

# Oakwood Intermediate School

## Annual Campus Improvement Plan 2023-2024



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Board Approval Date: September 19, 2023

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## **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 a 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 Strategic Design 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.

### **Evidence of Impact**

As a result of implementing the strategies and action steps in the district improvement plan, we expect to see the following evidence of impact at the end of the 2023-24 school year:

- Improved academic outcomes as demonstrated through NWEA MAP Growth, STAAR/EOC, and locally-created assessments
- Improved college, career, and military readiness outcomes
- Reduction in discipline referrals, ISS placements, and DAEP placements
- Walk through data that indicates student-centered instruction through the implementation of the Framework for Success
- Increase in T-TESS evaluation performance for teachers

**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	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
<p>The Engage piece of District’s Framework for Success will be our next instructional phase to enhance the depth and complexity of staffs’ understanding and implementation in year 23’-24’. For our students we intend to:</p> <ul style="list-style-type: none"> <li>Actively work towards understanding of content and its connection to their lives</li> <li>Construct meaning from content, process and applies it to other contexts</li> <li>Ask questions and communicate to make meaning</li> <li>Participate in collaborative partnerships with educators</li> <li>Effectively solve problems</li> <li>Develop high expectations for themselves</li> <li>View setbacks as opportunities to grow</li> <li>Consider the perspectives of others</li> </ul>	Principal, Admin Team, PLCs, MTSS, DLC, Counselors & Leadership Team	Time, Campus Funds, Title I funds, donations  Strategic Plan, Campus resources, Campus  AVID strategies	June 2023- June 2024	All				Title I
<p>Based on Standardized Assessments, Discipline data as well as Panorama &amp; Campus based survey results, we will implement the Engage phase as our 3rd phase of the CSISD Framework for Success to implement into our professional learning plans and improve instructional practices.</p>	Principal, Admin Team, PLCs, MTSS, DLC, Counselors & Leadership Team	Time, Campus Funds, Title I funds, donations  Strategic Plan, Campus Improvement Plan	June 2023- June 2024	All				Title I

<p>We will integrate the Framework for Success into onboarding of new campus staff and:</p> <ul style="list-style-type: none"> <li>• Create real-world connections within the school community</li> <li>• Design meaningful learning experiences</li> <li>• Create a bridge between the content and learners' lives</li> <li>• Individualize to include every learner</li> <li>• Bring content to life</li> <li>• Honor diversity of learners in the classroom</li> </ul>	<p>Principal, Admin Team, PLCs, MTSS, DLC, Counselors, Leadership Team &amp; Executive Director of Secondary Education</p>	<p>Time, Campus Funds, Title I funds, donations</p>	<p>June 2023- June 2024</p>	<p>All</p>				
<p>Campus-based professional learning regarding the instructional framework will be designed to address the distinct learning needs, interests, aspirations, and cultural backgrounds of all learners with supports provided by district Curriculum &amp; Instruction staff</p>	<p>Principal, Admin Team, PLCs, MTSS, DLC, Counselors, Leadership Team &amp; Executive Director of Secondary Education</p>	<p>Time, Campus Funds, Title I funds, donations</p>	<p>June 2023- June 2024</p>	<p>All</p>				<p><b>Title I</b></p>
<p>Based on various data points, we have identified Differentiated/Small Group Instruction (SGI) as our instructional focus and plan for enhanced implementation</p>	<p>Principal, Admin Team, PLCs, MTSS, DLC</p>	<p>Time, Campus Funds, Title I funds,</p>	<p>June 2023- June 2024</p>	<p>All</p>				<p><b>Title I</b></p>
<p><b>Evidence of Implementation:</b></p> <ul style="list-style-type: none"> <li>• Campus Improvement Plans</li> <li>• Campus Professional Development Sessions Documented in Professional Learning System</li> <li>• Panorama Survey, campus surveys, Walkthrough data analysis, Lesson Plans, Observation data, MAP data, Weekly PLC documentation</li> </ul>								
<p>√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue</p>								



**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	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Campus administrators will participate in foundational professional learning for district and campus administration on Professional Learning Communities in partnership with SolutionTree	Principal & Executive Director of Secondary Education	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II
Campus-level guiding coalitions participate in foundational learning and implement Professional Learning Communities on campuses designated as Cohort 1	Principal & Executive Director of Secondary Education	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II
Campus administrators will Implement supports for teachers in individual growth toward T-TESS instructional goals	Campus administration MTSS, DLC & Executive Director of Secondary Education	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title II
Teachers will participate in content area professional learning provided by the district which will include differentiated learning experiences for teachers in their content areas	Principal, Director of Leadership and Professional Learning, Coordinators of ELAR, Math, Science, & Social Studies, Title I Instructional Coaches	Time, Campus Funds, Title I funds	June 2023- June 2024	All				Title I Title II

