examples include: random teacher appreciation days, classroom contest, themed potlucks, etc. Strategy's Expected Result/Impact: Department socials, staff/student contest, snacks, Sonic drinks, jean days, etc. Staff Responsible for Monitoring: Committee members composed of teachers and assistant principal, random involved students.</p>	Formative			Summative
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Strategy 4 Details	Reviews			
Strategy 4: New carpet and paint will be requested during the school year. Strategy's Expected Result/Impact: All items will be visible and cleanliness will be evident Staff Responsible for Monitoring: CISD Central Administration, Principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Utilize Texas A&M University-Commerce for student support in conjunction with the Aspire program. Continue the Pride Prep program as our first cohort are now Seniors. Strategy's Expected Result/Impact: Continue to ask and utilize any help from TAMU-C Staff Responsible for Monitoring: TAMUC President and staff, CISD Central Administration, and CHS Administration.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Continue to build and improve relationships with GCA to maintain high standards of cleanliness at CHS. This will include weekly walkthroughs with GCA and the principal. Strategy's Expected Result/Impact: Maintenance Evaluations Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 2: Maintain an orderly environment and reduce office referrals. Through Restorative Practices we will reduce the discipline issues on campus. Our staff is always creating alternative ways to reduce student disruption.

Strategy 1 Details	Reviews			
<p>Strategy 1: The Restorative Practices initiative will be implemented through campus related activities. Professional training will be provided. Teachers will learn how to build relationships with students by understanding each individual student's cultural and moral values. Teachers will have RP circles quarterly.</p> <p>Strategy's Expected Result/Impact: Reduction in discipline referrals and better staff/student relationships, weekly calendars, embedded RP will be embedded into weekly lesson plans</p> <p>Staff Responsible for Monitoring: Administrators, Assistant Superintendent, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Student clubs will be implemented to develop a student connection to the campus (Examples: Spanish, Game club, ACE/BGC, Chess, etc.).</p> <p>Strategy's Expected Result/Impact: Increase in student participation in extracurricular activities, sign-in sheets and passes during lunch</p> <p>Staff Responsible for Monitoring: Club Sponsors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Continue incentives that reward academic success, e.g., Honor Roll, Award Assemblies, certificates, Board Recognition, attendance incentive, newspaper, social media, and parent square communications.</p> <p>Strategy's Expected Result/Impact: Students recognized</p> <p>Staff Responsible for Monitoring: Faculty and Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Begin incentives that promote camaraderie between students and teachers. Examples include: door decorating contest, Halloween costume contest, and ugly Christmas Sweater competitions. Quarterly teacher rewards will be continued.</p> <p>Strategy's Expected Result/Impact: Students and teachers are recognized</p> <p>Staff Responsible for Monitoring: Faculty and Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 3: Expect and promote a safe school environment.

Evaluation Data Sources: We have cut down on our vaping issues with our policies from last year. We have a zero tolerance policy on fighting at CHS. Our students also are not allowed to wear slides, Crocs or slippers to school for safety reason. Students are not allowed to wear ear buds in the hallway for safety and communication purposes.

Strategy 1 Details	Reviews			
Strategy 1: Conduct safety drills in accordance with district policy, fire, lock down, active shooter. Strategy's Expected Result/Impact: Safety drill log Staff Responsible for Monitoring: Principal and District Safety Coordinator	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: All staff will be trained in actively monitoring and school safety procedures. Staff will actively monitor students in between class periods, in the cafeteria, common areas, and classrooms. Strategy's Expected Result/Impact: Reduction in referrals and revamped duty rosters and supervision schedules Staff Responsible for Monitoring: All faculty and staff, all campus administrators, and SRO	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: An additional full time SRO will be housed at CHS. Commerce Police Department will stop by occasionally at CHS for visits, we will have an office for a DPS officer and K9 unit from Hunt County will do regular drugs and weapon searches. Strategy's Expected Result/Impact: Increased awareness of CPD Staff Responsible for Monitoring: All faculty and staff, all campus administrators, and SRO	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 4: Establish a campus-wide initiative that will promote self-esteem, responsible behavior, including anti-bullying, and enhance students' ability to be successful productive citizens.

Evaluation Data Sources: In our RP circles keep the pulse of campus to avoid conflicts.

