

**Little Cypress-Mauriceville CISD**  
**District Improvement Plan**  
**2015-2016 Formative Review with Notes**



**Board Approval Date:** November 10, 2015

# Mission Statement

The mission of the Little Cypress-Mauriceville CISD is to graduate young adults with the knowledge and skills necessary for success in an ever-changing technological society by guaranteeing each student an individualized and well-rounded education.

## District Goals

1. We will provide students and staff with facilities and services that are safe and conducive to an orderly, positive learning environment.
2. We will provide a quality instructional program that meets the needs of all students.
3. We will provide a fiscally sound budget.
4. We will involve our community and encourage their support in the implementation of our District's mission and objectives.

# Core Beliefs

## We believe that:

The primary purpose of school is to educate students.

Change is necessary and inevitable to achieve educational excellence.

Community support is imperative for effective schools.

Constructive family involvement in education has a positive impact on student learning and school performance.

Each person is valuable.

Higher expectations yield higher results.

A commitment to the basic principles of trust, respect, dignity, compassion, and integrity is essential to character development.

Each person can learn and achieve.

Individual achievement requires dedication and diligence.









The District is accountable to the community to effectively educate its students.












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## Goal 1: Work with all stakeholders to prepare students for academic success.

**Performance Objective 1:** By May 2016, a minimum of 87% of the all student subgroup and each student group, including special education students tested, will pass sections of the Reading/ELA, Mathematics, Science, and Social Studies state assessments and each student group will show at least 5% growth over last year as measured by STAAR.

Strategy Description	Title I	Staff Responsible	Formative Reviews	
			Months	Notes
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>1) Provide a guaranteed and viable curriculum to all students. (CNA Curriculum, Instruction, and Assessment Need #1, #2, #3, #6, and #7)</p>	8, 9	Directors, Principals	November	
				
			January	
				
			March	
				
			June	
				
<p><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7</p> <p>2) Increase the percentage of students passing writing, math and reading assessments by targeting instructional practices, specifically scaffolding.</p> <p>Intervention: Provide professional development in writing, reading and math to address the needs of all students, emphasis on special education and ELL students, on state STAAR assessments, particularly STAAR Accommodated. TEC 11.252(a)(3)(F) (CNA: Curriculum, Instruction, and Assessment Need #2, #9; Student Achievement Need #2, School Context Need #4)</p>	4, 8, 9	Directors, Principals	November	
				
			January	
				
			March	
				
			June	
				

<p><b>State System Safeguard Strategy</b>  <b>Federal System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b>  CSF 1 CSF 2 CSF 4 CSF 7</p> <p>3) Continue implementation of writing goals to enhance performance of students with emphasis on special education, Hispanic, and Economically Disadvantaged subgroups. Principals will communicate expectations. Collect writing samples periodically for student portfolios. An emphasis should be placed on revising and editing skills as well as writing content. (CNA: Student Achievement Need #1, Curriculum, Instruction and Assessment Need #8)</p>	8, 9	Directors, Principals, Teachers	November 	
			January 	
			March 	
			June 	
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b>  CSF 1 CSF 2 CSF 4 CSF 7</p> <p>4) Identify students from the sub groups in missed System Safeguards. The identified students will be Special Education and ELL students in Reading, Special Education, Hispanic, and Economically Disadvantaged students in Writing, and, Special Education students in Social Studies and Science.</p> <p>Track student growth on the unit assessments through Eudophoria Reports and report cards. This information will be made available to designated campus personnel, curriculum directors, and superintendent. (CNA: Student Achievement Need #4, Curriculum, Instruction &amp; Instruction Need #4, #5)</p>	2	Principals, Teachers	November 	
			January 	
			March 	
			June 	
<p><b>Critical Success Factors</b>  CSF 5 CSF 6</p> <p>5) Conduct parent/community, staff, and student surveys to assess school context, organization, school culture and climate. (CNA: School Culture Need #1)</p>	6	Directors, Principals	November 	
			January 	
			March 	
			June 	Surveys have been approved by superintendent and will be conducted in August

