Board Monitoring System
2023-2024 School Year

GOAL 1

Academic Achievement: The district will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards for all students.

	Objective	Target	Evidence of Progress	Timeline for Reporting
1.	Increase number of campuses with an overall 80 or higher scaled score in the state accountability system.	Increase by 5% or show improvement from prior year.	Accountability reports from the Texas Education Agency	September 2024
2.	Increase overall Approaches, Meets, and Masters performance levels on STAAR 3-8 and End-of-Course (EOC) exams.	Increase by 5% or show improvement from prior year.	Accountability reports from the Texas Education Agency with data disaggregated by student groups.	September 2024
3.	Increase College, Career, and Military Readiness (CCMR).	Increase by 2% or show improvement from prior year.	Texas Academic Performance Report (TAPR) from the Texas Education Agency with data disaggregated by student groups and CCMR Indicator.	September 2025
4.	Increase the graduation rate.	Increase by 1% or show improvement from prior year.	Texas Academic Performance Report (TAPR) from the Texas Education Agency with data disaggregated by student groups.	January 2025

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GOAL 1 continued

Academic Achievement: The district will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards for all students.

	Objective	Target	Evidence of Progress	Timeline for Reporting
5.	Increase kindergarten, first grade, and second grade reading performance.	By the end of the 2023-24 school year, 90% of students tested at the beginning, middle, and end of year will meet their RIT score, show observed growth, or show growth on their composite score.	MAP (RIT score and observed growth) and MClass (Composite Score) with data disaggregated by student groups	October 2023 February 2024 June 2024
6.	Increase overall kindergarten, first grade, and second grade mathematics performance.	By the end of the 2023-24 school year, 90% of students tested at the beginning, middle, and end of year will meet their RIT score or show observed growth.	MAP (RIT score and observed growth) with data disaggregated by student groups.	October 2023 February 2024 June 2024
7.	Collect participation data on campus co- and-extra-curricular activities.	Develop and pilot a tool for collecting co- and extra-curricular data	Locally collected data from pilot	August 2024

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GOAL 1 continued

Academic Achievement: The district will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards for all students.

8.

Objective	Target	Evidence of Progress	Timeline for Reporting
TECHNOLOGY: Ensure students and staff have seamless access to digital resources necessary to support a 24x7 learning environment.	**Provide high availability to digital resources through well designed, innovative technology solutions.**	• **Students and staff have access to a district device** • **Connectivity to online instructional and business resources** • **Substantial internet capacity from multiple providers**	**February 2024**

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GOAL 2

Safe and Healthy Environment: The district will provide a safe, disciplined and healthy environment conducive to student learning.

	Objective	Target	Evidence of Progress	Timeline for Reporting
1.	Implement the Safe and Supportive Schools Plan.	Establish baseline targets.	Comprehensive report on the implementation of the Safe and Supportive Schools Plan.	January 2024 August 2024
2.	Continue to pilot a research-based schoolwide behavioral support system at 10 CFISD campuses.	Provide a standard classroom management program for students and staff.	• Training roster for campuses implementing the research-based schoolwide behavioral support system • An annual report on the progress of the Well-Managed Schools program	June 2024
3.	Implementation of Positive Behavior Intervention and Support (PBIS) process or other research-based schoolwide behavioral support system at all CFISD campuses.	100% of CFISD campuses will implement a schoolwide behavior support system.	• Roster of campuses utilizing PBIS or another research-based schoolwide behavioral support system • Implement a survey for principals on the impact of PBIS on the culture/climate of the campus	January 2024

CFISD

GOAL 2 continued

Safe and Healthy Environment: The district will provide a safe, disciplined and healthy environment conducive to student learning.

	Objective	Target	Evidence of Progress	Timeline for Reporting
4.	**TECHNOLOGY:** **Expand measures to protect sensitive and confidential data and maintain cybersecurity readiness.**	**Provide multiple security controls protecting all students, staff, and levels of the network from vulnerabilities.**	• **Incident reporting** • **Training of staff and students** • **Maintain Trusted Learning Environment Seal** • **Maintain layered approach to protection based on National Institute of Standards Cybersecurity Framework**	**February 2024**

CFISD

GOAL 3

Human Capital: The district will recruit, develop and retain highly qualified and effective personnel reflective of student demographics.

	Objective	Target	Evidence of Progress	Timeline for Reporting
1.	Implement a recruitment plan focused on recruiting a diverse teacher and leadership staff reflective of student demographics.	Work collaboratively with school leadership to implement the recruitment plan in appropriate stages as determined by the review and evaluation.	• Identified recruiting efforts for diverse teachers and leaders • Applicant demographics compared to student demographics	November 2023
2.	Provide a competitive compensation package for all employees.	Offer a comparable and competitive salary as compared to the three largest school districts in the region.	Salary comparison data for employee groups reported to Texas Association of School Boards	June 2024
3.	Increase the substitute teacher fill rate for vacancy and non-vacancy teacher absence assignments.	2% increase in fill-rate	An increase in the substitute teacher fill rate for vacancy and non-vacancy teacher absences.	April 2024
4.	Identify and develop a teacher pathway program.	Identify/recruit qualified noncertified teacher candidates.	Identify best practices for teacher pathway programs.	April 2024
5.	Collect teacher performance and student growth data in the eligible content areas as identified in the Teacher Incentive Allotment (TIA) District Designation System plan.	100% data collection	Data submitted to Texas Tech for validation	August 2024

CFISD

GOAL 3 continued

Human Capital: The district will recruit, develop and retain highly qualified and effective personnel reflective of student demographics.

