

Community Based Accountability in College Station ISD

College Station High School Rating System

2016-17

Core Beliefs

- Each student can be a critical thinker, problem solver and possess the knowledge and skills to be a productive and responsible citizen in a global marketplace.
- The education of each student is the responsibility of the school district, the student, the family and community.
- Student success is dependent on the quality of the CSISD staff.

Commitments

1. CSISD will ...recruit, develop, and retain qualified and dedicated staff

Background: CSISD is committed to attracting the highest quality faculty and staff members, We are proud to be in a community like College Station that attracts many good teachers and staff members from other areas of Texas and the nation. CSISD annually hires a higher percentage of teachers with successful experience. Teaching positions in CSISD attract a large number of applicants, and we have a lower teacher turnover rate than the state. The most recent CSISD Texas Academic Performance Report from 2015-2016 indicates that the state turnover rate for teachers was 16.5 percent and the CSISD rate was 11.6 percent.

Once teachers and staff members arrive in CSISD we have a system of professional development that builds upon their knowledge base and helps provide the skills for success in the classroom. New Teacher University (NTU) is a system of professional development in instructional strategies, relationship building and what it takes to be successful in College Station. Teachers new to CSISD received three days of intensive training in August, with two to four follow up days of training and support throughout their first year. CSISD also provides staff development ongoing staff development in a variety of areas for over 800 teachers annually. During the 2016-17 school year, 45 teachers across CSISD participated in the Teacher Leadership Academy. Teacher Leadership Academy is a program designed to foster leadership while still in the classroom. Meetings happen monthly throughout the school year and include leadership lessons and the teachers taking on a “Risk Taking Opportunity” that benefits the school and/or district.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|---|-------------------------|--------------------------|-------------------------|----------------------------|---|
| Percentage of CSISD teachers who are appropriately qualified for the positions in which they teach. | 100% X | 99% or Higher | 98% or Higher | Less than 98% | <i>Campuses receive district rating</i> |

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|--|-----------------|---|---------------------|----------------|---|
| Annual teacher turnover rate. Based upon most recent Texas Academic Performance Report (TAPR) State rate 2015-16 = 16.5% | 9.9% or less | 10-12% X 11.6% | 13-17% | 18% or More | <i>Campuses receive district rating</i> |
| Ratio of applications per number of teaching staff hired | 15:1 or greater | 10:1 to 14:1 X 11:1 | At least 5:1 to 9:1 | Lower than 5:1 | <i>Campuses receive district rating</i> |

2. CSISD will...provide a challenging, relevant, engaging and aligned curriculum.

Background: The core business of any school district is teaching and learning. In order for students to learn at their highest levels and for teachers to be most effective, a guaranteed and viable curriculum must be in place. CSISD has worked to develop scope and sequences in several areas along with other supporting documents and materials. Parents may access in-depth information about scope & sequence across most content areas and grade levels online through our [Curriculum & Instruction website](#).

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|--|--|---|--|------------------------------------|---|
| Scope and Sequence documents: English I - IV | Scope and sequence developed for English I - English IV | Scope and sequence developed, but not all the way through English I - English IV X | Supporting resources are available to teachers | No documents | <i>Campuses receive district rating</i> |
| Scope and Sequence documents: Algebra I & II, Geometry, Pre-Calculus | Scope and sequence developed for Algebra I & II, Geometry and Pre-calculus | Scope and sequence developed, but not all the way through Algebra I & II, Geometry and Pre-calculus | Supporting resources are available to teachers | No documents | <i>Campuses receive district rating</i> |

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|---|---|--|--|--------------|---|
| | | X | | | |
| Scope and Sequence documents: Biology, Chemistry, Physics | Scope and sequence developed for Biology, Chemistry, and Physics | Scope and sequence developed, but not all the way through Biology, Chemistry, and Physics X | Supporting resources are available to teachers | No documents | <i>Campuses receive district rating</i> |
| Scope and Sequence documents: US History, World History, World Geography, Government, Economics | Scope and sequence developed for US History, World History, World Geography, Government & Economics | Scope and sequence developed, but not all the way through US History, World History, World Geography, Government & Economics X | Supporting resources are available to teachers | No documents | <i>Campuses receive district rating</i> |