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6 CSF 7</p> <p>6) Assure that instructional strategies that will affect student achievement, particularly Special Education, ELL, and African American, are used in all classroom.</p> <ul style="list-style-type: none"> <li>* Identifying similarities and differences</li> <li>* Summarizing and note taking</li> <li>* Reinforcing effort and providing recognition</li> <li>* Homework and practice</li> <li>* Nonlinguistic representations</li> <li>* Cooperative Learning</li> <li>* Setting objectives and providing feedback</li> <li>* Generating and testing hypotheses</li> <li>* Questions, cues, and advance organizers</li> </ul> <p>(Marzano, 1998) TEC 11.252(a)(3)(B) (CNA: Student Achievement Need #3, #5; Curriculum, Instruction &amp; Assessment Need #2, #3, #5, #7)</p>	2	Directors, Principals, Teachers	November 	
			January 	
			March 	
			June 	Books have been purchased for all teachers and administrators. Campuses have introduced strategies and some campuses have provided some professional development.
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>7) Provide additional instructional support for students through before school programs, after school programs, summer school, ESY, computer assisted instruction, RTI, accelerated instruction, small group instruction, and in-school tutorials. TEC 11.252 (a)(3)(H) (CNA: Student Achievement Need #8)</p>	2, 9	Curriculum Directors, Principals, Special Programs Director, State and Federal Programs Director	November 	
			January 	
			March 	
			June 	

8) Continue the plan to address child sexual abuse and maltreatment, and increase faculty and staff awareness and possible warning signs at the campuses. SB 471 TEC 11.252(a)(9) TEC 38.0041		Elementary Curriculum Director, Community Relations Coordinator, Principals	November	
			January	
			March	
			June	
9) Implement strategies to reduce the drop-out rate. TEC 11.252(a)(3)(C)		Secondary Curriculum Director, Secondary Principals	November	
			January	
			March	
			June	
10) Implement strategies to increase the awareness of real world work requirements for all students and career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities. TEC (a)(3)(G)	2	Curriculum Directors, Principals, Teachers	November	
			January	
			March	
			June	








<p align="center"><b>Critical Success Factors</b> CSF 7</p> <p>11) Core teachers are registered to attend the TEKS Resource System Conference (ESC Curriculum Conference) provided by Region 5. TEC 11.252(a)(3)(F) (CNA: Curriculum, Instruction &amp; Assessment Need #13)</p>	4	Curriculum Directors, Principals	November	
			January	
			March	
			June	
<p align="center"><b>Critical Success Factors</b> CSF 3</p> <p>12) Provide leadership training to administrators TEC 11.252(a)(3)(F) (CNA: Student Achievement Need #6; Curriculum, Instruction, &amp; Assessment Need 10)</p>		Curriculum Director, State and Federal Programs Director	November	
			January	
			March	
			June	
<p align="center"><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>13) Engage in Improvement Planning Process to address deficits in instruction for Special Education students in Reading, Math, Writing, Science, and Social Studies</p>		Curriculum Directors, Principals, Director of Special Programs, Special Education Teachers	November	
			January	
			March	
			June	

 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 1:** Work with all stakeholders to prepare students for academic success.









**Performance Objective 2:** Continue to implement effective disciplinary interventions and monitor behavior as appropriate to deter ISS/DAEP placement.













Strategy Description	Title I	Staff Responsible	Formative Reviews	
			Months	Notes
<b>Critical Success Factors</b> CSF 3 CSF 6  1) Campus Assistant Principals will ensure implementation of campus procedures for discipline referrals to ensure consistency across the District. TEC 11.252(a)(3)( E)	2	Assistant Principals	November	
				
			January	
				
			March	
				
			June	
				
<b>Critical Success Factors</b> CSF 4 CSF 6  2) Continue implementation of PBIS and Dan Korem. (CNA: School Context Need #2, School Culture #2)		Directors, Principals	November	
				
			January	
				
			March	
				
			June	
				

 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue













**Goal 2: Provide emerging technology resources and instructional strategies to support professional development activities and technology infusion efforts to prepare students for careers in the 21st century.**


**Performance Objective 1:** Provide a technology rich learning environment aligned with state curriculum standards to empower students to be successful members of a global and digital workforce.

