

CARTHAGE ISD

District Improvement Plan 2019/2020

WHERE CHAMPIONS ARE EDUCATED



CARTHAGE ISD

Mission

The Mission of the Carthage ISD to provide every student with a first-class education, safe environment, and the necessary resources to guarantee every student's academic, social, and emotional success.

Vision

By 2025, Carthage ISD will create a climate of excellence, that inspires all students to achieve high levels of academic, co-curricular, and extracurricular performance and exhibit good citizenship that will ensure success in each student's college and career pathway of choice.

Nondiscrimination Notice

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

CARTHAGE ISD Site Base

Name	Position
Almeida, Collin Porter	Student
Bishop, Angie	PCSSA - Director
Brown, Isha	Parent
Burchett, Fatha	Community Member
Cooke, Tonya	Parent
Dieter, Julie	Special Ed Teacher - Baker Koonce
Hambrick, Kelly	Teacher - CHS - CTE
Isbell, Amber	Teacher - Carthage Primary
Lee, Scott	Teacher - CJHS
Meck, Patsy	Business Representative
Porter, Donna	District Representative
Shields, Paulette	Teacher - CP
Smith, Mary Katherine	Student
Smith, Sherri	Counselor - CP
Weeks, Karol	Teacher - Libby Elementary

2019 - 2020 BOARD OF TRUSTEES

President: Dr. Ben Donald

Vice President: Mr. Ken Andrus

Secretary: Mrs. Mary Ella Sherman

Member: Mr. Truman Shirey

Member: Mr. Frank Willis

Member: Mr. Elzie Hicks

Member: Mr. Paul Beatty

BOARD GOALS

CARTHAGE INDEPENDENT SCHOOL DISTRICT

By the spring of 2022, CISD will exceed national, state, and regional performance by demonstrating positive academic student growth on a number of assessment measures compared to the regional, state, and national averages.

BOARD PRIORITIES:

CISD will close the achievement gap to ensure that all students reach their academic potential by providing a high-quality curriculum and effective instruction.

CISD will improve student preparation for college and career.

CISD will maintain a safe and secure environment and continue to build a positive school culture and relationships with all stakeholders.

CISD will recruit, develop and retain highly qualified personnel by providing strong school leadership and effective, well supported teachers.

CISD will improve student preparation for college and career.

CARTHAGE ISD

Goal 1. By the spring of 2022, CISD will exceed national, state, and regional performance by demonstrating positive academic student growth on a number of assessment measures compared to the regional, state, and national averages.

Objective 1. CISD will recruit, develop and retain highly qualified personnel by providing strong school leadership and effective.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. District and Campus Administrators will attend weekly Instructional Leadership Meetings for planning and growth purposes. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3)	Assistant Superintendent, Chief Learning Officer, Superintendent	2019-2020 SY	(L)Local, (S)State	Formative - Scheduled Meetings Agendas Minutes of Meetings
2. District and Campus Administrators will attend professional development through various sources. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,3)	District and Campus Administration	2019 - 2020 SY	(L)Local, (S)State	Summative - Documented Meetings
3. District and Campus Administrators will monitor specific targets including but not limited to teacher and student attendance, lesson planning, discipline, grade reporting, formative and other academic assessments, enrollment, and community communications. (Title I SW Elements: 1.1,2.2,2.4,2.5) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,4,5,6,7)	District and Campus Administration	2019 -2020 SY	(L)Local, (S)State	Formative - Data Analysis Percentage of Monitored Targets Surveys
4. District and Campus Administrators will perform regular coaching visits to assess academic excellence in assigned teacher's classrooms. (Title I SW Elements: 1.1,2.2,2.4,2.5,2.6,3.2) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 1,2,3,4,6,7)	District and Campus Administration	2019 - 2020 SY - Daily	(L)Local, (S)State	Formative - CTAS Evaluations Coaching Visits Documentation
5. District and Campus Administrators will join appropriate State associations/organizations that promote excellence in school leadership. (Title I SW Elements: 1.1,2.4) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 1,2,3,5,6,7)	District and Campus Administration	Fall 2019	(L)Local, (S)State	Summative - Association Memberships Attendance to Conferences

