

Corsicana Independent School District

2018-2019 District Improvement Plan

Accountability Rating: C



Board Approval Date: October 1, 2018

Mission Statement

Corsicana I.S.D., in partnership with parents and the community, will teach a rigorous and relevant curriculum in a safe and nurturing environment, preparing our students to succeed and work in a diverse world and encouraging them to become lifelong learners.

Core Beliefs

We are committed to...

1. Providing an education for every child that maximizes his/her potential.
2. Focusing our decisions and actions in support of student achievement.
3. Appropriate individualized instruction for all students.
4. Providing a positive environment that is safe and secure physically, emotionally and academically.
5. Treating each person with respect and dignity.
6. Responding to the needs of a changing world.
7. Providing opportunities for our students and teachers to learn and utilize current technology.
8. Providing an education that enables our graduates to make a positive contribution to society.
9. Nurturing and celebrating imagination and creativity.
10. Recognizing and celebrating student, employee, and community accomplishments.
11. Reinforcing integrity and character as critical components of success.

12. Recruiting and retaining the best staff.
13. Collaboration and teamwork throughout our District community.
14. Continually striving to understand, appreciate, and address the unique circumstances of each child.
15. Accountability for academic achievement and fiscal responsibility.

Comprehensive Needs Assessment

Demographics

Demographics Summary

The current enrollment in Corsicana ISD is 6,035. A review of our student enrollment shows an increase over the prior year.

Drane Learning Center- 272

Bowie Elementary- 531

Carroll Elementary- 386

Fannin Elementary- 450

Sam Houston Elementary- 368

Navarro Elementary- 529

Collins Intermediate School- 955

Corsicana Middle School- 830

Corsicana High School- 1714

Our demographic make up suggests slight variances over the prior year. Our current student enrollment by race/ethnicity is as follows: African American 16.4%, Asian 0.7%, Hispanic 50.1%, American Indian 0.2%, Pacific Islander 2.9%, Two or More Races 2.7%, and White 27%. Our White and African American percentages are declining slightly. Our Hispanic and Pacific Islander percentages continue to grow. Our economically disadvantaged percentages continue to increase each year and currently reflecting 75.4%. Our percentage of English Language Learners is 21.7%. Students receiving special education are at 9.6%.

Demographics Strengths

Changes are small enough to appropriately plan for student needs. Corsicana ISD met the state accountability achievement targets in math for the following student groups: All students, Hispanic, Economically Disadvantaged, English Learners (current & monitored), Special Education (current), and Continuously Enrolled students. The district also met the state accountability achievement targets in reading for our Special Education (current) student group.

The district met growth targets in 15 out of 24 target areas. Growth targets met are as follows: **Reading**-Hispanic, Economically Disadvantaged, English Learners (current & monitored), and Special Education (former). **Math**- All students, African American, Hispanic, White, Pacific Islander, Economically Disadvantaged, English Learners (current & monitored), Special Education (current), Special Education (former), Continuously Enrolled, and non-continuously enrolled. The district also exceeded the target for the English Language Proficiency Status.

Student Achievement

Student Achievement Summary

Student achievement continues to increase in many areas and achievement gaps are closing. The district met or outperformed the state averages in math in 6 out of 8 tested areas. Although showing great improvement, data from our State Accountability system would indicate that we are still performing below the state in reading in most areas. At the secondary level, 7th grade ELAR and writing are areas needing improvement. In addition, 5th grade science is an area needing special attention. At the elementary level, reading and writing are our primary areas of focus for increasing student achievement. Reading proficiencies have increased significantly as evidenced in 3rd, 4th, 6th, and 8th grade STAAR performance in comparison to the prior year. Math has also increased in 3rd, 4th, 5th, 6th, 7th, and Algebra 1 over the prior year. Our Special Education students met state targets in 4 out of 7 areas and our English Language Learners met state targets in 5 out of 6 areas.

Corsicana ISD 2017-2018 State Accountability

District/Campus	Overall	Domain1- Student Ach.	Domain 2- Academic Growth	Domain 2- Relative Performance	Domain 3- Closing the Gaps
Corsicana ISD	C (78)	C (77)	B (80)	B (80)	C (72)
Bowie El.	Met Std.	Met Std.	Met Std.	Met Std.	Met Std.
Carroll El.	Impr. Req.	Impr. Req.	Impr. Req.	Met Std.	Impr. Req.
Drane Learning Center	Met Std.	N/A	N/A	N/A	N/A
Fannin El.	Met Std.	Met Std.	Met Std.	Met Std.	Met Std.
Navarro El.	Impr. Req.	Impr. Req.	Impr. Req.	Impr. Req.	Impr. Req.
Sam Houston El.	Met Std.	Met Std.	Met Std.	Met Std.	Met Std.
Collins Int.	Met Std.	Met Std.	Met Std.	Met Std.	Met Std.
Corsicana Middle School	Met Std.	Met Std.	Met Std.	Met Std.	Met Std.