	Objective	Target	Evidence of Progress	Timeline for Reporting
6.	Increase the number of bilingual teachers for pre-K , kindergarten, and first grade.	Collaborate with Curriculum and Instruction to develop and execute a comprehensive sourcing plan to attract and hire bilingual certified teachers for pre-K, kindergarten, and first grade.	2% increase in pre-K, kindergarten and first grade bilingual certified teachers.	April 2024
7.	Develop a plan to maintain a low teacher turnover rate.	Maintain a teacher turnover rate that is lower than the state average and region.	• Teacher turnover rate lower than the state average. • Provide a report on the implementation plan.	April 2024
8.	Increase the number of special education teachers.	Collaborate with Curriculum and Instruction to develop and execute a comprehensive sourcing plan to attract and hire special education certified teachers.	2% increase in Special Education certified teachers.	April 2024

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GOAL 4

Communications and Community Relations: The district will foster a culture of trust by providing accurate, timely and interactive communication to all stakeholders and encouraging parents and the community-at-large to be involved in CFISD schools.

	Objective	Target	Evidence of Progress	Timeline for Reporting
1.	Maintain a comprehensive marketing plan to increase engagement and support among all CFISD stakeholders.	Produce marketing campaign media.	Continuation of marketing campaign including involvement of schools and departments	October 2023
2.	Implement a comprehensive plan to increase stakeholder input and feedback and build customer loyalty.	Increase in opportunities for stakeholder engagement.	• Fully developed plan to include opportunities and topics for stakeholder input and feedback • Stakeholder feedback/results	October 2023 Periodically
3.	Engage parents, businesses and community members in CFISD volunteer opportunities and events.	Increase participation and revenue.	Increased engagement of parents, community and business partners in volunteerism, special events, donations and sponsorships	October 2023

CFISD

GOAL 5

Financial Management: The district will exercise fiscal responsibility to maintain financial strength and provide the financial resources for the educational program and support needs.

	Objective	Target	Evidence of Progress	Timeline for Reporting
1.	Develop and manage an operating budget that reflects the objectives of the District Improvement Plan.	Budget that supports District Improvement Plan and Board Goals	• Presentation of preliminary budget to Board of Trustees • Public hearing on proposed 2024-2025 budget	May 2024 June 2024
2.	Maintain an appropriate operating fund balance.	General fund balance of at least 25% of operating expenditures	• Adopted 2023-2024 budget by the Board of Trustees • Quarterly budget reviews • CAFR discloses total operating fund balance as a percentage of annual operating expenditures • Analysis of current budget to actual for evaluation of revenues and expenditures • Maintain superior achievement on FIRST	June 2023 November 2023, February 2024, May 2024, June 2024 November 2023 April 2024 October 2023

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GOAL 5 continued

Financial Management: The district will exercise fiscal responsibility to maintain financial strength and provide the financial resources for the educational program and support needs.

	Objective	Target	Evidence of Progress	Timeline for Reporting
3.	Maintain underlying bond rating from major bond rating agencies.	Moody's AA1 rating, Standard & Poor's AA rating, Fitch AA rating	Receive bond ratings	November 2023
4.	Provide funding for facilities, technology and program needs by selling bonds.	Bond sales according to established timeline/schedule	• Present bond orders to Board of Trustees for approval • Bond status reports	March 2023 April 2024 February 2024
5.	TECHNOLOGY: Develop a data governance framework that will lead to improved data quality and increased access to data for all stakeholders.	Standardized data policies, procedures and systems	• Identify data domains • District-wide data dictionary for all applications • Expand district data dashboards	February 2024
6.	TECHNOLOGY: Develop a district wide electronic documents environment including automated workflows.	Automated campus and business workflows	• Reduced paper documents • Implement and maintain automated processes	February 2024

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GOAL 6

Operations Management: The district will ensure that facilities adequately support the educational program and other operations.

	Objective	Target	Evidence of Progress	Timeline for Reporting
1.	**TRANSPORTATION:** Maintain morning on-time arrivals and increase afternoon on-time arrivals.	**Morning – 95% Afternoon – 92%**	**Quarterly reports as determined by Tyler Technology GPS On-time Performance Report**	**Bi-annually; Fall Semester and Spring Semester**
2.	**TRANSPORTATION:** Maintain an 80% or higher Transportation Department employee retention rate.	**80%**	**Quarterly reports as determined by Exit Manager**	**Bi-annually: Fall Semester and Spring Semester**
3.	**NUTRITION SERVICES:** Increase the reimbursable breakfast participation percentage.	**Increase reimbursable breakfast participation to 30%.**	**Monthly increases as determined by monthly Participation Report**	**Bi-annually: Fall Semester and Spring Semester**

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GOAL 6 continued

Operations Management: The district will ensure that facilities adequately support the educational program and other operations.

	Objective	Target	Evidence of Progress	Timeline for Reporting
4.	**FACILITIES PLANNING & CONSTRUCTION:** Continue completion of projects approved in the 2019 Bond referendum.	**Complete Phase 3 2019 Bond scope projects.**	**Completion of Phase 3 2019 Bond scope projects**	**February 2024**
5.	**TECHNOLOGY:** Continue completion of technology projects approved in the 2019 bond referendum.	**Complete 75% of phase 5 bond projects.**	**Completion of phase 5 identified projects**	**February 2024**

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