Strategy 1 Details	Reviews			
<p>Strategy 1: Student clubs will be implemented to develop a student connection to the campus (Examples: Spanish, Danger Zone spirit club, NHS, Game club, foreign language club, Chess, etc.).</p> <p>Strategy's Expected Result/Impact: Increase Student Membership Opportunities to 75% of Student Involvement in at least one activity.</p> <p>Staff Responsible for Monitoring: Club Sponsors, Teachers, Administrators</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All professional staff members will receive training in the use of positive behavior supports for all students. The Restorative Practices initiative will be implemented through campus related activities.</p> <p>Strategy's Expected Result/Impact: Reduction in referrals and revamped duty rosters and supervision schedules</p> <p>Staff Responsible for Monitoring: Administrators, Assistant Superintendent, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Possible implementation of the 100 hour volunteer cord seniors can receive if they complete all hours between their 9th -12th grade year. Examples: Clothe a Child, Reading and Writing Night at CES, etc.</p> <p>Strategy's Expected Result/Impact: Increase in student volunteer opportunities to 50% of the student body. Incentive includes the volunteer cord during scholarship night and at the graduation ceremony.</p> <p>Staff Responsible for Monitoring: Counselors, Administrators, NHS, etc.</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 4 Details	Reviews			
<p>Strategy 4: Class Wars to promote charitable actions among students. Examples include: House fire victims, pop top food drive, Pack the Paw for Hurricane or Disasters relief, etc.</p> <p>Strategy's Expected Result/Impact: Show the importance of giving back to your community</p> <p>Staff Responsible for Monitoring: Administration, Teachers, etc.</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: CHS/A.C. Williams Adopt a Student Mentoring program. Other examples include: Curriculum Nights at CES, etc.</p> <p>Strategy's Expected Result/Impact: Visit with and inspire the younger generation</p> <p>Staff Responsible for Monitoring: CHS/A.C. Williams/CES Principals, volunteer extracurricular students, NHS Sponsor, etc.</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
<p>Strategy 6: 6) CHS extra-curricular students, students that drive on campus, or students that parents wish to have them tested will be regularly drug tested in a district approved, drug testing program.</p> <p>Strategy's Expected Result/Impact: To lower drug use by students by giving them another reason to say no to drug use.</p> <p>Staff Responsible for Monitoring: CHS admin team, sponsors.</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 5: Use our criminal justice explorer program and law enforcement classes to promote a safe campus.

Evaluation Data Sources: We have very few drug arrests or weapons arrests at CHS.

Strategy 1 Details	Reviews			
<p>Strategy 1: Using the CPD and CISDPD explorer program allow students to gain insight into law enforcement jobs as well as compete with other schools using skills they gain in the program.</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 6: We use hand sanitizers and masks if a student requests to reduce the risks of Covid 19.

Evaluation Data Sources: Number of cases and closures compared to area schools.

Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 1: Provide opportunities for family engagement in the educational process. Have nights to engage parents, Meet the Tiger, Tiger with a Plan, Pride Prep info meeting nights, dual credit info nights, FAFSA night, Back to School Bash. ACE/21st Century grant will provide meals after school and will increase parent involvement after school visits.

Evaluation Data Sources: Increase in the amount of parental involvement at CHS.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct parent and student awareness nights such as Meet the Teacher Night (Curriculum Night), Health and Safety Fair, and Tiger with a Plan Night (8th graders transitioning to HS) during the year.</p> <p>Strategy's Expected Result/Impact: Calendar, sign-up sheets, attendance sheets, feedback sheets</p> <p>Staff Responsible for Monitoring: College and Career Readiness Coordinator(s), Counselor, Administrators</p> <p>Title I: 2.4, 2.5, 4.1, 4.2</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Host a minimum of 2 Site Based Decision Making Committee Meetings a school year.</p> <p>Strategy's Expected Result/Impact: Provides parents and community members an opportunity to voice their opinions. Feedback sheets after reviewing data.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 2: We are in our second year for our seniors "Last first day of school" breakfast. This is now a parent lead breakfast at the beginning of the year instead of at the end of the year.

Evaluation Data Sources: We had an excellent turnout our first year and second year and are very excited about this event moving forward.