Background: Part of providing a relevant and engaging curriculum is providing students choice in their learning. At the high school level the district is actively increasing the types of instructional arrangements for various classes. In order to meet the diverse needs of our students and provide choice, more classes are offered in a non-traditional style: Problem-based learning (PBL), Flipped Instruction, online Instruction, or a blended model.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|---|---|----------------------------------|---|------------------------------------|------------|
| Number of high school students registering for one or more non-traditional (PBL, Flipped, Online) classes in grades 9-12. | 10% Increase X 145 to 206 = 42% | 5% Increase | Less than 5% increase in number of students | Decline in number of students | |

Background: A challenging, relevant, engaging and aligned curriculum should help prepare students for success in the classroom. While success in all subjects is important, we have identified several key markers in literacy and mathematics that are crucial for future success.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|--|---|--|--|-----------------------------|-----|
| Percentage of students passing Algebra I End Of Course Exam on the first administration 2017 State Results: 87% | 91% or Greater 95% | 84% - 90% | 76-83% | Less than 75% | |
| 11th Grade student performance on the Evidence Based Reading & Writing portion of the PSAT as compared to the state average 2017 State Results: 484 | Greater than 6 points higher than the state average X 576 | 3 - 5.9 points higher than the state average | 0 - 2.9 points higher than the state average | Less than the state average | |

Background: A challenging, relevant, engaging and aligned curriculum should help prepare students for success in college. We want our students to be prepared for college, persist in attending, and ultimately graduate.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|--|--|--|--------------------------------------|----------------------------|-----|
| Average SAT or ACT score at the all subjects level Based on most recent Texas Academic Performance Report <i>Overall ranking determined by lower of the two scores</i> | ACT 23.0 or greater or SAT 1600 or greater ACT: 23.4 | ACT 21.5 to 22.9 or SAT 1500 to 1599 SAT: 1544 X | ACT 20.0 to 21.4 or SAT 1400 to 1499 | ACT < 20 or SAT < 1400 | |

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|--|----------------|--|--------|---------------|--|
| State Rates: ACT - 20.6, SAT - 1394 | | | | | |
| Percent of students scoring at or above criterion, defined as greater than 24 on either the ACT or 1100 on the SAT Based on most recent Texas Academic Performance Report State Rate: 24.3% | 45% or above | 35-44% X 42.2% | 25-34% | 24% or less | |
| Percent of graduating seniors earning at least one scholarship | 30% or more | 20-29% X 24% | 10-19% | Less than 10% | |
| Higher Education persistence rate: Students enrolled in Texas Higher Education who completed one year without remediation Based on most recent Texas Academic Performance Report State rate: 70.5% | 90% or greater | 80 - 89% | 70-79% | Less than 70% | X Longitudinal Data Not Yet Available |
| Graduates Enrolled in TX Institution of Higher Education (IHE) | 70% or greater | 65-69% | 56-64% | 55% or Less | X Longitudinal Data Not Yet Available |

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|---|--|--|--|--|--|
| Based on most recent Texas Academic Performance Report State rate : 57.5% | | | | | |
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3. CSISD will ...provide an array of services, programs and opportunities to meet the needs of each student, and provide the opportunity for each student to reach his or her full potential.

Background: CSISD provides a number of services programs and other opportunities to meet the unique needs of students. House Bill 5 (83rd Texas Legislature) mandated school districts assess themselves in some of these areas below. For each area, you will find a brief description of the program and what CSISD provides that exceeds state law or other districts.

