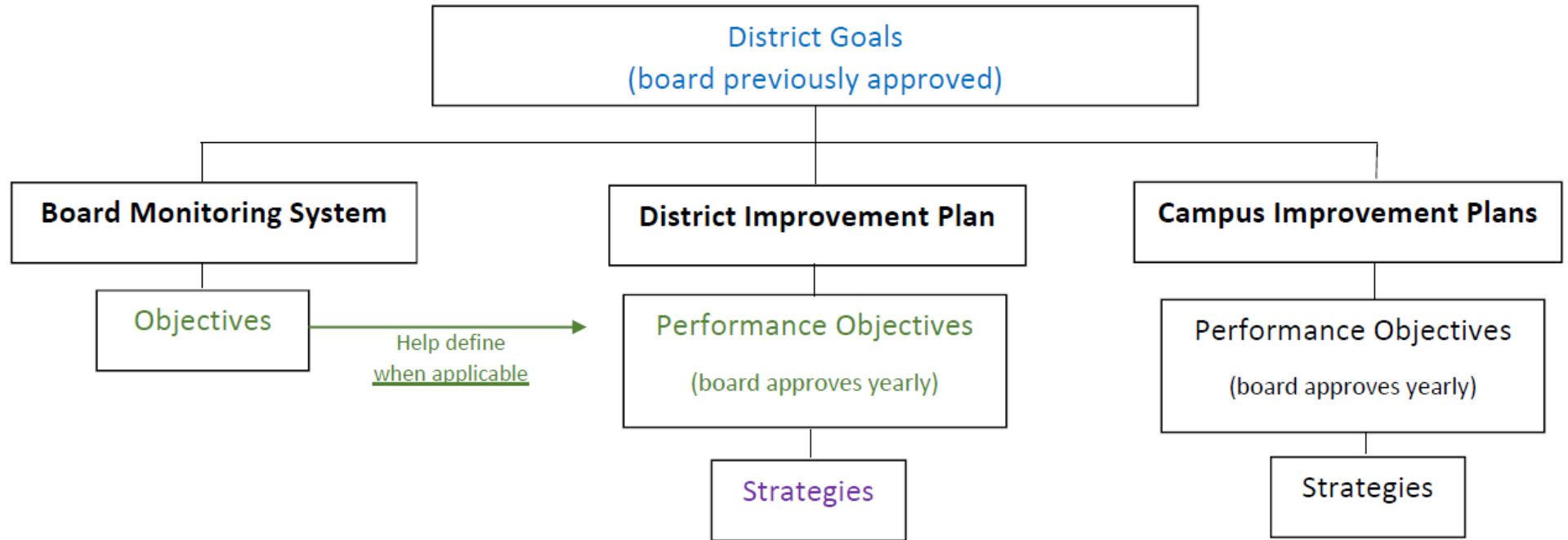




District Improvement Plan
DEIC Feedback

December 2020

District Planning Process





Cypress-Fairbanks Independent School District District Improvement Plan

Mission Statement: We maximize every student's potential through rigorous and relevant learning experiences preparing students to be 21st Century global leaders.

Vision Statement: L.E.A.D.: Learn. Empower. Achieve. Dream

Needs Assessment: Strengths and Needs

-Student Achievement

Curriculum and Instruction & Accountability

-District Culture and Climate

Student Services

Cy-Fair Police Department

-Staff Quality, Recruitment, and Retention

Human Resources

School Leadership Development

-Curriculum, Instruction, and Assessment

Curriculum and Instruction

Career and Technical Education

Gifted and Talented Education

Educational Support Services

-Parent and Community Engagement

Communications

Community Engagement

Community Programs

Title I Parent and Family Engagement

-District Context and Organization

Business and Finance

Support Services


Transportation

Nutrition Services

Purchasing Services


Facilities and Construction

-Technology



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.

- Performance Objective 1: Achieve or exceed state accountability standards.
- Performance Objective 2: Increase overall Approaches, Meets, and Masters performance on STAAR 3-8 and end-of-course exams while closing the achievement gap in the economically disadvantaged student group.
- Performance Objective 3: Primary students will meet grade level targets in reading and math.
- Performance Objective 4: Increase graduation rate in all student groups.