CARTHAGE ISD

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Objective 2. CISD will recruit, develop and retain highly qualified personnel by providing effective, well supported teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will join the Personnel Services Cooperative and Online Application Consortium with Region VII. (Title I SW Elements: 1.1,2.3) (Target Group: All) (Strategic Priorities: 1) (CSFs: 7)	Human Resources Director, Principal	Summer/Fall 2019 Spring 2020	(L)Local, (S)State	Summative - Submitted Applications Number of Hired Employees
2. CISD will request professional development waiver days to provide teachers with quality training in effective teaching practices. (Title I SW Elements: 1.1,2.1,2.3,2.4,2.5,2.6) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,6,7)	Assistant Superintendent	Summer 2019	(L)Local, (S)State	Summative - District Calendar Agenda and Notes from Professional Development
3. CISD will schedule professional development days at the end of each six-weeks period to enable teachers to review formative assessment data and trainings to enhance classroom teaching strategies. (Title I SW Elements: 1.1,2.1,2.2,2.3,2.4,2.5,2.6,3.2) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,4,6,7)	Assistant Principal, Chief Learning Officer	9/30/19 - 11/11/19 - 01/6 & 7/2020 - 02/17/20	(L)Local, (S)State	Summative - Agendas Sign-in Sheets
4. CISD will provide an online teacher tool box that will supply resources for teachers answering technical questions and providing educational assistance in pedagogical practices. (Title I SW Elements: 2.2,2.4,2.5) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,4,7)	Chief Learning Officer	Continual 2019 - 2020	(L)Local, (S)State	Summative - Online Teacher Tool Box at www.carthageisd.org
5. CISD will develop criteria and implement a plan to develop master teacher leaders at each campus. (Title I SW Elements: 2.3,2.4) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 3,6,7)	Assistant Superintendent, Business Office, Chief Learning Officer, Superintendent	Fall 2019	(F)Title I, (S)State	Summative - Document Criteria List of Master Teachers
6. CISD will provide a competitive teacher pay scale to attract and retain quality teachers. (Title I SW Elements: 2.1,2.3) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 7)	Business Office, CISD Board, Superintendent	Fall 2019	(F)Federal, (L)Local, (S)State	Summative - CISD Teacher Pay Scale

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Objective 2. CISD will recruit, develop and retain highly qualified personnel by providing effective, well supported teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. CISD will implement monthly positive incentives to reinforce and maintain a culture of teacher support. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 1) (CSFs: 5,6)	Climate Committee, Community Partners, Local Businesses	Monthly 2019 - 2020 SY	(L)Education Foundation, (L)Local, (L)Local Business Donations	Summative - List of Activities

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Objective 3. CISD will close the achievement gap to ensure that all students reach their academic potential by providing a high-quality curriculum and effective instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will implement an innovative, online lesson plan that supports effective teaching practices under a hierarchy of instructional excellence that promotes student engagement. (Title I SW Elements: 1.1,2.2,2.3,2.4,2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,7)	Assistant Superintendent, Chief Learning Officer, Superintendent, Teacher(s), Technology Coordinator/Personnel	Fall 2019	(L)Local, (S)State	Summative - Weekly Online Lesson Plans Submitted by Teachers
2. CISD will provide TEKS Resource system as a framework for high quality curriculum. (Title I SW Elements: 2.3) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1)	Chief Learning Officer, CISD Board, Superintendent	2019 - 2020 SY	(L)Local, (S)State	Summative - Membership with TEKS Resource Region VII Curriculum Support Teams
3. CISD will implement a 3 year plan for 1 to 1 technology for all students to access viable curriculum components and resources. (Title I SW Elements: 1.1,2.2,2.3,2.6) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,4)	CISD Board, Superintendent, Technology Coordinator/Personnel	2019 - 2022	(F)Federal, (L)Local, (S)State	Summative - Inventory of 1 to 1 student technology
4. CISD will offer dyslexia screenings and programs to identified at risk students. (Target Group: AtRisk,Dys) (Strategic Priorities: 2) (CSFs: 1)	Dyslexic Teacher, Teacher(s)	Fall 2019	(F)Title I	Summative - Roster of Dyslexia Students MTA Program Reports
5. CISD will enlist assistance from Region VII to address English Learners academic gaps. (Title I SW Elements: 2.5) (Target Group: ESL,Migrant,LEP,AtRisk) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal, Counselor(s), ESL Coordinator, Teacher(s)	2019-2020	(F)Title III Bilingual / ESL, (L)Local, (S)State	Summative - Region VII Cooperative Records
6. CISD will have campus teams review and monitor students to be referred to RTI, 504 and Special Education programs. (Title I SW Elements: 2.1,2.3,2.6,3.1) (Target Group: ECD,LEP,SPED,M,F,AtRisk,Dys) (Strategic Priorities: 2,4) (CSFs: 1)	CIT committee, Dyslexic Teacher, Instructional Coordinator, Principal	2019 -2020 SY	(F)Federal, (F)IDEA Special Education, (L)Local, (S)State	Summative - 504 / RTI / Special Education documentation on each students including ARDs / evaluations / student records
7. CISD will ensure that students have a +10	Chief Learning Officer, Principal,	Fall 2019	(L)Local, (S)State	Summative - Individual student