Strategy Description	Title I	Staff Responsible	Formative Reviews	
			Months	Notes
<p><b>Critical Success Factors</b> CSF 1</p> <p>1) Emphasize 21st century learning skills through increased use of technology tools. (CNA: Technology Need #1, #2)</p>		Technology Director, Instructional Technology Specialist, Principals, Teachers	November 	
			January 	
			March 	
			June 	Will continue through Marzano implementation
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6 CSF 7</p> <p>2) Provide instructional resources, personnel, and equipment to enable students to acquire technical proficiency, as well as improved assessment scores in future years. (CNA: Technology Need #4)</p>		Technology Director, Curriculum Directors, Principals	November 	
			January 	
			March 	
			June 	Workshops are planned to focus on student disaggregation of data

<p>3) Administer online technology literacy assessments to 2nd, 5th, and 8th grade students at the end of the year to satisfy NCLB goals, District, and Board objectives for student technology competency. (CNA: Technology Need #2)</p>		<p>Technology Director, Instructional Technology Specialist, Principals, Teachers</p>	<p>November</p> 	
			<p>January</p> 	
			<p>March</p> 	
			<p>June</p> 	
<p><b>Critical Success Factors</b> CSF 3 CSF 7</p> <p>4) Provide Technology Champions on each campus. Assure collaborative planning and use of research validated best practices to continue to strengthen instruction.</p>		<p>Technology Director, Instructional Technology Specialist, Principals</p>	<p>November</p> 	
			<p>January</p> 	
			<p>March</p> 	
			<p>June</p> 	
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>5) Provide support and update to the Eduphoria curriculum management system and the TEKS Resource System to link technology resources to learning objectives.</p>		<p>Technology Director, Instructional Technology Specialist, Curriculum Directors</p>	<p>November</p> 	
			<p>January</p> 	
			<p>March</p> 	
			<p>June</p> 	

<p align="center"><b>Critical Success Factors</b> CSF 1</p> <p>6) Provide equipment and technology support for faculty, staff, and students to promote technology use in the instructional and operational activities of the District as well as to support the District mission and vision.</p>		Technology Director, Network Engineer, System Administrator	November 	
			January 	
			March 	
			June 	
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>7) Support creation and maintenance of Gabbart Communication with parents, students, and the community to provide instructional resources.</p>		Technology Director, Webmaster, Principals, Teachers	November 	
			January 	
			March 	
			June 	
<p align="center"><b>Critical Success Factors</b> CSF 1</p> <p>8) Continue implementation of the Mobile Technology initiative as budget and personnel resources are available.</p>		Technology Director, Principals, District Administration	November 	
			January 	
			March 	
			June 	on-going

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 5 CSF 7</p> <p>9) Encourage the creation of digital media by students and teachers to increase community support and engagement.</p>		<p>Technology Director, Principals, Instructional Technology Specialist, Teachers</p>	<p>November</p> 	
			<p>January</p> 	
			<p>March</p> 	
			<p>June</p> 	on-going
<p>10) Increase use of cloud-based email and communications resources provided by the District to increase student use of 21st century tools.</p>		<p>Technology Director, Principals, Teachers</p>	<p>November</p> 	
			<p>January</p> 	
			<p>March</p> 	
			<p>June</p> 	on-going
<p align="center"><b>Critical Success Factors</b> CSF 5</p> <p>11) Provide parent access to online technology training resources such as Learning.com, Atomic Learning, and online safety curriculum to increase parent involvement. (CNA: Demographic Need #3; School Context #3)</p>		<p>Technology Director, Principals, Teachers</p>	<p>November</p> 	
			<p>January</p> 	
			<p>March</p> 	
			<p>June</p> 	

12) Support the Bring Your Own Technology project as personnel and financial resources are available. Monitor teacher and student use of BYOT in the classroom.		Technology Director, Principals, Teachers	November	
			January	
			March	
			June	
<b>Critical Success Factors</b> CSF 1 CSF 6 CSF 7 13) Continue to support IT Academy, STEM Academy, and Project Based Learning activities in the District.		Technology Director, Principals, Teachers	November	
			January	
			March	
			June	
<b>Critical Success Factors</b> CSF 3 14) Support Administrative and Support Staff in effective use of applications and resources provided by the District.		Technology Director, Departmental and Campus Administrators, Instructional Technology Specialist, Technology Staff	November	
			January	
			March	
			June	

15) Support STEM Academy activities as personnel and financial resources are available.		Principals, Curriculum Directors, Technology Director	November	
			January	
			March	
			June	on-going
16) Support student online registration to increase parent access and reduce paper forms required by the District.		District Admin, Principals, Technology Director	November	
			January	
			March	
			June	
				

**Goal 2:** Provide emerging technology resources and instructional strategies to support professional development activities and technology infusion efforts to prepare students for careers in the 21st century.

