



BOARD MONITORING SYSTEM

2020-2021 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	Achieve or exceed state accountability targets.	All campuses achieve an overall scaled score of 80 or higher.	Accountability reports from the Texas Education Agency.	September 2021
2	Increase overall approaches performance level, meets performance level, and masters performance level on STAAR 3-8 and end-of-course exams.	Increase by 1%	Performance data from state testing vendor.	September 2021
3	Close the achievement gap by increasing performance on STAAR 3-8 and end-of-course exams in the economically disadvantaged student group.	Maintain or increase by 1%	Performance data from state testing vendor.	September 2021
4	Primary students will meet grade level targets in reading and Math.	All campuses will have 80% or more of their students meet grade level targets in reading and math.	Board Early Literacy/Math Plan progress measure report.	October 2021
5	Increase the graduation rate in all student groups.	Increase by .1 to 1%	Four-year Longitudinal Summary Report from the Texas Education Agency.	January 2022
6	Increase the number of industry certifications earned.	Increase by 2%	Internal calculation	January 2022
7	Increase the number of students enrolled and earning credit in advanced courses in the economically disadvantaged student group.	Increase by 2%	Texas Academic Performance Report	January 2022

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	Continue to implement the comprehensive Safety and Security Action Plan to improve the safety and security of all facilities.	Improved safety and security for students and staff	Implementation of Safety and Security Action Plan	January 2021
2	Increase the number of students receiving face-to-face instruction by decreasing the overall number of students removed from class.	Decrease actions resulting in removal from class by 50%.	Discipline reports: <ul style="list-style-type: none"> • In-school suspension (ISS) • Out-of-school suspension (OSS) • Discretionary placement to DAEP • Mandatory placement to DAEP • Expulsion 	Quarterly
3	Expand implementation of Positive Behavior Intervention and Support (PBIS) process at all CFISD campuses.	Increase the number of PBIS campuses to 100%.	Roster of PBIS campuses	October 2021
4	Implement research-based alternative options to out-of-school suspension (OSS).	Reduce OSS & increase use of research-based alternative options.	A list of administrative trainings focused on options for discipline in place of OSS A reduction in out-of-school suspensions	October 2021
5	Expand implementation of NO Place for Hate at all CFISD campuses as stated in the Board of Trustees Equity and Diversity Resolution.	Increase the number of No Place for Hate campuses to 100%.	Roster of No Place for Hate Campuses	October 2021

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 leadership staff reflective of student demographics.	Implement the recruitment plan in appropriate stages as determined by the review and evaluation.	Identified recruiting efforts for diverse leaders. Applicant demographics compared to student demographics	Spring 2021
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.	Spring 2021
3	Increase the substitute teacher fill rate.	100% fill-rate	All non vacancy teacher absences filled with a substitute.	Fall 2021

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	June 2021
2	Maintain a comprehensive communication plan to enhance and support key messages including bond progress.	Increase awareness of opportunities available to all stakeholders.	Fully developed communication plan to include social media, website, video, press releases and crisis communication	June 2021
3	Develop a CFISD customer service model.	Build customer loyalty and increase employee engagement.	Development of standards, training materials, and an implementation plan	June 2021
4	Engage parents, businesses and community members in CFISD volunteer opportunities and events.	Increase participation and revenue by 10%.	Increased engagement of parents, community and business partners in volunteerism, special events, donations and sponsorships	June 2021
5	Implement new communication tools to enhance and improve district and campus communication.	Improve district and campus communication.	Redesigned website, implementation of Remind, and improved branding	June 2021

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
<p>1 Develop and manage an operating budget that reflects the objectives of the District Improvement Plan.</p>	<p>Budget that supports District Improvement Plan and Board Goals</p>	<p>Presentation of preliminary budget to BOT Public hearing on proposed 2021-2022 budget</p>	<p>May 2021 June 2021</p>
<p>2 Maintain an appropriate operating fund balance.</p>	<p>General fund balance of at least 25% of operating expenditures</p>	<p>Adopted 2020-2021 budget by the Board of Trustees Quarterly budget reviews CAFR discloses total operating fund balance as a percentage of annual operating expenditures.</p>	<p>June 2020 Quarterly November 2020</p>

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	October 2020
4	Provide funding for facilities, technology and program needs by selling bonds.	Bond sales according to established timeline/schedule	Present bond orders to BOT for approval. Bond status reports	April 2020 February 2021
5	Expand network security for students and staff.	Increase network security for students and staff.	Incident reports Purchase/update equipment and software. Training of staff and students Maintain Trusted Learning Environment Seal	Semi-annual Reports
6	Implement Learning Together Everywhere (LTE) 1:1 Program.	100% of district students will have a Chromebook and internet access.	Evidence of Progress <ul style="list-style-type: none"> • Number of Chromebooks and hotspots deployed • Parent survey on internet connectivity • Development of a replacement cycle • Deployment of a service request system 	January 2021 and June 2021
7	Support departments and campuses software and hardware integration needs.	Support 100% of district hardware and software integration needs.	Evidence of Progress <ul style="list-style-type: none"> • Network infrastructure that supports district needs • Assist with upgrades, integration and support of new systems installed 	Annually

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 ZonarSystems GPS On-time Performance Report	Bi-annually; Fall Semester and Spring Semester
2	TRANSPORTATION: Increase Transportation Department employee retention rate.	5%	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

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
4	FACILITIES PLANNING & CONSTRUCTION: Develop furniture standards for elementary and secondary campuses that create a flexible learning environment supporting 21 st century learning.	Elementary and secondary campus furniture standards.	Elementary and secondary furniture standards implemented in the 2019 Bond furniture replacement projects.	February 2021
5	FACILITIES PLANNING & CONSTRUCTION: Continue completion of projects approved in the 2019 Bond referendum.	Complete Phase 1 2014/2019 Bond combined scope projects.	Completion of Phase 1 2014/2019 Bond combined scope projects.	February 2021
6	MAINTENANCE & ENERGY MANAGEMENT: Ensure optimal performance from HVAC equipment to help reduce utility costs and conserve energy.	Increase completion rate of preventative maintenance work orders.	Increase completion rate as determined by SchoolDude Work Order Report.	Annually
7	Implementation of the Campus Energy Education Program (CEEP) at all middle school campuses.	Reduce utility costs at all middle schools.	Comparison of utility bills from last year to this year.	
8	Continue to improve indoor air quality, following CDC and ASHREA Guidelines, to include increased treated outside air, increased air changes and improved filtration.	Maintain a healthy, high-quality learning and teaching environment for students and staff.	Reduce student and staff absences due to illness.	Semi-annual Reports
9	OPERATIONS: Continue to improve sanitizing and disinfecting protocols and maintain adequate supplies of sanitizing and disinfecting products, PPE and related equipment.	Maintain a healthy, high-quality learning and teaching environment for students and staff.	Reduce student and staff absences due to illness.	Semi-annual Reports