Summative Evaluation: Significant progress made toward meeting Objective

Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 1: Recruit, develop and retain highly qualified employees in an environment that embraces diversity, if we have minority applicants, ensure they get to interview to try to increase our amount of minority employees.

Evaluation Data Sources: Employment application files through TJN.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Administrators and Department Chairs will meet formally and informally with novice and veteran teachers to discuss the individuals concerns and needs, all new staff will have a mentor teacher.</p> <p>Strategy's Expected Result/Impact: New Strive CHS walkthrough forms and new CHS feedback forms. Providing more opportunities for coaching and support of our teachers.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Department Chairs</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
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Strategy 2 Details	Reviews			
<p>Strategy 2: District and campus administrators will recruit, retain, and hire highly qualified teachers with a focus on increasing the percent of minority professional staff members.</p> <p>Strategy's Expected Result/Impact: Hired staff that reflects campus demographics</p> <p>Staff Responsible for Monitoring: CHS Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
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Strategy 3 Details	Reviews			
<p>Strategy 3: In order to utilize certified teachers to the fullest, additional aides will be needed to cover classes.</p> <p>Strategy's Expected Result/Impact: Hired staff that meets the campuses needs</p> <p>Staff Responsible for Monitoring: CHS Administration and Central Office</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 2: I try to focus on developing a strong relationship with our teachers. Building relationships helps with over all job satisfaction and teacher retention.

Evaluation Data Sources: Being consistent on a daily basis checking in with teachers over all well being.

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

Performance Objective 1: We will develop and maintain strategic parent engagement and community partnerships.

Evaluation Data Sources: Keep logs of events, partnerships, communication logs.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Create and maintain our SBDM that meets at least 2 times each year. Strategy's Expected Result/Impact: Sign-in sheets plus feedback forms from meetings Staff Responsible for Monitoring: Principals, Counselor</p> <p>Title I: 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Register more students for Upward Bound program. Strategy's Expected Result/Impact: Recruiter list Staff Responsible for Monitoring: Counselor and Principals</p> <p>Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Increase opportunities for students to participate in CTE programs of study and certification opportunities. Through the District of Innovation program we will be able to offer new endorsements. Increase our number of CTE industry based certifications. Strategy's Expected Result/Impact: Classes scheduled and increased CTE class enrollment Staff Responsible for Monitoring: Principals, C&C Coordinator(s), Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Continue to increase Dual Credit opportunities from TAMUC and PJC for students. Also, increase minority and low SES participation in Pride Prep and Dual Credit classes. Work with CMS staff to recruit minority applicants to Pride Prep.</p> <p>Strategy's Expected Result/Impact: Classes scheduled and student registration</p> <p>Staff Responsible for Monitoring: Principals, C&C Coordinator(s), Counselor, TAMU-C program coordinators, CMS Administrators</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Face-to-face parent/teacher conferences are held at regular intervals throughout the nine weeks on an as-needed basis to discuss student progress toward learning goals and assessment results. MTSS, 504, and ARD meetings will be held as needed or recommended. We continue with specific goals for parent contact frequency.</p> <p>Strategy's Expected Result/Impact: Participation in events and reciprocal communication</p> <p>Staff Responsible for Monitoring: Teachers, Principals, Counselor</p> <p>Title I: 2.4, 2.6, 4.2</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 2: CISD will create a Safety and Security committee. They will prioritize and follow safety and security actions.

Strategy 1 Details	Reviews			
Strategy 1: An officer will be present at all campuses for at least part or most of the day when staff and students are present. Strategy's Expected Result/Impact: Increased safety and security. Staff Responsible for Monitoring: CISD PD and Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: All exterior doors will be locked and classroom doors will be locked during instructional time. Doors and locks will be functional and checked weekly. Strategy's Expected Result/Impact: Increased safety Staff Responsible for Monitoring: CISD PD Chief and Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Drills are scheduled before the school year and drills and training are conducted throughout the school year for staff and students. Strategy's Expected Result/Impact: Increased safety Staff Responsible for Monitoring: CISD Police Chief and Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Building interiors and exteriors, pick up and drop off points should have video monitoring capability. Staff Responsible for Monitoring: CISD PD Chief and Principals	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				