Corsicana High School	Met Std.	Met Std.	Met Std.	Met Std.	Met Std.
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CISD All Subjects:

Approaches Grade Level 72%

Meets Grade Level 41%

Masters Grade Level 16%

CISD Reading:

Approaches Grade Level 69%

Meets Grade Level 38%

Masters Grade Level 12%

CISD Math:

Approaches Grade Level 80%

Meets Grade Level 47%

Masters Grade Level 22%

Student Achievement Strengths

1. The district is showing growth in student achievement in 3rd, 4th, 5th, 6th, 7th, and Algebra 1.
2. Dual Language students are showing consistent growth in reading and math. They currently outperform the state in reading and math.
3. Economically disadvantaged, EL, and Hispanic students are showing great growth in student achievement in reading and math. They met 70-85% of the state accountability targets in Domain 3.
4. Graduation rates are at 100% for the prior year.
5. Students are graduating at a higher rate on the recommended and distinguished achievement plans.

CISD Distinction Designations 2017-2018

Corsicana High School

- ELA/Reading
- Mathematics
- Social Studies
- Comparative Academic Growth

Corsicana Middle School

- Comparative Academic Growth

Collins Intermediate

- Mathematics

Sam Houston Elementary

- ELA/Reading
- Mathematics
- Postsecondary Readiness
- Comparative Closing the Gaps

Fannin Elementary

-

ELA/Reading

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Performance Index Framework Data: Index 1 - Student Achievement
- Domain 2 - Student Progress
- Performance Index Framework Data: Index 2 - Student Progress
- Domain 3 - Closing the Gaps
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Postsecondary college, career or military-ready graduates data
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data

- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2
- Prekindergarten Self-Assessment Tool

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, progress, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data

- Staff surveys and/or other feedback
- Highly qualified staff data
- Campus leadership data
- Professional development needs assessment data
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data

Goals

Goal 1: Corsicana ISD will meet or exceed all State and Federal Standards for Academic Excellence.




Performance Objective 1: Students will be successfully engaged in rigorous and relevant instruction that leads to academic excellence.










Vision 2020: We will develop instructional practices that enhance student achievement through real-world applications and hands-on learning.

Evaluation Data Source(s) 1: Number of students approaching grade level standards or higher on state assessments

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college. 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	May
<p>Critical Success Factors CSF 1</p> <p>1) All faculty and staff will actively engage in The Fundamental 5 strategies in all content areas.</p>	Principals, Asst. Principals, Curriculum Staff	TTESS and instructional walk-throughs, assessment data, student grades, progress monitoring, and number of students meeting approaches grade level standard or higher on state assessments.				
Funding Sources: 199 comp Ed. - 3500.00						
<p>Critical Success Factors CSF 1</p> <p>2) All faculty and staff will actively engage in ELPS strategies in all content areas.</p>	Principals, Asst. Principals, Curriculum Staff, Executive Director of Special Programs, Director of ESL/Bilingual Education	TTESS and instructional walk-throughs, assessment data, student grades, progress monitoring, and number of students meeting approaches grade level standard or higher on state assessments.				
Funding Sources: 263 Title III - 5000.00, 199 ESL - 10000.00						
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>3) Grades K -8 will continue a consistent math and reading RTI plan across all campuses. Grades K-8 will continue a universal and diagnostic screener in math and reading three times per year.</p>	Principals, Asst. Principals, Assistant Superintendent for Curriculum and Instruction	Progress monitoring data, student grades, identification of students who need specialized instruction, the number of students meeting approaches grade level standard or higher on state assessments, and a reduction of at risk students.				
Funding Sources: 199 comp Ed. - 12000.00, 410 Instructional Allotment - 55000.00						