**Evidence of Implementation:**

- Campus Professional Development Sessions Documented in Professional Learning System
- Walk Through Data
- Exemplars that represent:
  - Curated choices at campus level
  - Instructional Coaching and Professional Learning Communities
  - Continuous Improvement model followed in weekly PLC meetings

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**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	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
Develop common structures for individual student goal setting and progress monitoring within professional learning communities	Principal, PLCs, MTSS, DLC Director of Secondary Education, Director of Assessment and Accountability, C&I Department	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, MAP data	June 2023- June 2024	All				Title II, Title I
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, PLCs, MTSS, DLC	Time, Campus Funds, Title I funds	June 2023- June 2024	All				Title II, Title I

**Evidence of Implementation:**

- Campus Professional Development Sessions Documented in Professional Learning System
- Examples of student goals and progress monitoring
- Examples of data-driven instructional adjustments

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**Goal 1: CSISD will enhance effective instructional practices by implementing innovative and personalized learning experiences.**

**Specific Result 1.4: 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	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Train and implement instructional best practices of standards alignment and assessment including but not limited to lesson planning for Small Group Instruction and Differentiation across the MTSS spectrum, Student Goal Setting and designing meaningful learning experiences enhanced through the use of digital resources	Principal, PLCs, MTSS, DLC, Director of Secondary Education, Director of Assessment and Accountability, C&I Department	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology	June 2023- June 2024	All				Title I & Title II
Continue our best practice focus on Small Group Instruction (SGI)/Differentiation based on instructional needs for at-risk students and target it for improvement monitored by MAP results and various data points	Principal, PLCs, MTSS, DLC & Director of Secondary Education	Time, Campus & District Funds	June 2023- June 2024	All, with emphasis on identified underperforming student groups				Title I
Increase the amount of library books that are curricula based and are of high student interest.	Principal & Librarian	Time, Campus, District, and Federal Funds	June 2023- June 2024	All, with emphasis on identified underperforming student groups				Title I

**Evidence of Implementation:**

- Campus & District Professional Development Sessions Documented in Professional Learning System
- Walkthrough Data, PLC meeting documentation & student growth data within standardized assessments and Common Formative Assessments

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**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 academic Multi-Tiered System of Supports (MTSS) Program**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Implement aligned K-8 MTSS practices for reading and math in the CSISD MTSS Handbook	Principal, PLCs, MTSS, DLC, Director of Secondary Education & C&I Department	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All, with emphasis on identified underperforming student groups				
Provide after school enrichment and tutoring opportunities for students across the MTSS spectrum	Principal, Admin Team, Teachers and community partners	Time, Campus, District, and Federal Funds	June 2023- June 2024	All, with emphasis on identified underperforming student groups				Title I
Provide supplementary tutoring and accelerated instruction for students who are at risk within the school day	Principal, Admin Team, Teachers, Tutors, Paraprofessionals and community partners,	Time, Campus, District, and Federal Funds	June 2023- June 2024	underperforming student groups				Title I

Continue to train and provide ongoing support for K-12 teachers on how to use student data, such as data sets in Performance Matters & MAP, to differentiate instruction	Principal, PLCs, MTSS, DLC, Director of Secondary Education & C&I Department	Time, Campus & District Funds	June 2023- June 2024	All, with emphasis on identified underperforming student groups					<b>Title I</b>
Provide supplementary materials and academic supplies for students who are at risk to enhance achievement	Principal, Admin Team, Teachers	Time, Campus, District, and Federal Funds	June 2023- June 2024	underperforming student groups					<b>Title I</b>
<b>Evidence of Implementation:</b> <ul style="list-style-type: none"> <li>• Campus Improvement Plans, Student growth measured by standardized assessments</li> <li>• Intervention Plans in Performance Matters</li> <li>• Usage of MTSS Handbook Online</li> </ul>									
<b>√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue</b>									