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. (Cont.)

- Performance Objective 5: Increase the number of industry certificates earned.
- Performance Objective 6: Increase the number of students enrolled in and earning credit in advanced courses in the economically disadvantaged student group.
- Performance Objective 7: Use federal and state funds appropriately to support the academic learning of students.



Goal 2: Safe and Healthy Environment: The district will provide a safe, disciplined, and healthy environment conducive to student learning.

- Performance Objective 1: Student Services – Increase the number of students receiving face-to-face instruction by decreasing the overall number of students removed from the classroom.
- Performance Objective 2: Student Services –Expand the implementation of Positive Behavior Intervention and Support (PBIS) to all CFISD campuses and non-CFISD facilities.
- Performance Objective 3: Student Services –Implement research-based alternative options to out-of-school suspensions (OSS).
- Performance Objective 4: Student Services –Expand the designation of No Place for Hate (MPFH) to all CFISD campuses.


Goal 2: Safe and Healthy Environment: The district will provide a safe, disciplined, and healthy environment conducive to student learning. (Cont.)

- Performance Objective 5: CFISD Police Department – The CFISD Police Department is responsible for maintaining a safe and secure learning environment for all the students, staff, and visitors of CFISD. The Police Department will meet the safety and security objectives by working with other district departments in implementing the districts new comprehensive Safety and Security Plan.
- Performance Objective 6: Guidance and Counseling – Provide guidance and counseling to students that meets the needs of all students including those receiving special services.
- Performance Objective 7: Psychological Services—Work with teachers and administrators at all campuses to support the emotional and behavioral needs of students and families.



Goal 3: Human Capital: The district will recruit, develop, and retain highly qualified and effective personnel reflective of our student demographics.

- Performance Objective 1: Human Resources –Increase the 2020-21 substitute teacher fill rate to 100%.
- Performance Objective 2: School Leadership Development – Recruit diverse leadership candidates for district leadership initiatives.
- Performance Objective 3: School Leadership Development: Increase opportunities for high quality training, mentoring, and leadership development.



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 by encouraging parents and the community at-large to be involved in our schools.

- Performance Objective 1: Communication and Community Engagement – Support key district messages.
- Performance Objective 2: Community Programs—Provide supplemental childcare and instruction for students in the Early Learning Centers and Club Rewind.
- Performance Objective 3: Federal Program—Follow all federal guidelines regarding parent and family engagement.



Goal 5: Financial and Technology Management: The district will exercise fiscal responsibility to maintain financial strength and provide the financial resources for the education program and support needs.

- Performance Objective 1: Business and Financial Services –Develop and manage an operating budget that reflects the objectives of the District Improvement Plan while maintaining an appropriate operating fund balance.
- Performance Objective 2: Business and Financial Services—Maintain underlying bond rating from major bond rating agencies and provide funding for facilities, technology, and program needs by selling bonds.
- Performance Objective 3: Technology Services –Implement Learning Together Everywhere (LTE) 1:1 Program
- Performance Objective 4: Technology Services –Support departments and campuses on both software and hardware integration needs.



Goal 6: Operations Management: The district shall ensure that the facilities adequately support the educational program and other operations.

- Performance Objective 1: Support Services Transportation—Provide safe and efficient student transportation services to support the educational environment.
- Performance Objective 2: Support Services Nutrition Services—Support the general wellness of all students to support the educational environment.
- Performance Objective 3: Support Services Purchasing Services—Implement continuous business process improvement to increase internal customer satisfaction and service level provided.



Goal 6: Operations Management: The district shall ensure that the facilities adequately support the educational program and other operations. (Cont.)

- Performance Objective 4: Facilities and Construction—Deliver an enhanced education environment supporting high education standards and safety.
- Performance Objective 5: Facilities and Construction—Provide a safe, clean and comfortable educational environment.
- Performance Objective 6: Facilities and Construction—Provide a comfortable learning environment, while conserving our natural resources.

Next Steps

- Type your feedback in the MS Word document that was emailed to you.
- Email the document to ashley.clayburn@cfisd.net by the end of the day Wednesday, December 23.
- All names will be removed before providing the feedback to the associate superintendents.

Please include the Goal number and the Performance Objective Number at the beginning of your feedback.



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