

College Station Independent School District

Annual District Improvement Plan
2023-2024



Board Goals Approval Date: April 18, 2023

Table of Contents

Mission, Vision , & Board Commitments	4
Strategic Design Goals & Evidence of Impact	6
Goals, Specific Results, Strategies, and Action Steps	6-24
<u>Goal 1, Specific Result 1.1</u>	7
<u>Goal 1, Specific Result 1.2</u>	8-9
<u>Goal 1, Specific Result 1.3</u>	10
<u>Goal 1, Specific Result 1.4</u>	11
<u>Goal 2, Specific Result 2.1</u>	12
<u>Goal 2, Specific Result 2.2</u>	13
<u>Goal 3, Specific Result 3.1</u>	14
<u>Goal 3, Specific Result 3.2</u>	15
<u>Goal 3, Specific Result 3.3</u>	16
<u>Goal 4, Specific Result 4.1</u>	17
<u>Goal 4, Specific Result 4.3</u>	17

<u>Goal 5, Specific Result 5.1</u>	18
<u>Goal 5, Specific Result 5.2</u>	19
<u>Goal 5, Specific Result 5.3</u>	20
<u>Goal 5, Specific Result 5.4</u>	21
<u>Goal 6, Specific Result 6.1</u>	22
<u>Goal 6, Specific Result 6.2</u>	23
<u>Goal 6, Specific Result 6.3</u>	24
<u>Appendix A: Executive Comprehensive Needs Assessment Summary</u>	25-27
<u>Appendix B: District Professional Learning Plan</u>	28
<u>Appendix C: Federal and State Requirements</u>	29-36
<u>Appendix D: District Educational Improvement Council Members 2022-2023</u>	37

Mission Statement

Success Each Life, Each Day, Each Hour

Vision

CSISD learners, teachers, leaders and the community collaborate to foster lifelong learning through relevant growth opportunities and meaningful relationships. Together we prepare our learners for their own unique success each life, each day, each hour.

CSISD Board Beliefs and Commitments

We believe the purpose of education is to develop productive citizens.

CSISD will...

- Promote community engagement
- Recognize the diverse perspectives of others
- Demonstrate mutual respect for all
- Ensure students are prepared for careers, college or the military

We believe educators and students can be lifelong learners, who are excited to engage in learning together.

CSISD will...

- Facilitate self-directed, meaningful, real world learning experiences
- Motivate students to explore and discover challenging experiences
- Nurture enthusiasm for learning

We believe relationships and communication are driving forces in education.

CSISD will...

- Encourage and strengthen communication opportunities amongst families, learners, educators and community members
- Provide professional learning and support to build positive relationships

We believe critical thinking, real world problem-solving and engaged learning are crucial to a learner's success now and in the future.

CSISD will...

- Design opportunities for students to experience learning beyond the classroom
- Foster student voice and ownership in learning
- Provide professional learning and support for educators to ensure the development of critical thinking and engaged learning

We believe the skillful use of technology can enhance learning experiences.

CSISD will....

- Provide equitable access to technology
- Ensure technology is used to enrich educational experiences
- Provide professional learning and support to educators and learners

CSISD Strategic Design Goals

1. CSISD will enhance effective instructional practices by implementing innovative and personalized learning experiences.
2. CSISD will elevate academic outcomes of historically underperforming student groups.
3. CSISD will enrich students' school experience by strengthening relationships between students, staff, and families.
4. CSISD will cultivate and strengthen intentional partnerships with local businesses, community organizations, and higher education agencies.
5. CSISD will improve the technology ecosystem by increasing access to devices, strengthening technology infrastructure, and ensuring a safe and secure digital environment.
6. CSISD will transform the learner experience through purposeful integration of instructional technology to augment the teaching and learning process.

Evidence of Impact

As a result of implementing the strategies and action steps in the district improvement plan, we expect to see the following evidence of impact at the end of the 2023-24 school year:

- Improved academic outcomes as demonstrated through NWEA MAP Growth, STAAR/EOC, and locally-created assessments
- Improved college, career, and military readiness outcomes
- Reduction in discipline referrals, ISS placements, and DAEP placements
- Walk through data that indicates student-centered instruction through the implementation of the Framework for Success
- Increase in T-TESS evaluation performance for teachers

Goal 1: CSISD will enhance effective instructional practices by implementing innovative and personalized learning experiences.