**Goal 2: CSISD will elevate academic outcomes of historically underperforming student groups.**

**Specific Result 2.2: Increase student success of underperforming groups by establishing a calibrated, comprehensive behavioral Multi-Tiered System of Supports (MTSS) Program**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Campus representatives will participate in feedback opportunities to align the K-12 MTSS practices for behavior in Tier 1, 2, and 3 based on stakeholder feedback through the creation of behavioral processes in the CSISD MTSS Online Handbook	Campus Administration, Instructional Coaches, Counselors	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All, with emphasis on identified underperforming student groups				
Train and provide ongoing support for behavioral intervention in Tier 1 through campus-wide behavior expectations, classroom management, and positive behavior intervention and support (PBIS)	Campus Administration, Instructional Coaches, Counselors	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All, with emphasis on identified underperforming student groups				Title I
Campus administration will participate in calibrating systems across the district for documenting student behavior infractions and processing discipline referrals	Campus Administration, Executive Director of Secondary Education, Director of Student Services, Director of Special Education	Time, Campus & District Funds	June 2023- June 2024	All, with emphasis on identified underperforming student groups				
Continue our instructional best practice focus areas in conjunction with the phase of the Framework for Success based on instructional needs for students and monitor walk through data for implementation (CIP) are the Explore and Connect Puzzle pieces	Campus Principal, Executive Director of Secondary Education	Time, Campus, District, and Federal Funds	June 2023- June 2024	All, with emphasis on identified underperforming student groups				

**Evidence of Implementation:**

- Campus Improvement Plans
- Intervention Plans in Performance Matters
- Usage of MTSS Handbook Online: Behavioral Section

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**Goal 3: CSISD will enrich students' school experiences by strengthening relationships between students, staff, and families.**

**Specific Result 3.1: Provide training and ongoing support for staff in promoting positive relationships among students, staff and parents**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Train and implement character education curriculum pre-K-12 that promotes positive relationships among students, staff and families	Campus Administrators, Counselors, Professional and Paraprofessional staff Executive Directors of Elementary and Secondary Education, Director of Student Services	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All				
Provide greater Parent & Family Engagement opportunities to better connect to and more deeply engage with parents, guardians, students and families within our school community	Campus Administration & Campus Staff	Time, Campus, District, and Federal Funds	June 2023- June 2024	All, with emphasis on identified underperforming student groups				Title I

**Evidence of Implementation:**

- Behavioral data reports, character educational curriculum archives, Panorama Survey, campus surveys, Walkthrough data analysis

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**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	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Oakwood will continue to provide community outreach activities throughout the year to engage stakeholders off-campus in a more familiar setting.	Campus Administrators, Counselors, Professional and Paraprofessional staff Executive Director of Secondary Education, Director of Student Services	Time, Campus, District, and Federal Funds, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All				Title I
Oakwood will continue to provide community service projects such as Penny Wars to support the Brazos Valley Food bank and the GT leading the Giving Projects	Campus Administrators, Professional and Paraprofessional staff Executive Director of Secondary Education, Director of Student Services	Time, Campus, District, and Federal Funds, PTO support, PowerSchool Professional Learning, Schoology, Website	June 2023- June 2024	All				

Fall Festival and other Open House events will provide campus-based community outreach activities with the broader CSISD community to engage parents and all community stakeholders	Administration & PTO, MTSS & DLC, Faculty and Staff	School Funds, PTO donations, Title I funds	June 2023- June 2024	All					School Funds, PTO donations, Title I funds
Share campus-based community outreach activities and community service projects with the broader CSISD community	Campus Administrators, Professional and Paraprofessional staff, Executive Director of Secondary Education, Director of Student Services	Time, Campus & District Funds	June 2023- June 2024	All					
<b>Evidence of Implementation:</b> <ul style="list-style-type: none"> <li>Campus Artifacts, Panorama and Campus based survey data</li> </ul>									
√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue									

**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	Formative Reviews Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June) #1 #2 #3	Supported by State or Federal Funds

<p>Instructional coaches, campus technology facilitators, and teacher representatives will participate in aligned professional learning communities to build capacity in their respective positions to integrate technology into instructional best practices.</p>	<p>Digital Learning Coordinator, Campus Digital Learning Coach, Executive Director of Secondary Education</p>	<p>Time, District Funds, Federal Funds</p>	<p>June 2023- June 2024</p>	<p>All</p>				<p><b>Title I</b></p>
<p>Conduct walkthroughs to support and coach for implementation of learning from the instructional technology cohorts.</p>	<p>Campus Administrators, Digital Learning Coordinator, Executive Director of Secondary Education</p>	<p>Time, District Funds</p>	<p>June 2023- June 2024</p>	<p>All</p>				
<p><b>Evidence of Implementation:</b></p> <ul style="list-style-type: none"> <li>Walk Through Data</li> </ul>								
<p>√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue</p>								

