

Commerce Independent School District
A.C. Williams Elementary
2022-2023 Campus Improvement Plan

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Comprehensive Needs Assessment

Demographics

Demographics Summary

A.C. Williams Elementary serves students from 3rd grade through 5th grade.

The student population percentages gathered in early October 2021 include

African American- 25%

White- 42.9%

Hispanic- 22.9%

Asian- 1.1%

American Indian- .27%

Pacific Islander- 1.2%

Two or More Races- 6.4%

Economically Disadvantaged- 83%

Non Economically Disadvantaged- 17%

English Language Learners- 8.5%

At Risk- 48.7%

The average daily attendance rate for students in October 2021 is 90.21%.

The District serves 123 English Learners and 77 students in Gifted and Talented program, 215 students served through special education program and 4 homeless students.

Demographics Strengths

We have a diverse population.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Local benchmark or common assessments data

Student Data: Student Groups

- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

- Staff surveys and/or other feedback
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback

Goals

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 1: ACW will increase scores by 10% on state tests in Domain 1 at the Meets achievement level; in Domain 2 increase relative performance by 10%; for Index 3, Closing the Gaps, increase by 10%.

Evaluation Data Sources: TEA Released STAAR and local benchmark assessments.

Strategy 1 Details	Reviews			
Strategy 1: Utilize and disaggregate STAAR data to make well informed decisions on instruction, and outline goals for Targeted Improvement Plan. Strategy's Expected Result/Impact: -STAAR data; Local tests and benchmarks; progress monitoring -Tracking sheets for assessments and intervention will continue to show progress throughout the 2022-23 school year. -Our goal is to have 90% of Students showing growth in their grade level STAAR subjects and measurable goals. Staff Responsible for Monitoring: Teachers; Principal; Asst. Principal; C&I Coordinator Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: - 199 - General Fund: HS Allotment	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize data from Eduphoria AWARE to set HB4545 AL tutoring groups for Math, Reading, and Science intervention for all students on state target performance levels. Specific Focus will be addressed by providing needed resources for this intervention.</p> <p>Strategy's Expected Result/Impact: -STAAR data; TEA Released STAAR Assessments; Local tests and benchmarks; progress monitoring -Flexible small group instruction -Research based resources following TEKS Resource System (TRS) Curriculum</p> <p>Staff Responsible for Monitoring: Teachers; Principal; Asst. Principal; C&I coordinator</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 - Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Principals, with C& I Coordinator assistance provide Curriculum and student success through PLC meetings. This includes teachers as leaders in the PLCs via their knowledge of their students.</p> <p>Strategy's Expected Result/Impact: -PLC agenda and notes/minutes; Eduphoria AWARE; TRS Curriculum; STAAR results;Progress monitoring -results: Improved Student Performance</p> <p>Staff Responsible for Monitoring: Principal; Assistant Principal; C&I Coordinator; Teachers</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 - Title I, Part A - \$30,000</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Conduct weekly walk-throughs to collect classroom instruction data, then follow up meetings to address needs, and additional walkthroughs to monitor growth in needed areas. Strategy's Expected Result/Impact: Lesson Plans; Walk Through Data; Improved Student Performance Staff Responsible for Monitoring: Principal; Assistant Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Utilize