Specific Result 1.1: Provide a variety of learning experiences that address distinct learning needs, interests, aspirations, and cultural backgrounds of all learners.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Each campus will identify and implement next steps of the instructional phases of the CSISD Framework for Success implemented in years one and two to enhance depth and complexity of staffs' understanding	Campus Principals, Executive Directors of Elementary and Secondary Education	Time, Campus Funds	June 2023- June 2024	All				
Using a variety of data sources (end of year surveys, MAP data, etc.), campus principals will identify and implement their third phase of the CSISD Framework for Success to implement into their professional learning plans to improve instructional practices	Campus Principals, Executive Directors of Elementary and Secondary Education	Time, Campus Funds	June 2023- June 2024	All				
Campus staff will integrate the Framework for Success into onboarding of new campus staff	Campus Principals, Executive Directors of Elementary and Secondary Education	Time, Campus Funds	June 2023- June 2024	All				
Campus-based professional learning regarding the instructional framework will be designed to address the distinct learning needs, interests, aspirations, and cultural backgrounds of all learners with supports provided by district Curriculum & Instruction staff	Campus Principals, Executive Directors of Elementary and Secondary Education	Time, Campus Funds	June 2023- June 2024	All				

Evidence of Implementation:

- Campus Improvement Plans
- Campus Professional Development Sessions Documented in Professional Learning System
- Walk Through Data

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 1: CSISD will enhance effective instructional practices by implementing innovative and personalized learning experiences.

Specific Result 1.2: Create a system of personalized professional learning for all educators

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Provide foundational professional learning for district and campus administration on Professional Learning Communities in partnership with SolutionTree	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Leadership and Professional Learning	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II
Provide foundational learning to campus-level guiding coalitions and implement Professional Learning Communities on campuses designated as Cohort 1	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Leadership and Professional Learning	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II
Implement supports for teachers in individual growth toward T-TESS instructional goals	Campus Principals, Executive Directors of Elementary and Secondary Education	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II
Content area professional learning provided by the district will include differentiated learning experiences for teachers in their content areas	Directors of Elementary and Secondary Education, Director of Leadership and Professional Learning, Coordinators of	Time, Campus Funds	June 2023- June 2024	All				Title I Title II

	ELAR, Math, Science, & Social Studies, Title I Instructional Coaches							
Continue to use the CSISD Leadership Definition for personalized professional growth opportunities for campus administrators	Directors of Elementary and Secondary Education, Director of Leadership and Professional Learning	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II
Implement the CSISD Leadership Definition through personalized professional growth opportunities for aspiring leadership academies and district staff	Director of Leadership and Professional Learning	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II

Evidence of Implementation:

- Campus Improvement Plans
- Campus Professional Development Sessions Documented in Professional Learning System
- Walk Through Data
- Exemplars that represent:
 - Curated choices at campus and district levels
 - -Learning /doing model
 - -Coaching and Professional Learning Communities
- Campus Administrator Leadership Goals and Progress Monitoring

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Goal 1: CSISD will enhance effective instructional practices by implementing innovative and personalized learning experiences.

Specific Result 1.3: Engage in a process for student individual goal setting and progress monitoring

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Develop common structures for individual student goal setting and progress monitoring on campuses in Cohort one for professional learning communities	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Leadership and Professional Learning, Director of Assessment and Accountability, C&I Department	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II
Campus administrators in cohorts two and three will build understanding with educators on effectively using data from different assessment types, such as MAP, state, and district assessments	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Leadership and Professional Learning, Director of Assessment and Accountability, C&I Department	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II

Evidence of Implementation:

- Campus Improvement Plans
- Campus Professional Development Sessions Documented in Professional Learning System

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Goal 1: CSISD will enhance effective instructional practices by implementing innovative and personalized learning experiences.

Specific Result 1.4: Increase student achievement by implementing research based best practices in Tier I instruction in all classrooms

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Launch the Curriculum Management Plan to align expectations regarding curriculum implementation and instructional design across the district	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Leadership and Professional Learning, C&I Department	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II
Train and implement instructional best practices of standards alignment and assessment and formative feedback on all campuses	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Leadership and Professional Learning, Director of Assessment and Accountability, C&I Department	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II
Principals will select an instructional best practice focus area(s) to implement in conjunction with the phase of the Framework for Success based on instructional needs for students and monitor walk through data	Campus Principals, Executive Directors of Elementary and Secondary Education	Time, Campus & District Funds	June 2023- June 2024	All				

Evidence of Implementation:

- Campus Improvement Plans
- Campus & District Professional Development Sessions Documented in Professional Learning System
- Exemplars

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Goal 2: CSISD will elevate academic outcomes of historically underperforming student groups.