Fine Arts (HB5): With the exception of the fine arts elective that is mandated under the graduation plans for our current high school students, fine arts are not required by the education code. Nevertheless, CSISD campuses provide many fine arts opportunities for students at all levels. Elementary students rotate through art and music every week with teachers who are specialists in art and music, not simply classroom teachers. Intermediate students' elective rotations include art, music and drama. Fifth graders have the option to take orchestra, while sixth graders may choose orchestra, choir or band for the entire school year. Middle school students can choose electives in art, choir, band or orchestra. High school students have all of the other options plus theatre arts, and dance classes.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|---|--|---|---|--------------------------------------|------------|
| UIL Team Performance Results in Choir, Band, Orchestra, and One Act Play in grades 9-12 | At least one state championship or two sweepstakes in more than one area X Sweepstakes in Band, Choir, Orchestra | At least one regional qualifier/ Sweepstakes in at least one area | At least one district champion/ Sweepstakes | No regional qualifier or Sweepstakes | |
| Percent of high school students enrolled in a fine arts course for at least one semester during the school year | 50% or more | 40-49% X 47% | 30-39% | Less than 30% | |

Wellness and PE (HB5): CSISD takes the wellness of each of our students seriously. Our School Health Advisory Committee (SHAC) provides guidance for child nutrition, health and physical education. Our elementary students go to PE daily, and have the opportunity for recess. Intermediate students have a daily class period of PE as well, while students at the middle school have PE class, athletics, and multiple extra-curricular options. In addition to a full array of extra-curricular activities, high school students have PE class choices that rival many small colleges, including individual and team sports, body sculpting, weight training, step/pilates/pump, outdoor education, dance, and kick ball.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|--|---|--------------------------------------|--|------------------------------------|------------|
| Anti-bullying, Cyber-bullying and Dating Violence awareness and education | Consistent/ on-going guidance activities and/or student leadership group to monitor and address issue | Several in-class guidance activities | Campus/Grade level activity X 9th: Anti-bullying 12th: Dating Violence | Not addressed | |
| Percentage of students in grades 9-12 participating in one or more of the following extracurricular activities: sports, marching band, cheerleading and dance team | 50% or more X 55% (athletics 750, dance 25, band 130=905/1632) | 40%-49% | 30-39% | Less than 30% | |

Second Language Acquisition (HB5): CSISD Students at all levels have the opportunity to participate in English as a Second Language (ESL), if they qualify. In grades K-6, the district's Spanish/English bilingual education program is two-way dual language immersion model including Spanish and English Speakers. Support for both groups, including higher-level Spanish courses and at least one core subject taught in Spanish, continues into middle school.

CSISD high school students have the opportunity to pursue courses of study in French, German, Latin and Spanish. All four languages have courses through AP level IV. Spanish goes all the way to AP Spanish V. Additionally, Mandarin is available in an online format.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|---|--|---|--|------------------------------------|--|
| Bilingual/Dual Language program implementation | Two-way bilingual education model implemented X | Developmental (late-exit) bilingual model implemented | Early exit bilingual model implemented | No bilingual program implemented | <i>Campus receives district rating</i> |
| Staff Certification in bilingual education and/or English as a Second Language no later than at the end of their first year of employment as a teacher in CSISD | All elementary and intermediate school core teachers and middle school ELA (including SPED) certified; all high school teachers trained in sheltered instruction | All elementary and intermediate school core teachers (including SPED) ESL certified; secondary core teachers trained in sheltered instruction | Certified bilingual/ESL staff in ESL classes (including SPED) serving ESL/bilingual students X | No bilingual/ESL certified staff | |
| Percentage of 3rd - 12th grade students advancing at least one proficiency level (year over year) in Texas English Language Proficiency Assessment System (TELPAS) State rate: 50% | 70% or better X 100% 22/22 students | 60-69% | 50-59% | Below 50% | |
| Language other than English (LOTE) options for students at the high school level | 5 or more LOTE offered with possibility for AP credit in at least 4 languages X Spanish, German, French, Latin, and Chinese | At least 4 LOTE offered with possibility for AP credit in at least one language | 2-3 LOTE offered in a sequence of 3 years | Only 1 LOTE offered | |