**Performance Objective 2:** Provide professional development to teachers and administrators to address needs identified by campus and district needs assessment and analysis.

Strategy Description	Title I	Staff Responsible	Formative Reviews	
			Months	Notes
















1) Provide Professional Development activities using online, face-to-face, and blended instruction to enhance teacher and staff technology proficiency. (CNA: Technology Need #3)	7	Technology Director, Instructional Technology Specialist, Principals	November	
			January	
			March	
			June	

 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 3: Provide students and staff with appropriate facilities and a quality learning environment- classrooms, offices, and other areas - that are safe, neat, and aesthetically pleasing and conducive to student success.**









**Performance Objective 1:** By late summer, early fall, LCJH construction will be completed. MMS and MVE construction will be completed by early spring, 2017, and LCM High School construction will be completed by Feb. 2018.




Strategy Description	Title I	Staff Responsible	Formative Reviews	
			Months	Notes
1) Continue construction on all projects: LCE/LCI, MVE/MMS, LCJH, HS.		Assistant Superintendent	November 	
			January 	
			March 	
			June 	
2) Architect, Construction Manager, District Administration, and Board address any construction related issues		Assistant Superintendent	November 	
			January 	
			March 	
			June 	
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue				














**Goal 3:** Provide students and staff with appropriate facilities and a quality learning environment- classrooms, offices, and other areas - that are safe, neat, and aesthetically pleasing

and conducive to student success.

**Performance Objective 2:** By May 2016, students will report that they feel safe on school grounds before, during, and after the school day, including unstructured areas, such as playgrounds, hallways, and restrooms.









Strategy Description	Title I	Staff Responsible	Formative Reviews	
			Months	Notes
<b>Critical Success Factors</b> CSF 6  1) Continue to monitor bullying prevention training and awareness. Implement bullying policy and procedures. (Legislative Mandate HB 1942) TEC 11.252		Principals and Counselors	November	
				
			January	
				
			March	
				
			June	
				
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6  2) Continue implementation of TBSI and Positive Behavioral Interventions and Supports (PBIS) to identify, adapt, and sustain effective school-wide disciplinary practices. Provide necessary professional development to ensure implementation of PBIS. TEC 11.252(a)(3)(E) (CNA: School Culture Need #2)	2	Directors, Principals, Teachers, Region 5 Consultant	November	
				
			January	
				
			March	
				
			June	
				














<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>3) Develop campus based committees to address the acts of random violence and identify students in need of additional behavioral supports. TEC 11.252(a)(3)(E) (CNA: School Culture Need #2)</p>		Principals, Teachers	November	
			January	
			March	
			June	
<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>4) Continue to implement the harassment and dating violence plan designed to increase student safety and inform students and educators of resources and support for victims. TEC 37.0001</p>		Directors, Principals, Counselors	November	
			January	
			March	
			June	
<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>5) Provide training for teachers in early mental health intervention and suicide prevention for students and identification for students who may be at-risk for psychological distress. (Legislative Mandate HB 1386) [TEC 11.252(a)(3)(B) TX Health and Safety Code 161.325]</p>		Directors, Principals	November	
			January	
			March	
			June	

<p align="center"><b>Critical Success Factors</b> CSF 3</p> <p>6) Ensure that a professional staff member with the primary responsibility for educating students with disabilities should be included on DEIC and Campus SBDM Committees.</p>	1	Directors, Principals	November	
			January	
			March	
			June	
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>7) DAEP Requirements: District and campus must analyze the following data: Student groups served, including overrepresentation of students from economically disadvantaged families, ethnic and racial representations, and with a disability who receive special education services and LEP services; attendance rates; pre-and post-assessment results; dropout rates; graduation rates; recidivism rates TAC 19 103.1201 (b) TEC 11.252(a)(3)(E) (CNA: School Context Need #5)</p>	6	Principals, Assistant Principals, Director of Special Programs	November	
			January	
			March	
			June	
<p align="center">  = Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue </p>				

**Goal 4: Celebrate district unity through the fostering of spirit, pride, character, and a tradition of excellence in both the school and community.**

**Performance Objective 1:** During the 2015-2016 school year, 100% of staff will increase communication between home and school to improve engagement with community and parents.