Specific Result 2.1: Increase student success of underperforming groups by establishing a calibrated, comprehensive academic Multi-Tiered System of Supports (MTSS) Program

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Implement aligned K-8 MTSS practices for reading and math in the CSISD MTSS Online Handbook	Campus Principals, Executive Directors of Elementary and Secondary Education, C&I Department	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All, with emphasis on identified underperforming student groups				
Align the 9-12 MTSS practices for reading and math based on stakeholder feedback through the revision of the CSISD MTSS Handbook	Campus Principals, Executive Directors of Elementary and Secondary Education, C&I Department	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All, with emphasis on identified underperforming student groups				
Continue to train and provide ongoing support for K-12 teachers on how to use student data, such as data sets in Performance Matters, to differentiate instruction	Campus Principals, Executive Directors of Elementary and Secondary Education	Time, Campus & District Funds	June 2023- June 2024	All, with emphasis on identified underperforming student groups				

Evidence of Implementation:

- Campus Improvement Plans
- Intervention Plans in Performance Matters
- Usage of MTSS Handbook Online

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Goal 2: CSISD will elevate academic outcomes of historically underperforming student groups.

Specific Result 2.2: Increase student success of underperforming groups by establishing a calibrated, comprehensive behavioral Multi-Tiered System of Supports (MTSS) Program

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Align the K-12 MTSS practices for behavior in Tier 1, 2, and 3 based on stakeholder feedback through the creation of behavioral processes in the CSISD MTSS Handbook	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Student Services, Director of Special Education	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023-June 2024	All, with emphasis on identified underperforming student groups				
Train and provide ongoing support for behavioral intervention in Tier 1 through campus-wide behavior expectations, classroom management, and positive behavior intervention and support (PBIS)	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Student Services, Director of Special Education	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023-June 2024	All, with emphasis on identified underperforming student groups				
Calibrate systems across the district for documenting student behavior infractions and processing discipline referrals	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Student Services, Director of Special Education	Time, Campus & District Funds	June 2023-June 2024	All, with emphasis on identified underperforming student groups				

Evidence of Implementation:

- Campus Improvement Plans
- Intervention Plans in Performance Matters
- Usage of MTSS Handbook Online: Behavioral Section

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 3: CSISD will enrich students' school experiences by strengthening relationships between students, staff, and families.

Specific Result 3.1: Provide training and ongoing support for staff in promoting positive relationships among students, staff and parents

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3			Supported by State or Federal Funds
Train and implement character education curriculum pre-K-12 that promotes positive relationships among students, staff and families	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Student Services	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All				

Evidence of Implementation:

- Campus Improvement Plans
- Exemplars

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 3: CSISD will enrich students' school experiences by strengthening relationships between students, staff, and families.

Specific Result 3.2: Provide training and ongoing support for staff in promoting positive relationships among students, staff and parents

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Assess current mentoring programs throughout the district and evaluate effectiveness	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Student Services	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All, with emphasis on identified underperforming student groups				
Determine types of non-academic supports needed for underperforming and at-risk students	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Student Services	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All, with emphasis on identified underperforming student groups				
Curate a list of community resources and support available for medical and financial support that is accessible by campus administration and counselors	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Student Services	Time, Campus & District Funds	June 2023- June 2024	All, with emphasis on identified underperforming student groups				

Evidence of Implementation:

- Mentoring Program Data
- List of Non-academic Supports Needed
- List of community Resources

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 3: CSISD will enrich students' school experiences by strengthening relationships between students, staff, and families.

Specific Result 3.3: Promote an engaging relationship between the school district and community

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Each campus will provide one community outreach activity during the school year to engage stakeholders off-campus in a more familiar setting	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Student Services	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All				
Each campus will identify and participate in one community service project	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Student Services	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All				
Share campus-based community outreach activities and community service projects with the broader CSISD community	Campus Principals, Executive Directors of Elementary and Secondary Education, Director of Student Services	Time, Campus & District Funds	June 2023- June 2024	All				

Evidence of Implementation:

- Campus Artifacts

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 4: CSISD will cultivate and strengthen intentional partnerships with local businesses, community organizations, and higher education agencies.

