

CENTER POINT ISD

STRATEGIC PLAN

2007-2010

STRATEGIC PLANNING STEERING COMMITTEES

Incorporating Technology

**Stuart Gross
Steve Langlinais
Hugh Weaver
Sarah Lopez
Paul Bloom
Tyler Harris**

Improving Content Area: Math and Science

**Jonathan Park
Scott Turner
Lee Ann Ray
Kimberly Morgan
Paul Harris
Lucas Jeter**

Expand opportunities for all students: curricular and extracurricular

**Linda Kaiser
Guy Bason
Judy Jordan
Joni Wiseman
Wayne Mahler
Karla Arreola**

Retaining/recruiting quality staff

**Joey Lynch
Gerard MacCrossan
Vester Joiner
Ed Stearns
Sue Wood
Emily Sullivan**

STRATEGIC PLANNING ACTION COMMITTEES

Incorporating Technology

**Sarah Lopez – Facilitator
Sandra Joiner
Linnette Shine
Scott Ashby**

Math and Science

**Paul Harris – Facilitator
Deanna Stanley
Sharon Sullivan
Katie Pesek**

Curricular and Extracurricular

**Joni Wiseman – Facilitator
Debra Griffin
Allen Kaiser
Paul Goodnight**

Retaining/Recruiting Quality Staff

**Sue Wood – Facilitator
Brenda Albrecht
Karen Blackledge
Greg Williams**

RETAINING/RECRUITMENT OF QUALITY STAFF

Strand: Teacher Retention and Recruitment

Performance Objective: By August 2010, CPISD will achieve a 95% retention rate of quality instructional staff.

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
1. Salaries at all levels should be comparable to other schools our size in the area.	Local Monies	2007-2008	Compare to other schools in the area	Increased morale and retention
2. Have the athletic pass allow all family members into home events free of charge.	None Needed	2006-2007	Increase in attendance at home games	Increased morale and retention
3. Employees are allowed to eat free for lunch in the school cafeteria.	Local Monies	2007-2008	Increase in number of lunches served to staff	Increased morale and retention
4. Attendance Incentive for Professional Employees- Each semester \$250, 1 absence \$175, 2 absences \$100	Local Monies	2007-2008	Less absenteeism	Increases morale and retention

Strand: Teacher Retention and Recruitment

Performance Objective: By August 2010, CPISD will implement a competitive and comprehensive recruitment program.

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
1. Continue to build housing which may be rented to new staff at reasonable rates.	Local Monies	2007-2008	Increased available/affordable housing	Successful recruitment of new staff
2. Attend job fairs all over state and promote life in a small hill country school.	Local Monies	2006-2007	Increase in job fair attendance	Successful recruitment of new staff
3. Provide life insurance at no charge to the employee.	Local Monies	2006-2007	Policies in place	Successful recruitment of new staff

Strand: Technology

Performance Objective: By August 2008, the district will have increased usage of internet and web pages as communication tools through training and increased availability or resources.

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
1. Computers on Wheels (C.O.W) – carts with laptops with presentation equipment (projector, portable presentation device).	Local monies, technology allotment, grant monies	One per campus by 2010 (elementary, middle, high)	Purchase and set-up of C.O.W.	More teacher/student involvement and availability
2. IP phones (voice over internet protocol)	Local monies Local network	December 2008	Phones in each classroom	Improved communications with parents and for emergency situations
3. Teacher training in ongoing technological advances through Region 20 workshops.	Local monies Region 20	At least one training per school year	Certificate and/or evidence of attendance	Keep current with technological advances
4. All teachers will complete all 4 competency levels to meet the State Board of Education requirements.	District computers Students as mentors	August 2008 New teachers will have one year	Completed artifacts Teacher web pages posted	More knowledge of integrating technology in the classroom for things like homework, syllabus, etc.

Strand: Technology

Performance Objective: By 2010, the district will develop a comprehensive distance learning program through the offering of a variety of courses with trained staff and appropriate facilities and funding

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
1. Pursue and develop partnerships with a variety of educational entities.	Local personnel and equipment	2010-2011	Equipment in place and student involvement	More opportunities for quality education
2. Expand library/media center to include study space for online/video/dual credit courses.	Local monies	2010-2011	Increased opportunities for students	Increase student participation

MATH AND SCIENCE

Strand: Math/Science

Performance Objective: Diversified curriculum that meets the needs of all students. Determine an instructional program that meets those identified needs.

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
<p>1. Laptops for all students who need them with appropriate programs.</p>	<p>Local monies Grant monies Technology allotment</p>	<p>2008 - 2009</p>	<p>Improved test scores</p>	<p>Maintain state accountability standards. Updated curriculum and available technology so students have more options to meet their needs.</p>
<p>2. Look into technology-based curriculum.</p>	<p>Local monies Region 20 Technology department</p>	<p>2007-2008</p>	<p style="text-align: center;">↓</p>	<p style="text-align: center;">↓</p>
<p>3. Cross curriculum between subjects and grades</p>	<p>Scope and sequences</p>	<p>2007-2008</p>	<p style="text-align: center;">↓</p>	<p style="text-align: center;">↓</p>

Strand: Math/Science

Performance Objective: Diversified curriculum that meets the needs of all students. Determine an instructional program that meets those identified needs.