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
academic achievement goal. (Title I SW Elements: 2.6) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,6,7)	Students, Teacher(s)			+10 Goal Sheets
8. CISD will provide the Academic Content Contracted Services for teacher professional development. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 1,2) (CSFs: 1,2,3,4,6,7)	Region VII	2019 -2020	(L)Local, (S)State	Summative - Region VII Contract Professional Development Certificates Earned

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Objective 4. CISD will maintain a safe and secure environment and continue to build a positive school culture and relationships with all stakeholders.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will continue sponsoring and supporting the Guardian Program. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (CSFs: 6)	Superintendent	2019 -2020	(L)Local, (S)State	Summative - Guardian Program Membership Roster
2. CISD will support campus Parent/Teacher Groups. (Title I SW Elements: 2.1,2.3,3.1,3.2) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6)	Climate Committee, Community Partners, Community Volunteers, Principal, Teacher(s)	2019 -2020 SY	(L)Local	Summative - Parent/Teacher Membership Committee
3. CISD will begin replacing door locks throughout the district. (Title I SW Elements: 2.3) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 6)	Assistant Superintendent, Maintenance workers	Summer 2019 - May 2020	(L)Local, (S)State	Summative - Inventory/List of Replacement Locks
4. CISD will provide training to faculty and staff concerning suicide prevention, conflict resolution, violence prevention (including bullying), CPS reporting. (Title I SW Elements: 2.6) (Target Group: All) (Strategic Priorities: 4) (CSFs: 6)	Principal, Region VII, School Nurse	Fall 2019	(L)Local, (S)State	Summative - Training Records
5. CISD will promote positive social media releases to the parents and community. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 5,6)	All School District Personnel	2019 -2020	(O)Other	Summative - EOY Survey
6. CISD will promote district personnel and students to be active in local radio and newspaper promotions of the school. (Title I SW Elements: 2.3,2.6) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 5,6)	All School District Personnel	2019 -2020	(O)Other	Summative - Promotional Spots on the Local Radio and Articles in the Local Newspaper
7. CISD will promote student, parent and community usage of CampusEye an online antivictimization (including bullying) program. (Title I SW Elements: 2.6) (Target Group: All) (Strategic Priorities: 4) (CSFs: 6)	Assistant Principal(s)	2019 -2020	(O)Donation	Summative - Usage Report of CampusEye
8. CISD will promote campus positive behavior and character education programs. (Title I SW Elements: 1.1,2.6) (Target Group: All)	Counselor(s), Principal	2019 -2020	(L)Local Business Donations, (S)State	Summative - Discipline Records Character Education Program Activities

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Strategic Priorities: 4) (CSFs: 5,6)				

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Objective 5. CISD will improve student preparation for college and career.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD will investigate options to enhance and expand CTE programs. (Title I SW Elements: 1.1,2.1,2.2,2.3,2.6) (Target Group: SPED,CTE,M,F,AtRisk) (Strategic Priorities: 3) (CSFs: 5,6)	Chief Learning Officer, Community Partners, CTE Teachers, Local Businesses, Principal	2019 -2020 SY	(F)CTE, (L)Local, (S)State	Summative - CTE Program Book Agendas Sign-in Sheets Minutes
2. CISD will explore opportunities to develop new classes to support CTE programs. (Title I SW Elements: 2.1) (Target Group: CTE,M,F,AtRisk) (Strategic Priorities: 3) (CSFs: 1)	Chief Learning Officer, CIT committee, Principal	2019 -2020		Summative - List of New Classes
3. CISD will maintain an articulation agreement with Panola College. (Title I SW Elements: 2.2,2.3,2.6,3.2) (Target Group: 10th,11th,12th) (Strategic Priorities: 3) (CSFs: 1)	Counselor(s), Principal, Superintendent	Summer 2019	(F)Federal, (L)Local, (O)Other, (S)Local Funds	Summative - Dual Credit Course Rosters
4. CISD will support various student clubs/associations and UIL competitions. (Title I SW Elements: 2.6) (Target Group: All) (Strategic Priorities: 3) (CSFs: 5,6)	Principal, Teacher(s), UIL Coaches	2019 - 2020	(L)Local, (O)Donation	Summative - Student Club/Association Membership Rosters List of UIL competitions
5. CISD will promote campus activities that target student preparation for college and career readiness. (Title I SW Elements: 2.6) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,3,5,6)	Principal	2019 -2020	(L)Education Foundation, (L)Local, (O)Donation, (S)State	

Resources

Resource	Source
No rows defined.	

See attached file Migrant Priority for Service Action Plan

See attachment for Migrant Identification and Recruitment Action Plan