Specific Result 4.1: Develop a coordinated initiative for community partnerships

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Develop and publish systems that organize volunteer and service opportunities throughout the school district	Director of Communication & Community Partnerships Team	Time, District Funds	June 2023- June 2024	All				
Evidence of Implementation: <ul style="list-style-type: none"> Website for community volunteers to sign up System for campuses to match volunteers 								
√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue								

Goal 4: CSISD will cultivate and strengthen intentional partnerships with local businesses, community organizations, and higher education agencies.

Specific Result 4.3: Establish relationships with relevant and willing partners to meet identified needs

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Community partnership team will meet regularly to develop strategies to enhance community partnerships in areas identified as needs	Director of Communication & Community Partnerships Team	Time, District Funds	June 2023- June 2024	All				
Evidence of Implementation: <ul style="list-style-type: none"> Team agendas 								

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 5: CSISD will improve the technology ecosystem by increasing access to devices, strengthening technology infrastructure, and ensuring a safe and secure digital environment.

Specific Result 5.1: Increase the number of classroom sets of devices based upon assessment of needs

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Continue to purchase additional and replacement classroom devices and implement deployment plan across campuses	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				

Evidence of Implementation:

- Device Inventory
- Multi-year Purchase Plan
- Deployment Plan

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 5: CSISD will improve the technology ecosystem by increasing access to devices, strengthening technology infrastructure, and ensuring a safe and secure digital environment.

Specific Result 5.2: Improve the technology infrastructure, including enhancing WiFi access to ensure comprehensive coverage

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Continue upgrades of campus and administrative infrastructure, including network switch, cabling, power protection systems, servers and storage area network (SAN)	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				
Increase available bandwidth both on and between campuses	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				
Deploy new and upgraded WiFi access points based upon assessment of WiFi signal strength to ensure comprehensive coverage within all schools	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				

Evidence of Implementation:

- Project Completion

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 5: CSISD will improve the technology ecosystem by increasing access to devices, strengthening technology infrastructure, and ensuring a safe and secure digital environment.

Specific Result 5.3: Enhance the safety and security of the technology infrastructure to protect privacy of information and secure sensitive data

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Complete segmentation of the network to restrict access based upon user needs and increase security of systems	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				
Explore options to enhance monitoring of network activity for potential cybersecurity threats	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				
Provide ongoing employee training and behavioral assessment to ensure employees are well versed in cybersecurity risks associated with online activity	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				
Evaluate efforts to educate students about online risks and develop a plan to increase instruction in digital citizenship specifically related to cybersecurity threats	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				

Evidence of Implementation:

- Monthly assessments being conducted on a random sample of all employees, targeted retraining to be provided as required
- Systems, including upgraded firewall and filter, are in place to provide ongoing monitoring, blocking and notification

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 5: CSISD will improve the technology ecosystem by increasing access to devices, strengthening technology infrastructure, and ensuring a safe and secure digital environment.

Specific Result 5.4: Ensure efficient and effective technology staffing is maintained and technical support is readily available to users

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Evaluate current staffing model, including technicians and campus technology facilitators, relative to comparable districts around the state, and develop recommendations for any adjustments.	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				
Analyze work order complete to determine length of time from request to completion	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				
Evaluate existing processes for prioritization of needs and systems to provide transparency for users to determine areas of possible improvement	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				

Evidence of Implementation:

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√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 6: CSISD will transform the learner experience through purposeful integration of instructional technology to augment the teaching and learning process.

Specific Result 6.1: Establish and utilize a comprehensive instructional technology plan for teachers and staff

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Implement cohorts of instructional coaches, digital learning ambassadors, and teacher representatives who will participate in aligned professional learning communities to build capacity in their respective positions to integrate technology into instructional best practices.	Digital Learning Coordinator, Executive Directors of Elementary and Secondary Education	Time, District Funds	June 2023- June 2024	All				
Conduct walkthroughs to support and coach for implementation of learning from the instructional technology cohorts.	Campus Principals, Digital Learning Coordinator, Executive Directors of Elementary and Secondary Education	Time, District Funds	June 2023- June 2024	All				

Evidence of Implementation:

- Walk Through Data
- Artifacts from professional learning communities

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 6: CSISD will transform the learner experience through purposeful integration of instructional technology to augment the teaching and learning process.