department heads and provide scheduled time to conduct quarterly content vertical team meetings to analyze data, ensure curriculum alignment, and student achievement for sub-groups, who did not meet the 60% state performance target in any STAAR area. Specific Focus will be addressed by providing needed resources for this intervention. Strategy's Expected Result/Impact: -Agendas, Meeting Notes; Progress monitoring of assessment data -Flexible small group instruction -Improved Student Performance Staff Responsible for Monitoring: Department Heads; Administration; C&I Coordinator Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: - 255 - Title II, Part A - \$1,500	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: Implemented monthly grade level Professional Learning Community meetings to review data, improve instruction and facilitate the MTSS process. MTSS process moves more rapidly, ensuring student needs are being met, and determine appropriate levels of intervention. Strategy's Expected Result/Impact: -Documentation of interventions; Testing Data; STAAR Results; -PD on MTSS Staff Responsible for Monitoring: Principal; Asst. Principal; C&I coordinator; Counselor Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Utilize learner support, dyslexia instruction (MTA), Math Intervention, LLI Reading Intervention, and ESL supports to provide small group instruction for at-risk students. Strategy's Expected Result/Impact: -Student Achievement Data; Progress Monitoring; STAAR results -Flexible small group instruction Staff Responsible for Monitoring: Principal; Dyslexia teacher; ESL teacher; C&I Coordinator Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: - 211 - Title I, Part A - \$4,300	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
<p>Strategy 8: Close the gap in student achievement for low-income students and students of color, particularly African-American students. The 2021-22 STAAR TAPR report shows the need to increase all AA student scores in 2022-23. Provide extended learning to reach at-risk students. With focus on math and reading for AA, ED, and SPED students. Summer school will be offered to students who do not meet passing standard on state assessments. Specific Focus will be addressed by providing needed resources for this intervention.</p> <p>Strategy's Expected Result/Impact: Make closing the gap a districtwide and community focus;</p> <p>Use research and data to improve teacher practice;</p> <p>Engage students' families in improving student achievement;</p> <p>Target instructional support in after-school programs.-Tutoring Attendance Sheets; STAAR results</p> <p>-Flexible small group instruction</p> <p>-Closing Gaps will result in state testing, domain 3</p> <p>Staff Responsible for Monitoring: Principal; Asst. Principal; Teachers; C&I Coordinator</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 - Title I, Part A - \$8,000</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 9 Details		Reviews			
Strategy 9: Provide extended learning opportunities to ensure that all students develop an awareness of careers, technology, Innovations Special, and real world connections to learning (i.e. career day, field trips, museum, etc) Strategy's Expected Result/Impact: Attendance sheets; Documentation of Opportunities Staff Responsible for Monitoring: Teachers; Principal Title I: 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Funding Sources: - 211 - Title I, Part A - \$2,500		Formative			Summative
		Nov	Jan	Mar	June
Strategy 10 Details		Reviews			
Strategy 10: GT program will be evaluated and upgraded to meet student needs. BOY GT testing, as requested, and in the Spring. Strategy's Expected Result/Impact: Lesson Plans; District GT Plan; Identification Procedures; Revised GT program and one instructor Staff Responsible for Monitoring: GT Teacher; Teachers; Principal Title I: 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June