Gifted and Talented (HB5): Students are nominated annually by parents and school staff for testing for G/T. Students who qualify for the program are eligible for pull-out services from the enrichment specialist on their campus (K-6th Grade). All students (even those not identified as G/T) have the opportunity for enrichment projects and participation in groups with their campus enrichment specialist. G/T identification in CSISD is based on academic indicators only. CSISD teachers earn endorsements in G/T allowing them to differentiate instruction for these students in their classes. Over 1,500 (11.9%) of students across all grade levels are identified as G/T, as compared to the state rate of 7.7% identified. At the K-6 level, G/T students are served directly by a G/T specialist, and in grades 7-12 students have opportunities to enroll in advanced courses such as Honors, Pre-AP, and AP.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|---|---|--|--|---|--|
| District performance based on the Texas Plan for the Education of Gifted/Talented Students | Meeting all indicators in "In Compliance" and more than 50% of the indicators in "Exemplary" X 14/23 exemplary indicators | Meeting all indicators of "In Compliance" and more than 50% of the indicators in "Recommended" | Meeting all indicators of "In Compliance" | Not meeting all indicators "In Compliance" | <i>Campus receives district rating</i> |
| Percentage of teachers who have completed 30 hours of Gifted and Talented Level 1 Training | 100% of all teachers in CSISD have level 1 GT training within their first year in CSISD X | 100% of core content area teachers have level 1 GT training within their first year in CSISD | 100% of teachers responsible for GT services of GT students have level 1 training within their first year in CSISD | less than 100% of teachers responsible for GT students' GT instruction have level 1 training within their first year in CSISD | |
| Percent of students scoring 3 or higher on an Advanced Placement Test (all Subjects) Based on most recent Texas Academic Performance Report State rate: 49.1% | Greater than 85% X 88% (5: 215, 4:209, 3: 176, Total 683) | 70% - 84% | 50% - 69% | Less than 50% | |

21st Century Workforce Development (HB5): CSISD believes that it is vitally important to prepare students for the workforce, whether our graduates plan to go straight to work or to college. These workforce skills give our graduates the ability to earn money even while pursuing other education opportunities. Our career and technology education department offers numerous career training options in all five endorsement areas of House Bill 5. Many of these career pathways culminate in the opportunity for a certification that can lead directly to gainful employment after high school.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|--|--|--|--|------------------------------------|--|
| Campuswide Implementation of Social-Emotional Learning Programs in PreK-12 | Social Emotional Learning activities and/or student leadership group to monitor and address issues are implemented more than once per six-weeks X Cougar Cabinet | Social Emotional Learning activities and/or student leadership group to monitor and address issues are implemented at least once per six-weeks | Social Emotional Learning activities and/or student leadership group to monitor and address issues are implemented at least three times per year | Not Addressed | |
| CTE pathways offered for high school students | 20 or more X | 16 to 19 | 13 to 15 | 12 or fewer | <i>Campus receives district rating</i> |
| Number of CTE courses that lead to certification or licensures | 15 or more X | 10 - 14 | 6-9 | 5 or fewer | <i>Campus receives district rating</i> |
| Percentage of graduates who took a coherent sequence of CTE courses in high school based Based upon most recent Texas Academic Performance Report (TAPR) State rate: 46.6% | 50% or more | 40-49% X 46.8% | 30 - 39% | Less than 30% | |

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|--|--|------------|------------|----------------|--|
| Number of certifications/ licenses earned by students annually | 250 or more X 301 | 200-249 | 150-199 | Fewer than 150 | <i>Campus receives district rating</i> |
| Passing rate on certification/ licensure exams | 90% or greater X 95% | 80% to 89% | 70% to 79% | Less than 70% | <i>Campus receives district rating</i> |

Dropout Prevention (HB5): CSISD is committed to graduating all students no matter if they have been in our district since kindergarten, moved in during middle school, or re-enrolled after dropping out earlier in their school career. We have number of processes in place to help students stay in school. Campuses provide remediation in courses, accelerated instruction where students have struggled and credit recovery for students who have failed one or more classes at the semester.