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
4. Investigate having all the distance learning classes at one time and have a teacher available to supervise.	Local monies for teacher Equipment	2007-2008	Number of participation	Increased participation and increase number of commended
5. Provide more college credit math and science classes either by computer courses or hiring certified teachers.	Local monies	2007-2008	Increase in course offerings	of commended performance on TAKS
6. Have a PLP for high achieving students	PLP form Process for identifying students	2008-2009	PLP's in place	Individualized needs being met
7. Bring in accounting and finance classes to meet the needs of students interested in the business world.	Local monies	2008-2009	Courses in place	Individualized needs being met
8. Have an academic UIL class as elective.	Teacher	2007-2008	Class in place	Increase success of participants
9. Have a SOAR class as an elective during the school day.	Teacher	2008-2009	Class in place	Increased participation

Strand: Math/Science**Performance Objective: Diversified curriculum that meets the needs of all students. Determine an instructional program that meets those identified needs.**

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
10. Research Elementary Challenge Lab	Teacher Equipment Software	2009-2010	Lab in place	Individualized student needs being met
11. Purchase and train teachers K-12 in math and science framework curriculum developed by Region 20.	Local monies	Beginning 2007-2008	Framework to each teacher	Increased student achievement; fewer instructional gaps
13. Provide training opportunities for elementary and middle school teachers in math methodology.	Local monies	2007-2008	Teachers trained	Increase in student achievement

Strand: Math/Science

Performance Objective: Identify individual needs of all students in math and science

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
1. Use INOVA to identify areas of concern for all students taking TAKS math.	INOVA information Local monies	2006-2007	Increased test scores	Maintain state accountability standards
2. Use surveys to obtain information about the needs of all students in the area of math and science for their college/work career.	Counselors	2007-2008	↓	Students individual needs will be better serviced
3. PLP's for math and science students related to survey information and career goals	PLP form	2007-2008		↓
4. Administer interest inventories	ASVAB, Kuder	2006-2007		
5. Challenge Camp for those meeting standards to accelerate achievement	Teacher Program	2008-2009		
6. Tutorials for T.A.K.S. expansion for high achieving students	Program	2007-2008		

Strand: Math/Science

Performance Objective: Identify students currently meeting standards and provide an instructional program to ensure their accelerated achievement.

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
1. Use TAKS scores and INOVA to target students	INOVA	Fall 2007	Increased test scores	10% increase in number of commended performance students
2. Group students according to test scores	TAKS data	Fall 2007	↓	↓
3. Divide students during advisory time and have the students meeting standards in a GT setting	Counselor Teacher	Fall 2009		

Strand: Math/Science

Performance Objective: Identify target students and develop appropriate instructional strategies

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
1. Students set TAKS goals based on INOVA data	Counselor	Spring 2008	Increased test scores	100% of all students pass the state accountability standards in math and science
2. Purchase computer programs for drill and practice for target students.	Local monies	2007-2008	↓	↓
3. Purchase program(s) for additional TAKS questions.	Local monies	2007-2008		
4. TAKS Camp for students currently not meeting standards	Teacher Program	2007-2008		
5. Reduce teacher/student ratio for target students to allow for more individual attention and individualized instruction.	Teachers	2007-2008		
6. Schedule target students together for advisory period for extra instruction on TAKS objectives	Counselor	2007-2008		

Strand: Curricular/Extracurricular

Performance Objective: CPISD assumes a leadership role within the community measured by increased involvement.

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
1. Establish a mentoring program with professional and local community members. Put in place a network of community professionals and non-professionals to present life experiences.	Community members	2007-2008	Number of local and community members involved in mentoring program	Enhanced awareness of communities, assets, and career possibilities
2. Identify and establish contact with community leaders and county commissioner	Community leaders	2007-2008	Number of contacts made between community and school	Increased involvement between community and county

Strand: Curricular/Extracurricular Activities

Performance Objective: 100% participation of students in Curricular/Extracurricular Activities

Strategies / Activities	Resources	Timelines	Evaluation	Expected Outcomes
Create a committee to discuss issues and make recommendations concerning curricular and extracurricular activities and ways to increase participation.	Faculty	2006-2007	Committee created with meetings held and recommendations made	Increase participation to 100 %
Increase funding for curricular and extracurricular activities to decrease fund raising and increase resources.	District & Campus Budgets	September 2007	Increase of student participation	Increase of student participation
Survey staff and students to develop new extracurricular activities. Student survey will be done interview style by the faculty mentors.	Survey developed by school administration	2007 - 2008	Surveys administered and reviewed	Increase of student participation
Develop programs to increase curricular/vocational opportunities	Surrounding professional services	2007 - 2008	Establishment of more opportunities in curricular areas	Increase of student participation
Develop a plan to recognize students in all areas	Newspaper Sign Announcements	2007 - 2008	Increase number of students recognized	Increase in self-esteem and student participation