Strategy 11 Details		Reviews			
Strategy 11: To create a least restrictive environment, ARD committee will participate in planning and placement of students with disabilities. Strategy's Expected Result/Impact: PEIMS reports; ARD minutes Staff Responsible for Monitoring: Teachers; Principal; Counselor, Diagnostician, Speech Therapist Title I: 2.4, 2.6, 4.1 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
Strategy 12 Details		Reviews			
Strategy 12: Utilize additional math and science web-based programs to supplement curriculum. i.e. Education Galaxy; Generation Genius; Science Penguin; HMH; Go Math; Brain Pop Strategy's Expected Result/Impact: -Log in reports, Progress Monitoring, Student achievement reports, STAAR results Staff Responsible for Monitoring: Teachers; Principal; Asst. Principal; C&I Coordinator Title I: 2.4, 2.5, 2.6, 4.1 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - Additional Targeted Support Strategy		Formative			Summative
		Nov	Jan	Mar	June

Strategy 13 Details		Reviews			
Strategy 13: Utilize progress monitoring systems to determine effectiveness of small group instruction and additional needs. Strategy's Expected Result/Impact: BOY, MOY, & EOY Progress Monitoring Reports; Enrichment based on Essential TEKS; Student Growth Goal sheets and PIP folders to provide feedback based on benchmark results Staff Responsible for Monitoring: Principal, Teachers, Asst. Principal, C&I coordinator Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
Strategy 14 Details		Reviews			
Strategy 14: Increase the availability of library materials and assist students in selecting appropriate books to support the curriculum and increase the reading skills of students through the involvement of the district librarian. Strategy's Expected Result/Impact: CISD Tigers Accelerated Reading program (AR), and State Reading Test results Staff Responsible for Monitoring: Principal; Librarian ; Reading Teachers Title I: 2.4, 2.5, 4.1 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum - Additional Targeted Support Strategy Funding Sources: - 211 - Title I, Part A - \$15,000		Formative			Summative
		Nov	Jan	Mar	June

Strategy 15 Details	Reviews			
Strategy 15: A campus Instructional Technologist will provide students a curriculum that includes state of the art technology and programs so that classes simulate real world learning for students. Strategy's Expected Result/Impact: Lesson Plans, Use of LMS, & Student Products Staff Responsible for Monitoring: Principal; C&I Coordinator; District Instructional Technologist Title I: 2.5 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 16 Details	Reviews			
Strategy 16: Provide accelerated instruction daily, during Tiger Time/Intervention during the school day, for HB4545 at-risk students in order to prepare them for all state mandated tests. Progress will be monitored after every grading cycle/9 weeks. Strategy's Expected Result/Impact: Benchmark results; Attendance sheets; Enrichment Data; STAAR results Staff Responsible for Monitoring: Principal; Teachers; Asst. Principal; C&I Coordinator Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June

Strategy 17 Details		Reviews			
Strategy 17: Encourage participation in UIL academic contests. Strategy's Expected Result/Impact: UIL rosters Staff Responsible for Monitoring: Assistant Principal; Teachers; Principal Title I: 2.5 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum		Formative			Summative
		Nov	Jan	Mar	June
Strategy 18 Details		Reviews			
Strategy 18: Summer school will be offered to students who do not meet standard on state assessments per HB4545 Legislative Mandates and TEA decisions. Strategy's Expected Result/Impact: Obtain a minimum of Approaches on the 3rd STAAR administration for 95% of students. Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: - 199 - General Fund: SCE - \$3,000		Formative			Summative
		Nov	Jan	Mar	June





Strategy 19 Details		Reviews			
Strategy 19: We will continue to provide assistance to homeless students. Strategy's Expected Result/Impact: Closing opportunity gaps Staff Responsible for Monitoring: Principal, Asst. Principal, Counselor, District Health and Family employees Title I: 2.6, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Funding Sources: - 211 - Title I, Part A - \$500		Formative			Summative
		Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 2: Technology programs and practices will be offered that will include a curriculum to mirror and simulate real world learning, and support student achievement.

Evaluation Data Sources: Summit K-12 and Progress Learning

Strategy 1 Details	Reviews			
Strategy 1: Utilize technology (software/hardware) and Computer Lab rotations to increase student performance on state mandated tests, i.e., Progress Learning, Science Genius, Summit K-12, and HMH - Teacher graded feedback Strategy's Expected Result/Impact: STAAR results Staff Responsible for Monitoring: Principal; Technology staff; C&I Coordinator; Teachers; Technology support Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Make all district resources for instruction accessible via the internet (i.e., TRS, Eduphoria, Google, etc.). Strategy's Expected Result/Impact: District Website Usage reports; lesson plans Staff Responsible for Monitoring: District Technology Department, and C&I Coordinator Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Utilize web-based math and reading intervention programs for designated at-risk students.ie: HMH, IXL, and Education Galaxy Lift Off. All is accessed to give teachers online information that is regularly updated. Strategy's Expected Result/Impact: Log in Reports; Data reports; STAAR results, BOY, MOY, EOY data reports Staff Responsible for Monitoring: Principal; Intervention teachers; teachers Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
		 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 3: ESSER 3 Funds will be utilized to provide Educational Field trips and Experiences to implement programs and provide support for ALL students including those At Risk as well as students with Disabilities.

High Priority

Evaluation Data Sources: Evaluation of Programs and experiences, survey and feedback from Students, teachers, and parent

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: ESSER 3 Funds will be utilized to provide Educational Field trips and Experiences to implement programs and provide support for ALL students including those At Risk as well as students with Disabilities. Strategy's Expected Result/Impact: Educational Experiences Staff Responsible for Monitoring: Admin and Teacher TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: ESSER 3 Funds - 282-ESSER III				
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 1: CISD will provide exemplary programs to ensure that all students are successful learners.

Performance Objective 4: ESSER 2 and ESSER 3 Funds will be utilized to provide quality instructional staff to address student learning loss.

High Priority

Evaluation Data Sources: Data

Strategy 1 Details		Reviews			
Strategy 1: ESSER 2 and ESSER 3 Funds will be utilized to provide quality instructional staff to address student learning loss. Strategy's Expected Result/Impact: Address student learning loss Staff Responsible for Monitoring: C&I Coordinator, Admin, and Teachers TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: ESSER 2 and ESSER 3 Funds - 282-ESSER III		Formative			Summative
		Nov	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>					

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 1: A. C. Williams will decrease incidences of disruptive behavior.

Evaluation Data Sources: Schedules; Reduction in office referrals; PIEMS reports; PAWsitive Office Referrals; Tiger Tickets

Strategy 1 Details	Reviews			
Strategy 1: Reinforce objectives of character based education through PRIDE lessons and expectations, Guidance Lessons, Social Skills Groups, and Character Strong - Purposefull People Curriculum. Strategy's Expected Result/Impact: -Schedules; Reduction in office referrals; PIEMS reports -Brag tags, Pawsitive Paw awards, PRIDE lunch reward, Positive Office Referrals Staff Responsible for Monitoring: Principal; Counselor; Asst. Principal Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide school-wide presentation on anti-bullying. Strategy's Expected Result/Impact: Discipline logs and referrals Staff Responsible for Monitoring: Principal; Counselor Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Monitor disciplinary referrals on a nine-weeks basis to assure consistency Strategy's Expected Result/Impact: PEIMS Reports; Discipline Logs Staff Responsible for Monitoring: Principal; Assistant Principal Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Review and revise emergency procedures for fire, weather, evacuation, lock-in, and lock-down. Strategy's Expected Result/Impact: Audit Documentation; Emergency Plans Staff Responsible for Monitoring: Principal; School Resource Officer Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Conduct safety drills (fire, tornado, shelter in place). Strategy's Expected Result/Impact: Documentation Log; Drill Logs Staff Responsible for Monitoring: Principals, Teachers; School Resource Officer Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: ACW will strive to be a safe and drug free school. Students will participate in Red Ribbon Week activities to promote positive choices. Strategy's Expected Result/Impact: Visitor Sign in; Visitor Badges; Sign in Sheets Staff Responsible for Monitoring: Principal; Counselor Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Visitors will sign-in and wear a visitors badges to visit lunch and classrooms. Strategy's Expected Result/Impact: Visitor Sign in sheets; Visitor Badges, Sign in Sheets Staff Responsible for Monitoring: Principal; Office Staff Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 2: Provide safe and orderly environment where students and staff feel safe and secure.





Evaluation Data Sources: Attendance record; Awards Ceremonies;

Strategy 1 Details	Reviews			
Strategy 1: ACW will motivate students achievement and attendance by recognizing at the end of each nine-weeks. Phone calls will be made after 3 days of recurrent absences for each student. Absence notices will go home when students have five unexcused absences. Home visits will be made after 10 unexcused absences and truancy filed after 15. Strategy's Expected Result/Impact: Grade Reports; Attendance Reports Staff Responsible for Monitoring: Principal; Assistant Principal; PEIMS Clerk Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Conduct awards ceremonies each report card period to recognize student achievement in the areas of A Honor Roll, A-B Honor Roll, Perfect Attendance, Progress Learning, Science, Accelerated Reading, and Social Studies. Strategy's Expected Result/Impact: Grade Reports; Attendance Reports; Teacher Records Staff Responsible for Monitoring: Principal; Teachers Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Performance Objective 3: Maintain Facilities that are comfortable and conducive to the teaching/learning process.

Strategy 1 Details	Reviews			
Strategy 1: Monitor building daily and report necessary maintenance and repairs. Strategy's Expected Result/Impact: Maintenance Reports; Maintenance logs Staff Responsible for Monitoring: Principal; Asst. Principal; School Secretary; Custodians, Teachers Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Routinely inspect and audit inventory of all ACW assets. Monthly AP and Custodian Manager walk the building. Strategy's Expected Result/Impact: Inventory Reports Staff Responsible for Monitoring: Principal; Asst. Principal; School Secretary; Custodians, Custodians Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Utilize results from safety audit to create a campus action plan. Strategy's Expected Result/Impact: Safety Audit; Campus Action Plan Staff Responsible for Monitoring: Principal; School Resource Officer Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> </div>				

Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 1: Parent and community involvement will increase.

Strategy 1 Details	Reviews			
Strategy 1: Frequently, consistently, and timely provide parents with multiple sources of information that increases awareness of academic standards (newsletters, parent access, parent/principal meetings, and communication agendas). Strategy's Expected Result/Impact: School Documents; Parent survey Staff Responsible for Monitoring: Principal; Teachers Title I: 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide an Instructional Aide/Translator. Strategy's Expected Result/Impact: Documents Translated; Sign in Sheets; ARD meetings Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Coordinate with ACE Family Coordinator/Parents/Community to provide activities that benefit students and parents. Strategy's Expected Result/Impact: Community meetings, Agendas, and Sign in Sheets; Community events Staff Responsible for Monitoring: Principal Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: Implementation of AR and Education Galaxy to promote reading at school and home. Strategy's Expected Result/Impact: AR Reports, Ed Galaxy, and rewards Staff Responsible for Monitoring: Principal; Assistant Principal; Library; C&I Coordinator; Teachers Title I: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Additional Targeted Support Strategy		Formative			Summative
		Nov	Jan	Mar	June
Strategy 5 Details		Reviews			
Strategy 5: Update school/parent compact and parent involvement policies jointly with parents during Meet the Teacher Orientation and on the ACW website. Strategy's Expected Result/Impact: Parent compact and involvement policies Staff Responsible for Monitoring: Principal; Federal Programs Coordinators; Teachers Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June





Strategy 6 Details	Reviews			
Strategy 6: Parent involvement survey will be conducted, needs assessed and Professional Development training offered by Region 10.. Strategy's Expected Result/Impact: Meeting minutes Staff Responsible for Monitoring: Principal Title I: 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>				

Goal 3: CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 2: Improve communication among school, parents, students and community.

Strategy 1 Details		Reviews			
Strategy 1: Utilize Social Media and Parent Square service to communicate with parents via email, text messaging, and automated phone services. Strategy's Expected Result/Impact: Phone logs; Usage Report Staff Responsible for Monitoring: Principal Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Communicate parent involvement policy to parents through PTO, emails, newsletters, and website. Strategy's Expected Result/Impact: Newsletters, emails, agendas, website; Parent Square Reports Staff Responsible for Monitoring: Principal; Teachers Title I: 4.1 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Provide a School Newsletter bulletin to parents and community via Social Media and Parent Square. Strategy's Expected Result/Impact: Copies of news bulletin Staff Responsible for Monitoring: Principals Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Technology webmaster will update webpages regularly and communicate through Parent Square, email, by phone, Agendas, and parent conferences. Thursday folders and Daily Student Agendas will be sent home to keep parents informed of school activities and assignments. Strategy's Expected Result/Impact: Webpage Parent Square Email Phone Agendas Parent Conferences Weekly folders = Parent involvement and positive relationships and support Staff Responsible for Monitoring: Technology Webmaster; Teachers Title I: 2.6, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Transition meeting will be held for 5th graders transitioning to Middle School. Example includes students walking self to lunch. Strategy's Expected Result/Impact: Meeting Agenda; Sign in Sheets Staff Responsible for Monitoring: Principal; Counselor; Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Transition meeting will be held for incoming third grade students as well as 3rd-5th grade mandatory parent meeting at Meet the Teacher night. Strategy's Expected Result/Impact: -Meeting Agenda; Sign in Sheets -Introductions and expectations provide the start of relationships with parents and open communication for their support. Staff Responsible for Monitoring: Principal; Counselor Title I: 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 1: A.C. Williams Elementary will achieve 100% HQ staff with a turnover rate of less than 15%.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide new teachers with an effective mentor program on campus to support continued learning and professional development. 80% of ACW teachers will be proficient or higher. Therefore, show growth throughout the school year in TTESS and through student progress, and are therefore retained for the next school year.</p> <p>Strategy's Expected Result/Impact: -Teacher Retention Rate; New mentor program in place on campus: "New Teacher 101" using the strategies from "Get Better Faster" and "Teach Like a Champion." -Teacher lesson plans mirror IFDs with differentiation and additional intervention. Principal does not have to leave questioning notes on Lesson Plans anymore, and teachers are utilizing their plans during class time when observed.</p> <p>Staff Responsible for Monitoring: Principal; Director of Personnel and Communications</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: ACW will continue to attract, recruit and hire minority teachers to bring the ratio of minority personnel equal to the ratio of minority students. ACW works closely with the university for quality applicants.</p> <p>Strategy's Expected Result/Impact: Teacher position/openings posted;Recruitment records/hiring records Staff Responsible for Monitoring: Principal; Director of Personnel and Communication</p> <p>Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Equity Plan: ACW will continue to attract, recruit and retain proficient teachers. ACW works closely with the university and with Region 10 for quality applicants. Strategy's Expected Result/Impact: Teacher position/openings posted;Recruitment records/hiring records Staff Responsible for Monitoring: Principal; Director of Personnel and Communication Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Performance Objective 2: All staff will be provided high quality, sustained professional development.

Strategy 1 Details	Reviews			
Strategy 1: Provide professional and staff development to paraprofessionals to meet standards set in ESSA (Every Student Succeeds Act) and state accountability system. Strategy's Expected Result/Impact: Documentation of Attendance Staff Responsible for Monitoring: Principal; C&I Coordinator Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: - 211 - Title I, Part A - \$1,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide resources for teachers to implement the Commerce Curriculum (TRS). Strategy's Expected Result/Impact: Documentation of Attendance for PD; TRS sign in sheets Staff Responsible for Monitoring: Principal; C&I Coordinator Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details		Reviews			
Strategy 3: Provide staff development in identified areas of need to reach and understand all student needs, including cultural instruction, to close gaps in academic achievement. Strategy's Expected Result/Impact: Documentation of Attendance; Professional Development offered Staff Responsible for Monitoring: Principal; C&I Coordinator Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: Provide staff development for all teachers to implement the ELPs and support second language acquisition for EB students. Increase targeted instruction for EB/SPED students via STAAR data. ESL certification is required for all teachers. Strategy's Expected Result/Impact: Documentation of Attendance; Improved Student performance Staff Responsible for Monitoring: Principal; ESL teacher; C&I Coordinator Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Teachers will be trained in discipline management, conflict resolution, and violence prevention. Strategy's Expected Result/Impact: Documentation of Attendance; Reduced Discipline Referrals Staff Responsible for Monitoring: Principal; Assistant Principal; Counselor Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.

Performance Objective 1: Implement measures to ensure efficient and effective fiscal responsibility.





Evaluation Data Sources: Annual Budget; Itemized list of expenses

Strategy 1 Details	Reviews			
Strategy 1: A checklist will be given to all staff to reduce energy costs at the beginning and end of each semester. Strategy's Expected Result/Impact: Reports on energy management from District Budget Director and Maintenance Director Staff Responsible for Monitoring: Principals Teachers Energy	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.

Performance Objective 2: CISD will offer a free or reduced breakfast and lunch to qulifiying families.

Evaluation Data Sources: Food Service Reports

Strategy 1 Details	Reviews			
Strategy 1: Offer a free breakfast o all students every school day. Strategy's Expected Result/Impact: Food Service reports Staff Responsible for Monitoring: Principals Director of Food Services TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.

Performance Objective 3: ACW partners with the ACE Program for an after school educational program.

Strategy 1 Details	Reviews			
<p>Strategy 1: The new ACE Program and BGC of Texas comes to ACW all five days of the school week until 6:30pm to provide after school care for 3rd-5th. There is an educational schedule, a meal, a snack, and activities provided for all students in ACE/BGC, and working with the ACW campus.</p> <p>Strategy's Expected Result/Impact: Boys and Girls Club Reports; Monthly meetings with ACW/BGC</p> <p>Staff Responsible for Monitoring: Boys and Girls Club of Texas Principal</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 - Title I, Part A - \$20,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 5: CISD will invest resources to ensure that students, parents and the community receive optimal educational services.

Performance Objective 4: CISD will create a Safety and Security committee. They will prioritize and follow safety and security actions.

Strategy 1 Details	Reviews			
Strategy 1: An officer will be present at all campuses for at least part or most of the day when staff and students are present. Strategy's Expected Result/Impact: Increased Safety and Security Staff Responsible for Monitoring: Commerce ISD Chief of Police and Department Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: All exterior doors will be locked and classroom doors will be locked during instructional time. Doors and locks will be functional and checked weekly. Strategy's Expected Result/Impact: Increased Safety and Security Staff Responsible for Monitoring: Commerce ISD Chief of Police and Department Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Drills are scheduled before the school year and drills and training are conducted throughout the school year for staff and students. Strategy's Expected Result/Impact: Increased Safety and Security Staff Responsible for Monitoring: Commerce ISD Chief of Police and Department Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Building interiors and exteriors, pick up and drop off points should have video monitoring capability. Strategy's Expected Result/Impact: Increased Safety and Security Staff Responsible for Monitoring: Commerce ISD Chief of Police and Department Principals	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Additional Targeted Support Strategies

Goal	Objective	Strategy	Description
1	1	12	Utilize additional math and science web-based programs to supplement curriculum. i.e. Education Galaxy; Generation Genius; Science Penguin; HMH; Go Math; Brain Pop
1	1	14	Increase the availability of library materials and assist students in selecting appropriate books to support the curriculum and increase the reading skills of students through the involvement of the district librarian.
3	1	4	Implementation of AR and Education Galaxy to promote reading at school and home.

Plan Notes

Won't show in the plan. Can use it for minutes.

Campus Funding Summary

199 - General Fund: HS Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
Sub-Total					\$0.00
199 - General Fund: SCE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	18			\$3,000.00
Sub-Total					\$3,000.00
211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$0.00
1	1	3			\$30,000.00
1	1	7			\$4,300.00
1	1	8			\$8,000.00
1	1	9			\$2,500.00
1	1	14			\$15,000.00
1	1	19			\$500.00
4	2	1			\$1,000.00
5	3	1			\$20,000.00
Sub-Total					\$81,300.00
255 - Title II, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5			\$1,500.00
Sub-Total					\$1,500.00
282-ESSER III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1	ESSER 3 Funds		\$0.00
1	4	1	ESSER 2 and ESSER 3 Funds		\$0.00
Sub-Total					\$0.00