Specific Result 6.2: Create and implement a comprehensive instructional technology plan for students at all levels

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Begin to integrate 2024-2025 Technology Integration TEKS into core content areas.	Digital Learning Coordinator, Executive Directors of Elementary and Secondary Education, C&I Department Staff	Time, District Funds	June 2023- June 2024	All				
Evaluate current digital citizenship practices, identify gaps in coverage, and provide solutions to close gaps.	Digital Learning Coordinator, Executive Directors of Elementary and Secondary Education	Time, District Funds	June 2023- June 2024	All				
Digital Learning Coach and Digital Learning Coordinator will continue collaborating with campus Professional Learning Communities to plan digital learning experiences for students, purposefully and appropriately.	Campus Principals, Digital Learning Coordinator, Executive Directors of Elementary and Secondary Education	Time, District Funds	June 2023- June 2024	All				

Evidence of Implementation:

- Artifacts from professional learning communities
- Curriculum documents with embedded technology TEKS
- Digital citizenship implementation evaluation

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Goal 6: CSISD will transform the learner experience through purposeful integration of instructional technology to augment the teaching and learning process.

Specific Result 6.3: Provide sufficient instructional technology resources and support

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Complete the installation of updated interactive displays in classrooms throughout the district and professionally develop and support teachers in use of the display panels for purposeful, student-centered learning	Chief Administrative Officer, Director of Technology	Time, District Funds	June 2023- June 2024	All				
Continue to provide ongoing teacher support for integration of digital learning resources for grade levels and content areas	Digital Learning Coordinator, Executive Directors of Elementary and Secondary Education	Time, District Funds	June 2023- June 2024	All				
Build instructional capacity surrounding purposeful usage of existing digital platforms.	Campus Principals, Digital Learning Coordinator, Executive Directors of Elementary and Secondary Education							

Evidence of Implementation:

- Project completion
- Professional Learning sessions

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

Appendix A: Executive Comprehensive Needs Assessment Summary

Through partnership with engage2learn, College Station ISD engaged our community, staff and students in a strategic planning process during spring 2021 to set our course for the future. The strategic design team included approximately 40 individuals including students, parents, teachers, principals, district administrators, and school board trustees. Grounded in community feedback, the team developed our vision, portraits, goals, specific actions and framework for success. Part of this work included an in-depth Comprehensive Needs Assessment. This work became the foundation of the 21-22 DIP. The District Education Improvement Council approved the continuation of the Goals and Specific Results on April 12, 2023, and the Board of Trustees approved the continuation of these goals on April 18, 2023. These Goals, Specific Results, and draft action steps were also reviewed by the DEIC on May 10, 2023, feedback was also provided by campus principals and Curriculum and Instruction staff. Success Team reviewed the entire draft plan on May 31, 2023. For more information about the CSISD Strategic Plan, please visit our website here: [LINK](#)

Summary of Strengths

CSISD is a diverse school district, serving over 14,350 students. Student demographics are 51% White, 24% Hispanic, 15% African American, 6% Asian, 3% Two or More races, and 3% Native American. Our students are able to showcase their unique successes in a variety of ways beyond test scores, especially through the extracurricular and cocurricular activities at the middle school and high school level. In 2021, CTE course enrollment grew to 89% of our students in 8-12th grade taking at least one CTE course, while 83% of our students participated in some kind of fine arts and 43% participated in athletics. Our students experience success in competing at the regional and state levels and some CSISD students progress to the national level in competitions. Students from all of our Career and Technical Student Organizations had representatives in national competitions this year.

From a broad perspective CSISD students perform well on standardized tests. They are highly competitive on their SAT and ACT scores for college admission and Advanced Placement Test scores. 2023 STAAR scores indicate that our students are rebounding from the learning loss caused by school closure and remote learning, with most of our student groups outperforming their peers across the state.

Due to the 2021 Bond, CSISD is able to provide more technology tools, including new SmartPanels, student and teacher laptops, and tablets. The student to device ratio across the district by the end of the 2022-23 school year will be one device per two students. The increased infrastructure, including improved WiFi capabilities, will also increase the accessibility of the digital learning environment for our students.

Summary of Needs

Measures of Academic Progress (MAP) data indicate that there are groups of our students, specifically those identified as low-SES, and the ethnic groups of African American and Hispanic are not demonstrating the same academic growth as their peers in other student groups. These achievement gaps are evident in our district STAAR data as well. Additionally, the number of students receiving special education services and being served through Section 504 services continues to grow, leading to a need for increased staffing. The emergent bilingual student population also continues to grow, along with the percentage of students who are economically disadvantaged.