<p>Critical Success Factors CSF 1 CSF 4</p> <p>4) CISD will increase the use of station teach and parallel teach inclusion models with special education and general education teachers in core K-12 classrooms.</p>	<p>Principals, Asst. Principals, Special Education Staff, Executive Director of Special Programs</p>	<p>Number of students approaching grade level standard on state assessments.</p>				
<p>Funding Sources: 199 Special Ed. - 14500.00</p>						
<p>Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>5) CISD teachers will plan instructional lessons following the curriculum alignment process.</p>	<p>Assistant Superintendent of Curriculum and Instruction, Principals, Assistant Principals, Instructional Coaches, and Curriculum Department</p>	<p>Increased student achievement and content mastery in all grades and content areas.</p>				
<p>Critical Success Factors CSF 1 CSF 2</p> <p>6) CISD teachers will design lessons to incorporate small group instruction utilizing hands-on learning and use of manipulatives for concrete application of concepts. This should include instruction in guided reading, guided math, interventions, and reteaching.</p>	<p>Assistant Superintendent of Curriculum and Instruction, Principals, Assistant Principals, Instructional Coaches, and Curriculum Department</p>	<p>Increased student achievement and content mastery in all grades and content areas.</p>				
<p>Funding Sources: 211 Title I - 14400.00</p>						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: Corsicana ISD will meet or exceed all State and Federal Standards for Academic Excellence.

Performance Objective 2: Vision 2020: Pedagogy & Instructional Resources

We will develop instructional practices that enhance student achievement through real-world applications and hands-on learning.

We will utilize instructional resources that cater to each student's individual needs to ensure academic success.








*Establish innovative instructional strategies to enhance student learning.

*Expand instructional resources to include technology integration for all students.

*Establish enrichment opportunities at the elementary level to support creative and innovative learning.

Evaluation Data Source(s) 2: Increased mastery of content and critical thinking skills as evidenced through state standardized testing. This will be achieved through project based learning activities created through the coding initiative with Code to the Future.

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	May
<p>Critical Success Factors CSF 1</p> <p>1) Implement a coding curriculum utilizing the Code to the Future program for Carroll Elementary and Collins Intermediate.</p>	<p>Director of Innovation and Transformation, Principals, Assistant Principals, and the Technology Dept.</p>	<p>Increased mastery of content and critical thinking skills as evidenced through state standardized testing.</p>				
<p>Funding Sources: 199 General - 100000.00, 211 Title I - 250000.00</p>						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 2: A vital partnership will be created among the home, school, and community, one that begins during the preschool years, is strengthened when the child formally enrolls, and continues through graduation.

Performance Objective 1: Continue to increase CISDs social media presence and engagement of audiences.

Evaluation Data Source(s) 1: The number of views, shares and likes on social media venues.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	May
1) Coordinate with leadership and videographer(s) on a timeline and schedule of social media postings.	Susan Johnson	Increased views and shares on social media.				
	Funding Sources: 199 General - 30000.00					
2) Work with campuses to assist assigned social media advocates on best practices for audience engagement.	Susan Johnson	Increased views and shares on social media.				
						

Goal 2: A vital partnership will be created among the home, school, and community, one that begins during the preschool years, is strengthened when the child formally enrolls, and continues through graduation.

Performance Objective 2: VISION2020: Communication - Build community support by informing stakeholders of educational advancements, innovations, and opportunities offered by the district.

Evaluation Data Source(s) 2: News stories, website posts, social media clicks, presentations

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	May
1) Utilize all media formats to promote, inform and educate	Susan Johnson					
	Funding Sources: 199 General - 5000.00					
2) Host special parent sessions by topic to increase awareness and build relationships among CISD staff.	Susan Johnson and Other Administrators	Increase parent engagement				
	Funding Sources: 199 General - 500.00					

Goal 3: The Corsicana ISD will create a safe and orderly environment that promotes student learning and staff effectiveness.

Performance Objective 1: Provide a safe and secure learning environment for all.

Evaluation Data Source(s) 1: All District personnel will be trained in the Standard Response Protocol and implement appropriate response procedures. The Corsicana ISD will partner with local and state law enforcement agencies to train district personnel in school safety.

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	May
1) Provide a Standard Response Protocol training to all district staff members.	Corsicana PD, District-Wide Safety/Security Team, Operations, Technology	Implement standard response protocols that create a safe and orderly environment in critical situations.				
2) Partner with state and local law enforcement agencies to implement school safety trainings for all district staff members.	Corsicana PD, District-Wide Safety/Security Team, Operations, Technology	Increase staff knowledge and awareness of school safety.				
						

Goal 3: The Corsicana ISD will create a safe and orderly environment that promotes student learning and staff effectiveness.

Performance Objective 2: Provide a safe ad secure physical environment for all.