Students behind on credits can participate in summer school, credit by exam and night school. Each comprehensive high school provides supports for students at-risk of dropping out and works collaboratively with those students to develop an individualized graduation plan.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|---|---|--|---|---|------------|
| Annual attendance rate for students identified as at-risk of dropping out as defined by the Texas Education Agency standards. | 96% or greater | 94.5% to 95.9% X 94.6 | 93.0% to 94.4% | Less than 93% | |
| A safe learning environment is developed through campus wide implementation of Conscious Discipline and Safe and Civil Schools (e.g., common area procedures, CHAMPS) in grades PreK-8 | All staff are trained, campus team meets at least twice per semester, and evidence of implementation is consistently present across the campus in both common areas and classrooms. X | At least 75% of staff are trained, campus team meets at least twice per year, and evidence of implementation is present across the campus in both common areas and classrooms | At least half of campus staff are trained, campus team meets at once per year, and evidence of implementation is present across the campus in either common areas or classrooms | Less than half of campus staff are trained, campus team does not meets, and no evidence of implementation is present across the campus in either common areas or classrooms | |

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|--|---|--|--|---|--|
| <p>Annual Discretionary Placements to the Disciplinary Alternative Education Program (grades 5-12)</p> <p>Based on most recent Texas Academic Performance Report</p> <p>State rate: 1.4%</p> | Less than 1% of student population placed | <p>1-1.75% of student population placed</p> <p>X 1.5%</p> | 1.76 - 2.5% of student population placed | Greater than 2.5% of student population placed | |
| <p>Implementation of a coordinated grade/credit/dropout recovery program</p> | All high school campuses have fully implemented a coordinated grade/credit/dropout recovery program | Partial implementation of coordinated grade/credit/dropout recovery programs at all high schools | Different programs implemented at comprehensive high school and choice high school | Different programs implemented at some high school campuses | <i>Campuses receive district rating</i> |
| <p>Five-year federal graduation rate without exclusions</p> <p>Based on most recent Texas Academic Performance Report</p> <p>State rate: 90.4%</p> | 96% or higher | 92.0% to 95.9% | 88.0% to 91.9% | Less than 88% | X Longitudinal Data Not Yet Available |
| <p>Four-year Graduation Rate</p> <p>Based on most recent Texas Academic Performance Report</p> <p>State rate: 89%</p> | 96% or higher | 93% to 95% | 89% to 92% | 89% or less | X Longitudinal Data Not Yet Available |

Digital Learning Environment (HB5): CSISD believes that our students must not only have access to technology, but must become fluent in a number of technologies to be successful in college or a career. To help accomplish this, each CSISD classroom has access to student computers, and all instructional spaces have a SMARTBoard or Symposium. We have a wireless overlay of our facilities that makes our “Bring Your Own Device (BYOD)” initiative possible. We don't ban smartphones or other devices, rather we encourage their use to aid instruction. High school students have the opportunity to participate in a number of high tech computer and technology courses. Beginning in 2013-14, CSISD unveiled Success 24/7, a online learning support portal. This site gives many students access to their teachers' lessons, supporting materials, videos and assignments. Students in these classes get to access their learning anytime and anywhere they have internet access.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|---|---|---|--|--|---|
| Success 24/7 usage - average number of multiple logins by user per week | 1500 or more logins per week X 2987 | 1300-1499 logins per week | 1100-1299 logins per week | Fewer than 1100 logins per week | <i>Campuses receive district rating</i> |
| Ratio of CSISD students to district devices (including student computers, labs, mobile devices) | 2:1 or less X | 4:1 or less | 6:1 or less | More than 6:1 | <i>Campuses receive district rating</i> |
| Teachers regularly embed instructional technologies within their instruction | At least 90% of teachers report at least weekly | Between 80% - 89% of teachers report at least weekly | 70-79% of teachers report at least weekly | Less than 70% of teachers report at least weekly 60% - District Survey Rate | Baseline Year - Report Only X |
| Students have an opportunity to use different types of technology in the classroom | More than 80% of teachers report at least two types of technology are used in their classroom on at least weekly basis. | 66-80% of teachers report at least two types of technology are used in their classroom on a weekly basis. | 50-65% of teachers report at least two types of technology are used in their classroom on a weekly basis. 54.2% - District Survey Rate | Less than 50% of teachers report at least two types of technology are used in their classroom on a weekly basis. | Baseline Year - Report Only X |