Panorama surveys of students and families indicate that they are ready to return to pre-Pandemic activities and to participate in more on-campus and community events.

Priorities

The District's priorities for leveraging strengths and addressing the identified needs are captured in the six goals identified:

1. CSISD will enhance effective instructional practices by implementing innovative and personalized learning experiences.
2. CSISD will elevate academic outcomes of historically underperforming student groups.
3. CSISD will enrich students' school experience by strengthening relationships between students, staff, and families.
4. CSISD will cultivate and strengthen intentional partnerships with local businesses, community organizations, and higher education agencies.
5. CSISD will improve the technology ecosystem by increasing access to devices, strengthening technology infrastructure, and ensuring a safe and secure digital environment.
6. CSISD will transform the learner experience through purposeful integration of instructional technology to augment the teaching and learning process.

Data Used for District Comprehensive Needs Assessment

Data from the following sources was reviewed in creating the action steps for the Goals and Specific Results of the District Improvement Plan. The Student population is included in parenthesis:

- TAPR Report
- Demographic Data (All)
- STAAR (Grades 3-8)
- NWEA MAP Growth (K-8)
- C.I.R.C.L.E. (Pre-K)
- TELPAS (Emergent Bilingual)
- Participation and Demographic Data for Gifted and Talented, Special Education, Career and Technical Education, Fine Arts, and Athletics
- College, Career, and Military Readiness Data: SAT/ACT, Industry-based Certification, TSIA
- Panorama Survey Feedback from Students, Teachers, Staff, and Families
- PEIMS Discipline Data
- District Benchmark Assessments (SS, Sci)
- TEA Accountability Report
- Professional Development Feedback
- Strategic Design Surveys, Community Forums, and Focus Groups facilitated by Engage2Learn

Feedback from the following sources was used in creating the action steps for the Goals and Specific Results of the District Improvement Plan.

- CSISD Strategic Design Committee
- CSISD District Education Improvement Council
- Chief Officer/Directors/Coordinators as Applicable
- Principal Input

Appendix B: College Station ISD Professional Learning Plan 2023-2024

The District Improvement Plan Professional Learning Plan includes both the district and campus professional learning plans. The plans that are linked below are ongoing, living documents that are adjusted throughout the school year to meet the needs of the district, campus, and students. Professional Development is based upon the DIP and the CIP with the ultimate goal of improving student learning outcomes.

For quick access, please click on the name of the content area, campus, or department area to access the professional learning offerings for that area in the table below.

Content Areas and Department PD Plans				
English Language Arts & Reading	Mathematics	Science	Social Studies	Special Services
School Nurses	AVID	Career Technical Education	Instructional Technology	Early Education
Gifted & Talented	Leadership Development	Emerging Bilingual	Health / PE / Athletics	Band
Art	Music	Choir	Orchestra	Theater
Librarians	Dance	CSISD Clearinghouse Training	Languages Other Than English	Counselors
District Designated PD Days				
Campus Professional Development Plans				
AMCHS	CSHS	CVHS	AMCMS	CSMS
WMS	OW	CG	PT	SK
CH	SWV	RP	PC	FR
CV	GP	SC	RB	

APPENDIX C: STATE AND FEDERAL REQUIREMENTS

Community Based Accountability System

Strategies	Resources	Staff Responsible	Evaluation
College Station ISD will continue to implement a meaningful accountability system that measures what our community believes is important through the Community Based Accountability System.	Local Funds	Chief Administrative Officer	CBAS document and evaluation tools complete and communicated to the public annually.

Bullying Prevention

Strategies	Resources	Staff Responsible	Evaluation
Develop and/or implement positive proactive intervention strategies that address offenses such as bullying (and support student organizations and efforts to address this), harassment, and violence (dating and/or sexual abuse)	Campus Budgets	Director for Student Services, School counselors	Discipline Referrals, Anecdotal Campus Reports

Revise the bullying training module for teachers and students	District Budget	Director for Student Services, School counselors	Revised Modules, Sign-in Sheets from trainings
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Child Abuse and Sexual Abuse Prevention

Strategies	Resources	Staff Responsible	Evaluation
All district staff members will be trained in recognizing and reporting child abuse, sexual abuse, and sex trafficking at the beginning of the year.	Online training through EduHero Board Policy FFG	Campus Administrators, Director of Human Resources	Training records in EduHero
All CSISD staff will follow child abuse, sexual abuse, and sex trafficking reporting requirements.	Outside presenters, state training modules	All staff	Counselor documentation