Strategy Description	Title I	Staff Responsible	Formative Reviews	
			Months	Notes
<p><b>Critical Success Factors</b> CSF 1 CSF 5 CSF 6 CSF 7</p> <p>1) Develop campus and teacher webpages that are consistently used and updated to announce assignments and/or calendar of events.</p>	6	Principals	November 	
			January 	
			March 	
			June 	
<p><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>2) Provide parent training opportunities for STAAR assessments and accountability standards. Teaching methodologies and instructional strategies should be explained. (CNA: Demographic Need #3; School Context Need #3)</p>	6	Directors, Teachers, Principals	November 	
			January 	
			March 	
			June 	

<p align="center"><b>Critical Success Factors</b> CSF 5</p> <p>3) Develop a committee to explore opportunities to increase parental involvement. Implement two new strategies to involve parents. (CNA: Demographic Need #3; School Context Need #3)</p>	6	A-Team	November	
			January	
			March	
			June	
<p align="center"><b>Critical Success Factors</b> CSF 5</p> <p>4) Create and conduct a community/parent survey. (CNA: School Context Need #1)</p>	6	Principals, Teachers	November	
			January	
			March	
			June	
<p align="center">  = Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue </p>				

**Goal 5: Recruit highly qualified professionals for all academic areas, with an emphasis on strategies to retain effective employees.**

**Performance Objective 1:** 99.5% of our professional and paraprofessional staff will meet Highly Qualified requirements by September 15, 2015.










Strategy Description	Title I	Staff Responsible	Formative Reviews	
			Months	Notes
<p><b>Critical Success Factors</b> CSF 1</p> <p>1) Investigate and implement activities to enhance the recruitment, induction, and retention of teachers and paraprofessionals who meet highly qualified requirements.</p>	3, 5	Directors, Principals.	November	
			January	
			March	
			June	
<p><b>Critical Success Factors</b> CSF 7</p> <p>2) Participate in and attend recruitment activities, such as job fairs, posting vacancies in multiple sites, and maintaining an active webpage of current job openings. (CNA: Staff Quality Need #1, #2, #3)</p>	3, 5	Curriculum Directors, HR Personnel	November	
			January	
			March	
			June	



<p align="center"><b>Critical Success Factors</b> CSF 1</p> <p>3) Provide Treasuring Our Paraprofessionals training to assist persons seeking to meet the Highly Qualified requirements for instructional aide positions and to provide instructional training to district instructional aides.</p>	4	State and Federal Programs Director	November	
			January	
			March	
			June	
<p>4) Develop Highly Qualified Continuous Improvement Plans for District and applicable campuses.</p>	3, 5	State and Federal Programs Director, Principal(s)	November	
			January	
			March	
			June	
<p align="center">  = Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue </p>				

**Goal 6: Encourage participation and improve success in UIL and other extracurricular programs-academics, athletics, vocational, and the arts.**










**Performance Objective 1:** Beginning in September 2015, all eligible secondary academic, athletic, and Career and Technology Education (CTE) teams will be established for participation in competitive events.

Strategy Description	Title I	Staff Responsible	Formative Reviews	
			Months	Notes
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6 CSF 7  1) Organize academic, athletic, and Career and Technology (CTE) UIL teams.		Teachers, Principals, Activities Director	November 	
			January 	
			March 	
			June 	
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue				

**Goal 6: Encourage participation and improve success in UIL and other extracurricular programs-academics, athletics, vocational, and the arts.**

**Performance Objective 2:** Beginning in January 2016, organize elementary spelling competition to be held May 2016.

Strategy Description	Title I	Staff Responsible	Formative Reviews	
			Months	Notes

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>1) Continue to host the elementary district-wide fifth grade spelling competition.</p>		Principals, Teachers	November	
			January	
			March	
			June	
<p align="center">  = Accomplished          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>				

## Goal 7: Provide a fiscally sound budget.

**Performance Objective 1:** By August 31, 2016, we will adopt a budget with financial transactions and a remaining fund balance that remains steady or is increased.

Strategy Description	Title I	Staff Responsible	Formative Reviews	
			Months	Notes
1) Follow the budget planning cycle.		Assistant Superintendent, Superintendent	November 	
			January 	
			March 	
			June 	
2) Maintain the highest rating on Schools FIRST.		Assistant Superintendent, Superintendent	November 	
			January 	
			March 	
			June 	
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue				