

College Station Independent School District

Annual District Improvement Plan
2022-2023



Board Approval Date: September 20, 2022

Mission Statement

Success Each Life, Each Day, Each Hour

Vision

CSISD learners, teachers, leaders and the community collaborate to foster lifelong learning through relevant growth opportunities and meaningful relationships. Together we prepare our learners for their own unique success each life, each day, each hour.

CSISD Board Beliefs and Commitments

We believe the purpose of education is to develop productive citizens.

CSISD will...

- Promote community engagement
- Recognize the diverse perspectives of others
- Demonstrate mutual respect for all
- Ensure students are prepared for careers, college or the military

We believe educators and students can be lifelong learners, who are excited to engage in learning together.

CSISD will...

- Facilitate self-directed, meaningful, real world learning experiences
- Motivate students to explore and discover challenging experiences
- Nurture enthusiasm for learning

We believe relationships and communication are driving forces in education.

CSISD will...

- Encourage and strengthen communication opportunities amongst families, learners, educators and community members
- Provide professional learning and support to build positive relationships

We believe critical thinking, real world problem-solving and engaged learning are crucial to learner's success now and in the future.

CSISD will...

- Design opportunities for students to experience learning beyond the classroom
- Foster student voice and ownership in learning
- Provide professional learning and support for educators to ensure the development of critical thinking and engaged learning

We believe the skillful use of technology can enhance learning experiences.

CSISD will....

- Provide equitable access to technology
- Ensure technology is used to enrich educational experiences
- Provide professional learning and support to educators and learners

CSISD Board Goals

1. CSISD will enhance effective instructional practices by implementing innovative and personalized learning experiences.
2. CSISD will elevate academic outcomes of historically underperforming student groups.
3. CSISD will enrich students' school experience by strengthening relationships between students, staff, and families.
4. CSISD will cultivate and strengthen intentional partnerships with local businesses, community organizations, and higher education agencies.
5. CSISD will improve the technology ecosystem by increasing access to devices, strengthening technology infrastructure, and ensuring a safe and secure digital environment.
6. CSISD will transform the learner experience through purposeful integration of instructional technology to augment the teaching and learning process.

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Executive Comprehensive Needs Assessment Summary

Areas Examined	Summary of Strengths (What Strengths were identified?)	Summary of Needs (What needs were identified?)	Priorities (What are the priorities for the district?)
Demographics	<p>AMCMS has approximately 710 students and a diverse student population with 47.64% of the population being White, 26.47% being Hispanic, 18.17% African-American, 4.01%, Asian/Pacific Islander, 3%, and Two or More Races 4.43%.</p> <p>The economically disadvantaged population accounts for 46.861% of our students, while 46.49% of the students are designated at-risk. Our LEP population is consistent with around 14.02% of our students accounting for that demographic.</p> <p>Our campus culture is enriched by the diversity of our student body and the support of community stakeholders as well as our very involved parent community that work in concert with our faculty and staff in order to realize the potential of our students.</p>	<p>The number of students receiving special education services continues to increase indicating that we need to strengthen our Multi-Tiered System of Support (MTSS) at AMCMS.. We currently have around 100 students that receive services through our special education department. We also house the campus middle school level Adaptive Behavior program. This program continues to see growth and provides challenges for our campus to accommodate the growing population of students.</p>	<p>Our priorities for demographics this year is to address closing the achievement gap with our students that historically underperform.. One priority includes establishing a strong, calibrated MTSS program that works in tandem with the grade levels in order to provide continuity for our students of support. We will continue to focus on our campus goal of connecting to students by emphasizing relationships as being the key to growing and success for students.</p> <p>CTE courses will continue to be added to 7th and 8th grade to encourage more students to explore career choices.</p>
Student Achievement	<p>Students continue to be highly involved in extracurricular activities to include after school clubs, sports and fine arts. We saw students complete and win superior ratings in band, orchestra and choir competitions. AMCMS students consistently outperform state averages in reading, writing, math, and science at all grades on STAAR, with the exception of social studies.</p>	<p>Measures of Academic Progress (MAP) data indicate that there are groups of our students, specifically those from poverty, and the ethnic groups of AA and H are not growing at the rate they should in their learning. This is causing gaps, and those gaps are evident in our district STAAR data as well.</p> <p>As we look at individual student groups such as: economically disadvantaged, African American, Hispanic, and special education, they are not performing as well, according to MAP projected proficiency data to meet the state assessment</p>	<p>Tier II interventions for the MTSS system will be conducted primarily in the regular classroom in order to limit the amount of time students are pulled away from the general instructional environment. The district will purchase and train stakeholders on the MTSS data management software to promote effectiveness in progress monitoring and efficiency in SIT meetings.</p> <p>In the 2022-2023 school year, we will add Principles of Applied Engineering, Principles of Law, and Cyber Citizenship to our 7th and 8th grade CTE offerings in order to expand</p>

		<p>measures. These same trends continue once the students take STAAR.</p>	<p>CTE opportunities for students at the middle school level. Purchase an MTSS system that meets the needs of all grade spans and train stakeholders in the use of the new MTSS System; continue data talks and training with administrators for use of MAP data to track student growth and ensure instruction is adjusted based on data analysis, monitoring of instruction, and staffing of students so that all student have the opportunity to grow to their full potential in the 2022-2023 school year; continue to support implementation of inquiry practices in science classrooms to maintain the increases in student performance in the area of science; ensure scope and sequence is followed in mathematics and that resources are used to address the needs of at-risk learners</p>
<p>Curriculum and Instruction</p>	<p>Curriculum documents in the English Language Arts, Math, Science, and Social Studies are at a point of refinement. The Advanced English Language Arts curriculum was differentiated to include new TEKS. We will continue to include performance assessments to the scope and sequence for each core content area to gauge student achievement. Stage 3 of the curriculum will be refined with ensuring all the digital resources purchased for instruction this year are embedded in the units for teachers to use. MAP Growth and MAP Fluency were used to drive instruction at AMCMS this past year with targeted instruction for students happening as a result. Science teachers were trained in inquiry practices and Argument Drive Inquiry; the SAMR (Substitution, Augmentation, Modification and Redefinition) model was introduced this</p>	<p>MTSS resources for progress monitoring need to be defined for ELAR and math, MTSS software has been purchased and staff need to be trained in its proper implementation and use at PK-12; resources for GT at the secondary level need to be embedded in the curriculum, and implementation of inquiry strategies in science need to be strengthened; data indicates that many of our students are not growing at the rate projected on MAP assessments; we need to increase CTE courses at the 7th and 8th grade levels and the number of “completers” as per the new state emphasis on CTE programming; walkthroughs show low levels of technology integration into instruction with most technology use at the Substitution level of the SAMR (Substitution, Augmentation, Modification,</p>	<p>Administer CBM,'s for 5th, 6th, and 7th grade social studies and US History; complete a district math inventory and use IMA funds to establish a base inventory of math manipulatives for each campus; continue to monitor implementation of a balanced literacy program that includes reading, handwriting, writing, spelling and grammar instruction at appropriate grades through walkthroughs and lesson plans;; target 50% of the AVID students to take an AP or dual credit class; provide professional learning on levels of technology integration using the SAMR (Substitution, Augmentation, Modification, and Redefinition) Model as the structure; use MAP data to ensure instruction is adjusted for student success; write curriculum for newly defined “Advanced” courses; write stage 3 for non-core classes; train students,</p>

	<p>year; we added a summer school program to help close the gaps. Math and ELAR teachers have prepared targeted curriculum to implement during summer school to maximize their instructional time with students.</p>	<p>and Redefinition) Model; continue to build teachers' and administrators' capacity in the use of instructional technology resources; we need to continue to train administrators and teachers on the use of data to drive instruction</p>	<p>counselors, and parents on CTE "completer" criteria; ensure CTE students take certification tests during the school year; build capacity of teachers to design virtual instruction to supplement classroom instruction; continue to build capacity in using our LMS (Schoology) throughout the district and build capacity of staff in using instructional technology.</p>
<p>Culture and Climate</p>	<p>In reviewing the campus culture and climate it is very evident that our student body is a very diverse community. We strive to foster an inclusive and respectful population of students and faculty. The campus leadership team works with the staff overall to foster connections with our students. This is evidenced by reduction of serious incidents of behavior on campus which is a continuing trend here at AMCMS.</p>	<p>Our campus survey data indicates a need to further continue our overall goal of building relationships amongst campus stakeholders. This is a moving target and one that will require constant tending to continue to see the benefits.</p>	<p>We will continue to use Panorama Survey data to monitor and respond to staff input on climate and culture as well as systems and support throughout the district.</p>
<p>Staff Quality and Retention</p>	<p>The staff and faculty have seen turnover from year to year. The leadership team has been able to recruit highly qualified and effective instructors. AMCMS prides itself on providing a team oriented environment.</p>	<p>Our Panorama Teacher Survey indicated that teachers wanted more professional learning this year. We implemented Panorama surveys this year and the surveys have given us insight into the culture and climate of some of our buildings.</p>	<p>We have utilized the feedback gathered from the Panorama surveys and in response will continue to utilize our professional development committee. The committee's sole purpose is to support teachers through relevant and engaging professional development for teachers. We are also focusing on strategic design and specifically targeting communication and inspiring our students and staff. We are specifically focussing on connecting with our new teacher cohorts.</p>
<p>Technology</p>	<p>Our teachers utilize technology in various ways in order to help engage students. Schoology, the Learning Management System for CSISD is utilized throughout the</p>	<p>A technology survey indicated that teachers need more devices for effective use in instruction. There is also a need for the infrastructure to be more robust as</p>	<p>In November of 2021, the CSISD community voted and passed a bond for more technology devices and infrastructure within the campus. This will help us continue to</p>

	<p>campus. Thanks in large part to COVID we have seen universal usage increase across the subject area.</p>	<p>more and more devices are using the network. Our strategic plan with input across the community and school district indicates we need to work in these two areas as well. While we introduced SAMR at campuses, teachers do not understand how to incorporate it into instructional design.</p>	<p>grow in our technology goals. This increase of devices across the district to better support instructional integration of technology into instruction; establish a comprehensive technology plan for staff and begin implementation.</p>
<p>Family/Community Involvement</p>	<p>The AMCMS campus community is fortunate to have strong involvement from our parents. Our PTO is supportive of the campus and all its endeavors. Through their support we are able to better realize the goals of the campus and the success of our student body. We have a strong partnership with Walmart that helps to support our Bobcat market. The market helps supplement food and basic needs for over 40 of our campus families.</p>	<p>Partnerships need to be expanded to enable our campus to better serve the community and to be a better neighbor to the community. We would like to see more of a presence through our NJHS and Student Council.</p>	<p>We will strengthen relationships between the school, students, and families and cultivate and strengthen intentional partnerships with local businesses, community organizations, higher education agencies, and community events held on our campus. Our goal is to have at least three community events this year.</p>

Data Used for District Comprehensive Needs Assessment

- STAAR
- PBMAS Report
- Failure Rates
- Community and Business Partner Input (DEIC)
- Technology Input from Stakeholders
- Attendance
- Teacher Retention
- Technology Help Tickets
- Special Education Data
- Curriculum Documents
- Dyslexia Data
- PAC Data
- CSISD Portrait of a Learner
- Schoology Participation Data
- District Benchmark Assessments(SS, Sci)
- TAPR
- CTE Participation
- CSISD Vision
- DEIC Input
- PEIMS Discipline
- Counselor Input on Mental Health
- Extra Funding Request
- Professional Development Feedback
- HR Complaints and Grievance data
- CSISD Portrait of a Leader
- CSISD Parent Survey
- TELPAS
- Accountability Report
- Administrator Input
- CSISD Portrait of an Educator
- Educator Evaluations
- Rtl Data
- Dual Credit
- GT Demographics and Performance
- MAP Data
- New Teacher Survey
- T-TESS
- CSISD Strategic Plan
- 504 Data

Goal: 1	CSISD will enhance effective instructional practices by implementing innovative and personalized learning experiences.								
Specific Result 1.1	Provide a variety of learning experiences that address distinct learning needs, interests, aspirations, and cultural backgrounds of all learners.								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3			Supported by State or Federal Funds
Each campus will identify and implement next steps of the instructional phase of the CSISD Framework for Success (Inspire for AMCMS) implemented in year two to enhance depth and complexity of staffs' understanding (CIP)	Principal, Campus Admin. Leadership Team	MAP data , Panorama Survey, Teacher and campus stakeholder feedback	August 22 - June 23	All	MAP data , Panorama Survey, Teacher and campus stakeholder feedback				ESSER Funds
Using a variety of data sources (end of year surveys, MAP data, etc.), campus principals will identify and implement their second phase of the CSISD Framework for Success to implement into their professional learning plans to improve instructional practices (CIP)	Principal, Campus Admin. Leadership Team	MAP data , Panorama Survey, Teacher and campus stakeholder feedback	August 22 - June 23	All	MAP data , Panorama Survey, Teacher and campus stakeholder feedback				ESSER Funds
Carry out the Campus	Campus Admin	Campus	August	All	Professional				

Instructional Implementation Plan for the Inspire Phase	Leadership Team Faculty & Staff	Instructional Implementation Plan	2022-May 2023		learning plans and artifacts; walkthrough data; collaboratives; Improved learning outcomes				
Provide vertically aligned campus professional development focusing on the identified instructional areas within specific grade spans	AVID Coordinator Instructional Coaches IICs, Department Heads, PD Committee	Campus Planning Days Maneuvering in the Middle (Math)	June 2022-May 2023	All	MAP Assessment Data Six Weeks Assessments Report Card Data				
Analyze data to address gaps in performance of underperforming populations	Campus Admin IICs All Faculty & Staff	MAP Assessment Data STAAR Scores	June 2022-June 2023	Hispanic; African American; Eco Dis; ELLs; SpEd; Two or More Races	Data reports by student population from PBMAS, TELPAS, STAAR, MAP, analysis of data				
Continue to develop and work with mentor texts that represent students from underperforming student populations (in both the content and authors)	ELAR Coordinator, ELAR IIC, English Teachers	Time to meet with intermediate & middle school colleagues, sub costs, Project Lit	June 2022-May 2023	Hispanic, African American, Eco Dis, ELLs, SpEd, Two or more races	Meeting agendas, resources embedded into curriculum documents and classrooms				
Provide professional development with SAMR model integration into the classroom	CTF District Tech Facilitator Campus Admin Campus PD Committee								
Provide labs in Science 60% of instructional time (including	Science Teachers, District	Planning time, staff development	August 2022-May 2023	All students	MAP scores, lesson plans, lab write-ups				

opportunities in ADI)	Coordinator								
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Goal: 1	CSISD will enhance effective instructional practices by implementing innovative and personalized learning experiences.								
Specific Result 1.2	Create a system of personalized professional learning for all educators								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3			Supported by State or Federal Funds
Build understanding of what it means to create personalized learning to grow and develop educators	Principal, Campus Admin. Leadership Team	PD Committee Goal Setting and Coaching	Aug 22-June 23	All Staff	Goal Setting Lesson Planning Walkthroughs TTESS Evaluation				ESSER
Using the Power School Professional Learning system, include varied learning opportunities such as: -Curated choices at campus level -Learning /doing model -Coaching and Professional Learning Communities	Principal, Campus Admin.	Goal Setting Meetings, Walkthrough and Lesson plans	Aug 22- June 23	All Staff	Goal Setting Lesson Planning TTESS evaluation				
Provide supports for teachers in individual growth toward T-TESS instructional goals	Principal, Campus Admin. Department Heads, Instructional Coaches	Goal Setting, walkthroughs, lesson planning, modeling, PD opportunities	August 2022 - May 2023	All Staff	Goal Setting Lesson Planning Walkthroughs TTESS Evaluation				
√=Accomplished C=Considerable S=Some Progress N=No Progress X=Discontinue									

Summative Evaluation (to be filled in by June 2023 by administration)

Goal: 1	CSISD will enhance effective instructional practices by implementing innovative and personalized learning experiences.								
Specific Result 1.3	Engage in a process for student individual goal setting and progress monitoring								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3			Supported by State or Federal Funds
Build understanding with campus administrators on effectively using data from different assessment types, such as MAP, state, and district assessments (CIP - personalize based on needs and next steps, such as student-led conferences and student goal setting)	Principal, Campus Admin. Department Heads, Instructional Coaches	Performance Matters	August 2022 - May 2023	All	Continued closing of gaps, MAP growth, 6-week grade growth				

✓ = Accomplished C = Considerable S = Some Progress N = No Progress X = Discontinue
 Summative Evaluation (to be filled in by June 2023 by administration)

Goal: 2	CSISD will elevate academic outcomes of historically underperforming student groups.								
Specific Result 2.1	Increase student success of underperforming groups by establishing a calibrated, comprehensive Multi-Tiered System of Supports Program.								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3			Supported by State or Federal Funds
Provide feedback and participate in the revision process of the CSISD MTSS Handbook (CIP)	Principal, Campus Admin. Math and ELA Department, Instructional Coaches	MTSS meetings and Leadership meetings, MAP	August 2022- June 2023	All	MAP Data, Classroom assessments, benchmarks				
Continued implementation of MTSS processes aligned to the CSISD MTSS Handbook (CIP)	Principal, Campus Admin. Math and ELA Department, Instructional Coaches	MTSS meetings and Leadership meetings, MAP	August 2022- June 2023	All	MAP Data, Classroom assessments, benchmarks				
Provide campus-based training on using student data in Performance Matters to differentiate instruction using tools and strategies provided by the district (CIP)	Principal, Campus Admin, Instructional Coaches	Performance Matters District training and CTF lunch and learns	August 2022- June 2023	All	MAP Data, Classroom assessments, benchmarks				
All key stakeholders and curriculum staff will be trained on the use of a selected MTSS data management software	Chief Academic Officer; Director of Instruction and Leadership Dev.; C&C Coordinators & Directors;	Executive Launch Training, Principal, Core Team, and Teacher Training	June 2022-Feb. 2023	At-risk students	Training sign-in sheets				Title II Funds \$20,950

	Campus Principals; Campus Core Teams								
Communicate expectations for use of MTSS software	Campus Principals; Chief Academic Officer; Executive Director of Secondary Education; Coordinators for Math and ELAR	MTSS Handbook with processes	Feb. 2023	All at-risk					
Monitor the Implementation and calibration of MTSS within our Math and ELA teams.	Campus Principals; Chief Academic Officer; Executive Director of Secondary Education; Coordinators for Math and ELAR	MTSS Handbook with processes	Sept. 2021-May 2022	All at-risk					

Goal: 2	CSISD will elevate academic outcomes of historically underperforming student groups.								
Specific Result 2.2	Increase student achievement by implementing research based best practices in Tier I instruction in all classrooms.								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3			Supported by State or Federal Funds
Principals will choose an instructional best practice focus area(s) in conjunction with the phase of the Framework for Success based on instructional needs for students and monitor walk through data for implementation (CIP)	Principal and Campus Admin	Strategic design framework	June 2022-June 2023	ALL	Improved collaboration between campus stakeholders				
Implement professional learning community protocols and practices on campus (CIP)	Principal, Campus Admin, PD Committee	Monthly Department meetings, faculty meetings	August 2022-June 2023	All	Agendas				
Campus Leadership will determine which research based best practices will be utilized to provide targeted support for struggling learners.	Campus Administration Team, Campus Leadership Team in conjunction with classroom teachers	Articles, books	July 2022-Sept. 2022	All	Defined best practices for instruction at AMCMS				
Communicate finalized best practice expectations to departments	Campus Administration Team, Campus Leadership	Resources to support expectations	August 2022- Sept. 2022	All	Lesson plans, department meeting agendas				

	Team								
Campus focus of inspire will strengthen relationships between the school, students, and families in order to cultivate and strengthen intentional partnerships with our campus community	Campus Admin, Department Heads and Content Level leaders	Training materials for principals and staff, Restorative Practices training	Sept. 2022-Oct. 2022	All	Walkthrough data analysis, lesson plans, observation data				
Instituting the new walkthrough training and walkthrough form while considering best practices and the Teacher Incentive Allotment (TIA)	Director of Instruction and Leadership Development, Chief Academic Officer	TTESS alignment	September 2022 - May 2023	All	Form completion, alignment with individual goals				Title II Funds

Goal: 3	CSISD will enrich students' school experiences by strengthening relationships between students, staff, and families.								
Specific Result 3.3	Promote an engaging relationship between the school district and community								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3			Supported by State or Federal Funds
Each campus will provide one community outreach activity during the school year to engage stakeholders off-campus in a more familiar setting.	Campus Admin, AVID, Student Council, NJHS	Buses	January 2023	ALL	Attendance at Activity				
Each campus will identify and participate in one community service project.	Campus Admin,, Student Council, NJHS	Bobcat Market	August 2022-June 2023	At-Risk population	Families Served				
Share campus-based community outreach activities and community service projects with the broader CSISD community	Campus Admin,, Student Council, NJHS	Social Media, School website,	August 2022-June 2023	All	Attendance at Activities				
AMCMS will support our Bobcat Market as our community outreach activity. Students, staff, parents and community members may contribute by donating nonperishable food or donating funds towards the market.	Campus Admin Team Counseling Office	Fliers, social media posts alerting students, families and community members about Bobcat Market	August 2022 - May 2023	All	Campus artifact and reports of community service projects				

AMCMS will document the impact Bobcat Market has on students and families in need	Campus Admin Team Counseling Office	Donations made by students, staff and community members	August 2022 - May 2023	All	Reports of how many students and families are served throughout the school year				
Renewed campus focus on restorative practices and relationship building through a campus emphasis on communication	Admin team, SEL team and classroom teachers	Restorative practices training, Communication with parents/families	August 2022- May 2023	All	Discipline reports, Panorama Surveys, weekly teacher communication with guardians through TAC and schoology, teacher communication log.				
Continue to participate in various community events such as MLK Day Parade in January, Salvation Army Bell Ringing, Veterans Day Ceremony, etc.	Admin team, student clubs and sponsors	Fliers, social media posts alerting students, staff and community members	August 2022-May 2023	All	Documentation of events attended (photos, social media posts, etc.)				
Hosting community events such as a family bingo night, family movie night, Game night, tailgate before home games, family olympics, ect...	Campus admin and campus faculty, sponsors	Fliers, social media posts alerting students, staff and community members	August 2022-May 2023	All	Documentation of events attended (photos, social media posts, etc.)				

Goal 6:	CSISD will transform the learner experience through purposeful integration of instructional technology to augment the teaching and learning process.								
Specific Result: 6.1	Establish and utilize a comprehensive instructional technology plan for teachers and staff.								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3			Supported by State or Federal Funds
Administrators and Digital Learning Coordinator Continue to conduct walkthroughs with teacher to calibrate understanding of where learning experiences align to the Substitution, Augmentation, Modification, and Redefinition (SAMR) Model	Principal, Campus Admin, DLC	Walkthrough form	August 2022-June 2023	All	SAMR growth on walkthrough forms				
Support the district vision for instructional technology that aligns with most recent work from the District Strategic Plan.	Coordinator for Digital Learning; Chief Academic Officer; Cabinet with Principal Input	Stakeholder input	June 2022-July 2022		Updated vision aligned with Strategic Plan goals				
√=Accomplished C=Considerable S=Some Progress N=No Progress X=Discontinue Summative Evaluation (to be filled in by June 2023 by administration)									

Goal 6:	CSISD will transform the learner experience through purposeful integration of instructional technology to augment the teaching and learning process.								
Specific Result: 6.2	Create and implement a comprehensive instructional technology plan for students at all levels.								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3			Supported by State or Federal Funds
Create and implement campus-based plans for implementation of K-12 digital citizenship learning throughout the school year	CTF and Campus Admin	Lunch and Learns	August 2022- June 2023	All	Implementation of Digital learning in the classroom as seen on walkthrough				
Digital Learning Coach and Digital Learning Coordinator will begin collaborating with campus Professional Learning Communities to plan digital learning experiences for students, purposefully and appropriately.	Digital Learning Coach and Digital Learning Coordinator	Lunch and Learns, Faculty meetings	August 2022- June 2023	All	Implementation of purposeful technology in the classroom				
√=Accomplished C=Considerable S=Some Progress N=No Progress X=Discontinue Summative Evaluation (to be filled in by June 2023 by administration)									

Goal 6:	CSISD will transform the learner experience through purposeful integration of instructional technology to augment the teaching and learning process.								
Specific Result: 6.3	Provide sufficient instructional technology resources and support.								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3			Supported by State or Federal Funds
Provide ongoing teacher support for integration of digital learning resources for grade levels and content areas	Campus Admin, Instructional Coaches, CTF	Campus Provided trainings in conjunction with District trainings	August 2022- June 2023	All	"Campus Help Desk Log"				
√=Accomplished C=Considerable S=Some Progress N=No Progress X=Discontinue Summative Evaluation (to be filled in by June 2023 by administration)									

AMCMS Professional Learning Plan 2022-2023

Professional development to address individual needs:

- NTU Follow Up Options
- Success Team/SALI/Administrator Development
- Teacher Leadership
- Gifted and Talented Differentiation
- MAP usage in the classroom

Continued Schoology Training

MTSS & Small Group Instruction/Differentiated Instruction

SEL core training Restorative Practices for all staff

Mandated Trainings

APPENDIX A: STATE AND FEDERAL REQUIREMENTS

Community Based Accountability System

Strategies	Resources	Staff Responsible	Evaluation
College Station ISD will continue to implement a meaningful accountability system that measures what our community believes is important through the Community Based Accountability System.	Local Funds	Chief Administrative Officer	CBAS document and evaluation tools complete and communicated to the public annually.

Bullying Prevention

Strategies	Resources	Staff Responsible	Evaluation
Develop and/or implement positive proactive intervention strategies that address offenses such as bullying (and support student organizations and efforts to address this), harassment, and violence (dating and/or sexual abuse)	Campus Budgets	Director for Student Services, School counselors	Discipline Referrals, Anecdotal Campus Reports
Revise the bullying training module for teachers and students	District Budget	Director for Student Services, School counselors	Revised Modules, Sign-in Sheets from trainings

Child Abuse and Sexual Abuse Prevention

Strategies	Resources	Staff Responsible	Evaluation
All district staff members will be trained in recognizing and reporting child abuse, sexual abuse, and sex trafficking at the beginning of the year.	Online training through EduHero	Campus Administrators, Director of Human Resources	Training records in EduHero
All CSISD staff will follow child abuse, sexual abuse, and sex trafficking reporting requirements.	Outside presenters, state training modules, Hoonuit	All staff	Counselor documentation

School Resource Officer(s) Duties

Strategies	Resources	Staff Responsible	Evaluation
<p>The CSISD School Board shall enter into an MOU with the local law enforcement agency for the provision of school resource officers to perform the following duties:</p> <ul style="list-style-type: none"> • Provides a law enforcement presence at various schools throughout the College Station Independent School District • Serves as a resource to school teachers and administrators and assists with maintaining order on the school campus; the SRD does not enforce school rules, but assists with issues related to violations of the law 	Space at campuses	Board of Trustees Superintendent	Peace Officers on campuses and call

<ul style="list-style-type: none"> • Maintains appropriate forms necessary such as juvenile referral forms, etc. • Performs all other duties as authorized to “Texas Peace Officer” as determined by the Board of Trustees • Participate in required training according to HB2195 and SB 11. <p>SROs will not have any administrative duties, nor will they address classroom discipline issues.</p>			
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Coordinated Health- SHAC Council

Strategies	Resources	Staff Responsible	Evaluation
The SHAC Council will meet a minimum of 4 times per year.	Student Activities Budget	Director of Student Activities; SHAC Chairperson	Sign in Sheets, Minutes, Agendas
The council will provide the CSISD Board an annual report of their activities for the year	Meeting time; Facility for meetings	Director of Student Activities; SHAC Chairperson	Board Agenda with Presentation
The majority of the council membership will be parents and the co-chair will be a parent.	Parent and community volunteers	Director of Student Activities; SHAC Chairperson	Membership List

Dating Violence Awareness

Strategies	Resources	Staff Responsible	Evaluation
Develop and/or implement positive proactive intervention strategies that address offenses such as bullying, harassment, and violence (dating and/or sexual abuse)	Campus Budgets	Director for Student Services, School counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports
Provide secondary teachers with staff training on relationship abuse awareness, detection and prevention.	Counselors, Campus administrators, Campus Budget	Director for Student Services, School counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports

Suicide Prevention

Strategies	Resources	Staff Responsible	Evaluation
All staff members will be trained in Suicide Prevention Training	District Budgets	Director for Human Resources	Training sign in sheets, Training Agendas

Trauma-Informed Care

Strategies	Resources	Staff Responsible	Evaluation
All staff members will be trained procedures for trauma-informed care	Board Policy FFAC LEGAL and FFAC LOCAL	Director of Student Services; Nurses; Principals	Training sign in sheets, Training Agendas

Drug Prevention

Strategies	Resources	Staff Responsible	Evaluation
College Station ISD will teach drug awareness and prevention	TEKS, Curriculum resources	Director of Student Services, Counselors, Educators	Lesson Plans, Discipline Records
Implement a drug testing program in the district to be approved by the Board of Trustees	Funds for drug testing	Director of Student Services, Campus Administrators, Chief Administrative Officer	Results of testing, Discipline Records

Federal Programs Compliance

Strategies	Resources	Staff Responsible	Evaluation
The district will evaluate student achievement in the following programs: Title I, Bilingual/ESL, LEP, Gifted and Talented, Special Education, Career and Technical Education and students in at risk situations.	MAP software; Mizuni Software and performance matters; STAAR data	Curriculum and Instruction Staff, Campus Administration, School Counselors	Data reports; Comprehensive Needs Assessment
Title I, Part A campuses will implement the supplemental funds to maximize student learning and achievement.	Title I	Director of Special Programs	Budget reports, Annual federal compliance report
All programs which receive federal funding will maintain compliance with Education Department General Administrative Regulations (EDGAR) .	Title I, Title II, Title III, Title IV, Perkins, Early Head Start/Head Start	Director of Purchasing, Director of Business Services, Directors over federal funds	Budget reports, Annual federal compliance report

Student Achievement

Strategies	Resources	Staff Responsible	Evaluation
All students will have a graduation pathway plan developed in 8th grade, and an annual review with parent notification will occur to ensure that students are progressing towards graduation with their cohort as expected.	Campus counselors, printing, substitutes for counselors	Director of Student Services, Campus counselors, Campus administration	Plans in place for 8th graders, meetings scheduled
Services will be provided for at-risk students to increase academic achievement and reduce the dropout rate for these students	State Comp Ed Funds	Chief Academic Officer, Director for Special Programs, Campus Administration, Campus Counselors, Campus Testing Coordinators	State Comp Ed Reports, Annual district report to school board, School board agenda

APPENDIX B: A&M Consolidated MS Improvement Committee Members 2022-2023

Omar Espitia , Principal

Ashley Stephens, 7th AP

Katie Abalos ,8th AP

Alex Cockrell, Counselor

Jessica Wilkinsonl, Counselor

Erin Albers ,SPED Dept. Head

Sarah Deines, Math Dept. Head

Sara Lopez, ELA Dept. Head

Meghan Ullmann , Science Dept Head

Molly Hester, Social Studies Dept. Head

Karen Westbrook , PE/Athletics Dept. Head

Lesley Zorn , Fine Arts Dept. Head

Matthew Bywater, CTE Dept. Head

Victoria Hunter, Secretary to the Principal

Lara Clark, Parent Representative