Evaluation Data Source(s) 2: The Corsicana ISD will implement the SecureTech WAVE Plus system. All district staff and students will provide identification at all times while on district property.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	May
1) Provide a critical incident notification system (SecureTech WAVE Plus) to communicate with first responders over two-way radios.	Corsicana PD, District-Wide Safety/Security Team, Operations, Technology	Implement standard procedure for effective critical incident notification to create a safe physical environment in critical situations.				
Funding Sources: 199 General - 10000.00						
2) Provide identification cards to all district staff and students.	Corsicana PD, District-Wide Safety/Security Team, Operations, Technology	Implement a standard process for staff and student identification.				
Funding Sources: 199 General - 8000.00						
3) Provide secure walkways and entry points to district buildings.	Corsicana PD, District-Wide Safety/Security Team, Operations, Technology	Defining authorized access to buildings.				
Funding Sources: 199 Construction - 675000.00						
						

District Education Improvement Committee

Committee Role	Name	Position
Community Representative	Barbara Kelley	CISD Board Member
District-level Professional	Carla Stanford	Executive Director Staff Development, 5-12 Math & 7-12 Science
District-level Professional	Kim Holcomb	Assistant Superintendent of Curriculum & Instruction
District-level Professional	Billy Harlan	Assistant Superintendent of Human Resources
District-level Professional	Diane Frost	Superintendent
District-level Professional	Elmer Avellaneda	Executive Director of Special Programs
District-level Professional	Danzell Lee	Executive Director of Administration
District-level Professional	Susan Johnson	Executive Director of Communications, Marketing & PR / Collins Scholarship Administrator
District-level Professional	Scott Stephens	Corsicana ISD Chief of Police
District-level Professional	Erik Cuellar	Coriscana ISD Police Lieutenant
District-level Professional	Joan Otten	Director of Secondary English/Language Arts 7-12, Social Studies 7-12 & GT
District-level Professional	Dallas Horne	Director of Instructional Support
District-level Professional	Darla Nolen	Director of Business Services
Administrator	John McIntyre	Systems Administrator
District-level Professional	Debbie Cottar	Director of ESL/Bilingual
District-level Professional	Sherrie Kays	Instructional Facilitator/Coach ELAR 4-6 Social Studies 5-6
District-level Professional	Lori Harlan	Instructional Facilitator/Coach Math K-4
District-level Professional	Diane Hitt	Instructional Facilitator/Coach ELAR Pre-K - 3
District-level Professional	Jennifer Farmer	Instructional Facilitator/Coach Science K-6, Social Studies K-4
District-level Professional	Stephanie Howell	Director of Innovation & Transformation

Administrator	Hollye Usery	Principal Bowie
Administrator	Verlena Bodie	Assistant Principal Bowie
Classroom Teacher	Alice Owen	Teacher
Classroom Teacher	Brett Sowell	Teacher
Parent	Krystal McCollum	Parent
Administrator	Cheryl Murdock	Principal Carroll
Classroom Teacher	Rebekah McCallay	Interventionist
Classroom Teacher	Elizabeth Wiggins	Teacher
Parent	Frances Kitchen	Parent
Administrator	Ariana Hernandez	Assistant Principal Carroll
Administrator	Karen Miller-Kopp	Principal Fannin
Administrator	Shelly Dyer	Assistant Principal Fannin
Classroom Teacher	Anele Richardson	Interventionist
Classroom Teacher	Jessica Bentz	Teacher
Parent	Blanca Rodriguez	Parent
Administrator	Tim Betts	Principal Navarro
Classroom Teacher	Michelle Claiborne	Teacher
Parent	Angie White	Parent
Parent	Kristen Smith	Parent
Classroom Teacher	Lindsey Walton	Teacher
Administrator	Tracey Jordan	Principal Sam Houston
Non-classroom Professional	Brandy Thompson	Counselor
Classroom Teacher	Brandi Moore	Librarian
Parent	John Avila	Parent
Administrator	Lisa West	Director of Early Childhood and Family Engagement
Classroom Teacher	Karina Rojas	Teacher
Classroom Teacher	Holly Huffman	Teacher

Parent	Chasity Portis	Parent
Administrator	Scott Doring	Principal Collins Intermediate
Administrator	Molly Corrington	Assistant Principal Collins Intermediate
Classroom Teacher	Margie Watkins	Teacher
Parent	Lanette Stewart	Parent
Classroom Teacher	Erica McIntyre	Teacher
Administrator	John Paul Johnson	Principal Corsicana Middle
Administrator	Jason Hervey	Assistant Principal Corsicana Middle
Administrator	Meagan Pruett	Assistant Principal Corsicana Middle
Administrator	Robin Corbett	Assistant Principal Corsicana Middle
Classroom Teacher	Keith Jones	Teacher
Classroom Teacher	Melissa Anderton	Teacher
Parent	Charlotte Paulk	Parent
Administrator	Shade Boulware	Principal Corsicana High
Administrator	Sean Kays	Assistant Principal Corsicana High
Classroom Teacher	Elizabeth Talley	Teacher
Classroom Teacher	Kelli Ryno	Teacher
Parent	Woa Dill	Parent