4. CSISD will ... create classroom and campus cultures that involve each family.

Community and Parent Involvement (HB5):

Background: CSISD provides numerous opportunities for parents and community members to be involved at the district and campus levels. From our campus level VIPS (Volunteers in Public Schools) to PTOs, campus and district site based committees, public hearings, community groups and the CSISD Education Foundation, there are many ways to get involved. A variety of district level opportunities are available for parent & community involvement including the District Educational Improvement Committee (DEIC), School Health Advisory Committee (SHAC), Leadership CSISD, Planning for Growth, and Boundary Adjustment Committee. There were 4,538 approved volunteers for the 2016-17 school year, which is an increase of almost 5% from 4,335 in 2015-16.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|---|--|--|---|---------------------------------------|---|
| Increase in the number of individuals approved to volunteer | 15% increase over the previous year | 10-14% increase over the previous year | 0-9% increase over the previous year X 4.9% | Decrease over the previous year | <i>Campuses receive district rating</i> |
| Total number of day/programs/opportunities for parents to be on campus/community outreach (e.g. Math night, parent conference day, singing at the bank) | Greater than 25 opportunities per campus X | Between 16 and 25 opportunities per campus | Between 6 and 15 Opportunities per campus | Fewer than 5 Opportunities per campus | |
| Number of communication strategies used for parents and community members | 10 or more X | 8-9 | 5-7 | Fewer than 5 | |
| Number of sponsors or cooks for annual 50 Men Who can Cook event - whichever is higher \$210,000 Raised in 2017 | 121 or more X 192 Sponsors 137 Chefs | 106 to 120 | 91 to 105 | Fewer than 90 | <i>Campuses Receive District Rating</i> |

5. CSISD will ... commit to the responsible use of taxpayer dollars.

Background: College Station ISD is a steward of the resources provided by the taxpayers. It is of the greatest importance for the district to be wise, fair, conservative and most of all legal in the use of public funds. It is also a goal to be efficient in the use of the funds where we can be. CSISD is audited annually by an outside accounting firm. We are also rated on a couple of different efficiency scales each year.

| | Exemplary (3 Points) | Recognized (2 Points) | Acceptable (1 Point) | Unacceptable (0 Points) | N/A |
|---|--|---|---|---|---|
| CSISD's Annual Financial Audit | Received an Unqualified Opinion with no serious findings X | Received an Unqualified Opinion with one minor finding | Received an Unqualified Opinion with a few minor findings | Received a Qualified Opinion OR serious findings in material controls | <i>Campuses Receive District Rating</i> |
| Board Management Oversight work completed during the year | Completed two comprehensive Management Oversight Workshops | Completed one comprehensive Management Oversight Workshop X | Received updates on previous Management Oversight Workshops | No work in Board Management Oversight | <i>Campuses Receive District Rating</i> |
| FIRST rating system indicates quality of financial management | 70-100 points (A) X 100 Points | 50-69 points (B) | 31-49 points (C) | 31 or fewer points (F) | <i>Campuses Receive District Rating</i> |
| FAST rating indicates that our progress to spending ratio is cost-effective | 4.5 or 5 Stars | 3.5 or 4 Stars X 3.5 Stars | 3 Stars | 2.5 Stars or Fewer | <i>Campuses Receive District Rating</i> |