School Resource Officer(s) Duties

Strategies	Resources	Staff Responsible	Evaluation
<p>The CSISD School Board shall enter into an ILA with the local law enforcement agency for the provision of school resource officers to perform the following duties:</p> <ul style="list-style-type: none"> Provides a law enforcement presence at various 	Space at campuses Funding	Board of Trustees Superintendent	Peace Officers on campuses and call

<p>schools throughout the College Station Independent School District</p> <ul style="list-style-type: none">• Serves as a resource to school teachers and administrators and assists with maintaining order on the school campus; the SRD does not enforce school rules, but assists with issues related to violations of the law• Maintains appropriate forms necessary such as juvenile referral forms, etc.• Performs all other duties as authorized to "Texas Peace Officer" as determined by the Board of Trustees• Participate in required training according to HB2195 and SB 11. <p>SROs will not have any administrative duties, nor will they address classroom discipline issues.</p>			
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Coordinated Health- SHAC Council

Strategies	Resources	Staff Responsible	Evaluation
The SHAC Council will meet a minimum of 4 times per year.	Athletics Budget	Director of Athletics; SHAC Chairperson	Sign in Sheets, Minutes, Agendas
The council will provide the CSISD Board an annual report of their activities for the year	Meeting time; Facility for meetings	Director of Athletics; SHAC Chairperson	Board Agenda with Presentation
The majority of the council membership will be parents and the co-chair will be a parent.	Parent and community volunteers	Director of Athletics; SHAC Chairperson	Membership List

Discipline Management

Strategies	Resources	Staff Responsible	Evaluation
Campus administration will use the Student Code of Conduct to manage discipline practices.	Board Adopted Student Code of Conduct	Director of Student Services, Campus Principals and Assistant Principals	Discipline Referrals, Anecdotal Campus Reports
Campus administration will implement positive behavior intervention and support practices.	Campus Budget Title II for Training	Director of Student Services, Campus Principals and Assistant Principals	Discipline Referrals, Anecdotal Campus Reports

Dating Violence Awareness

Strategies	Resources	Staff Responsible	Evaluation
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Develop and/or implement positive proactive intervention strategies that address offenses such as bullying, harassment, and violence (dating and/or sexual abuse)	Campus Budgets	Director for Student Services, School counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports
Provide secondary teachers with staff training on relationship abuse awareness, detection and prevention.	Counselors, Campus administrators, Campus Budget	Director for Student Services, School counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports

Suicide Prevention

Strategies	Resources	Staff Responsible	Evaluation
All staff members will be trained in Suicide Prevention Training	District Budgets	Director for Human Resources	Training sign in sheets, Training Agendas

Trauma-Informed Care

Strategies	Resources	Staff Responsible	Evaluation
All staff members will be trained procedures for trauma-informed care	Board Policy FFAC LEGAL and FFAC LOCAL	Director of Student Services; Nurses; Principals	Training sign in sheets, Training Agendas

Drug Prevention

Strategies	Resources	Staff Responsible	Evaluation
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College Station ISD will teach drug awareness and prevention	TEKS, Curriculum resources	Director of Student Services, Counselors, Educators	Lesson Plans, Discipline Records
Implement a drug testing program in the district to be approved by the Board of Trustees	Funds for drug testing	Director of Student Services, Campus Administrators, Chief Administrative Officer	Results of testing, Discipline Records

Federal Programs Compliance

Strategies	Resources	Staff Responsible	Evaluation
The district will evaluate student achievement and provisions to improve services in the following programs: Title I, Bilingual/ESL, LEP, Gifted and Talented, Special Education, Career and Technical Education and students in at risk situations.	MAP software; Performance Matters data; STAAR data	Curriculum and Instruction Staff, Campus Administration, School Counselors	Data reports; Comprehensive Needs Assessment
Title I, Part A campuses will implement the supplemental funds to maximize student learning and achievement.	Title I Part A Plan	Director of Special Programs	Budget reports, Annual federal compliance report
All programs which receive federal funding will maintain	Title I, Title II, Title III, Title IV, Perkins, Early Head Start/Head	Director of Purchasing, Director of Business Services, Directors	Budget reports, Annual federal compliance report

compliance with Education Department General Administrative Regulations (EDGAR) .	Start Title II Part A Plan Title III Part A Plan Title IV Part A Plan	over federal funds	
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Student Achievement

Strategies	Resources	Staff Responsible	Evaluation
All students will have a graduation pathway plan developed in 8th grade, and an annual review with parent notification will occur to ensure that students are progressing towards graduation with their cohort as expected.	Campus counselors, Xello, substitutes for counselors	Director of Student Services, Campus counselors, Campus administration	Plans in place for 8th graders, meetings scheduled
Services, resources, and staff, such as instructional coaches, interventionists, and tutors, will be provided for at-risk students to increase academic achievement and reduce the dropout rate for these students	State Comp Ed Funds	Executive Director of Secondary Education, Director for Special Programs, Campus Administration, Campus Counselors, Campus Testing Coordinators	State Comp Ed Reports, Annual district report to school board, School board agenda

School Counseling Services

Strategies	Resources	Staff Responsible	Evaluation
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All campus counselors will implement a comprehensive school counseling program under TEC 33.005	Campus Counselors	Director of Student Services, Campus counselors, Campus administration	Program Implementation
All campus counselors will provide students' parents information about higher education admissions and financial aid opportunities, the need for making informed curriculum choices to be prepared for success beyond high school, and sources of information on higher education admissions and financial aid.	Campus Counselors, Financial Aid & College Admissions Resources	Director of Student Services, Campus counselors, Campus administration	Program Implementation

Career & Technical Education

Strategies	Resources	Staff Responsible	Evaluation
All students in middle and high school will have the opportunity to enroll in career and technical education courses to develop the knowledge, skills, and competencies necessary	Course Catalogs, Staffing , Perkins Grant Funding, P-TECH Grant for CVHS	Director of Career and Technical Education, Campus counselors, Campus administration	Program Enrollment, Industry-based Certifications Earned, Program Completion

for a broad range of career opportunities			
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APPENDIX D: DISTRICT EDUCATIONAL IMPROVEMENT COUNCIL MEMBERS 2023-2024

Grades Pre-K – Grade 4

Callie Wilhite	CH
Susan Isles	CV
Olena Stuart	FR
Brandy Lackey	GP
Courtney Payne	PC
Alana Conner	RB
Laura Stasney	RP
Maria Saenz	SK
Shelby Wolken	SWV
Brooke Thompson	SC

Grades 5-6

Amber Friedrich	CG
Brandy Pheris	OW
Cynthia Bazile	PT

Grades 7-8

Jennifer Massa	AMCMS
Jenna Brown	CSMS
Matthew "Blake" Lewis	WMS

Grades 9-12

Chad Bronowski	AMCHS
Virginia Babcock	CSHS
Nina Legg	CVHS

Alternative Programs

Marcy Proffitt	DAEP
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Elementary At-Large Teacher

Falon Penland	RB
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Secondary-At-Large Teacher

Amber Verwold	PT
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Elementary At-Large Administrator

Dawn Newton	SWV
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Secondary At-large Administrator

Lani Grall	CSMS
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Non-Teaching District Level Professional -Parent/Community/District-level Professional

Representatives

Shannon Casto	Parent
Della Reed	Parent
Nadia Hood	Parent
Barbara Moore	Community Member
Keelie Wendt	Community Member
Jared Salvato	Business Member
Eric Wylie	Business Member
Blaine Decker	Trustee
Kimberly McAdams	Trustee
Dr. Tim Harkrider	Superintendent

Ex Officio Members

Dr. Molley Perry	Dept. Supt./Chief Administrative Officer
Amy Drozd	Chief Financial Officer
Tiffany Parkerson	Ex. Director of Secondary
Dr. Stormy Hickman	Ex. Director of Elementary
	Ex Director of Special Services
	Director for Communications
Chrissy Hester	Director for Student Services
Cheri Hendrick	Director of Assessment
Jeff Mann	Director of Leadership Development & PD
Kevin Ross	Director for Career and Technical Education
Chad Gardner	Director of Community Education
Patty Ayala	Director for Special Programs
Eric Eaks	Director of Fine Arts
Shelly Rice	Director of Early Education Services
Tami Dudo	Coordinator for AVID
Aaron Hogan	Coordinator for English/Language Arts
Jennifer Smith	Coordinator for Math
Amanda Gibson	Coordinator for Science
Bobbi Rodriguez	Coordinator for Social Studies
Natalie Pugh Vela	Coordinator for Digital Learning