**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	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Collaborate with the Digital Learning Coach and Digital Learning Coordinator to plan digital learning experiences for students, purposefully and appropriately.	Campus Administrators, Campus Digital Learning Coach, Digital Learning Coordinator, Executive Director of Secondary Education	Time, District Funds, Federal Funds	June 2023- June 2024	All				Title I
Maintain the Digital Learning Coach position to implement professional development of best practices across the curricula for underperforming students	Campus Administrators, Campus Digital Learning Coach	Time, District Funds, Federal Funds	June 2023- June 2024	All				Title I

**Evidence of Implementation:**

- Artifacts from professional learning communities

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

**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	Formative Reviews			Supported by State or Federal Funds
					Review 1 - Campus (Oct), DEIC (Nov) #1	Review 2 - Campus (Feb), DEIC (March) #2	Review 3 - Campus (May), DEIC (June) #3	
Continue to provide ongoing teacher support for integration of digital learning resources for grade levels and content areas	Campus Administrators, Campus Digital Learning Coach, Digital Learning Coordinator, Executive Director of Secondary Education	Time, District Funds, Federal Funds	Time, District Funds	All				Title I
Build instructional capacity surrounding purposeful usage of existing digital platforms and supplementary platforms to enhance classroom instruction and engagement	Campus Administrators, Campus Digital Learning Coach, Digital Learning Coordinator, Executive Director of Secondary Education	Time, District Funds, Federal Funds	Time, District Funds	All				Title I

**Evidence of Implementation:**

- Professional Learning sessions

√ =Accomplished C =Considerable S =Some Progress N =No Progress X =Discontinue

## **Appendix A: Executive Comprehensive Needs Assessment Summary**

Beginning in 2021, Oakwood Intermediate initiated the Explore puzzle piece to enhance our differentiated learning for small group interventions within the classrooms. In 2022, the Connect piece was added to rebuild the relational capacity that was lost during the pandemic. To set our course for the future this year, we are working to more deeply Engage our students, staff and community in our effort to continue our alignment with the CSISD Strategic Design Plan. The Strategic Design Team included approximately 40 individuals including students, parents, teachers, principals, district administrators, and school board trustees. Grounded in community feedback, the team developed our vision, portraits, goals, specific actions and framework for success. Part of this work included an in-depth Comprehensive Needs Assessment. This work became the foundation of the 21-22 DIP. The District Education Improvement Council approved the continuation of the Goals and Specific Results on April 12, 2023, and the Board of Trustees approved the continuation of these goals on April 18, 2023. These Goals, Specific Results, and draft action steps were also reviewed by the DEIC on May 10, 2023, feedback was also provided by our campus. Success Team reviewed the entire draft plan on May 31, 2023. For more information about the CSISD Strategic Plan, please visit our website here: [LINK](#)

### **Summary of Strengths**

Oakwood's diversity through socio-economic statuses, multicultural/multilingual and racial demographics all contribute to our school's strength. We celebrate our diversity within both our students and staff. With approximately 700 students, our faculty and staff demographics continue to closely mirror our student demographics. This year our student demographics are 35% White, 35% Hispanic, 20% African American, 5% American Indian and 5% Asian. Oakwood Intermediate will continue to qualify as a Title I campus with approximately 50% of our students qualifying for free or reduced lunch. Our students are able to showcase their unique successes in a variety of ways beyond test scores, especially through the extracurricular and cocurricular activities. Our students experience success in competing at local and regional levels in all areas of music.

In just two years Oakwood students show tremendous academic growth on average. Most of our student groups outperform their peers across the state on the State of Texas Assessments of Academic Readiness (STAAR) .

### **Summary of Needs**

Measures of Academic Progress (MAP) and STAAR data indicate that our students identified as low-SES, Hispanic and African American are not demonstrating the same academic growth as their peers in other student groups. The number of emergent bilingual students continues to grow, leading to a need for increased staffing.

Panorama surveys of students and families indicate that they are ready to return to pre-Pandemic activities and to participate in more on-campus and community events.

### **Priorities**

The District's priorities for leveraging strengths and addressing the identified needs are captured in the six goals identified:

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.

### **Data Used for Oakwood's Comprehensive Needs Assessment**

Data from the following sources was reviewed in creating the action steps for the Goals and Specific Results of the District Improvement Plan. The Student population is included in parenthesis:

- TAPR Report
- Demographic Data (All)
- STAAR (Grades 5-6)

- NWEA MAP Growth (5-6)
- TELPAS (Emergent Bilingual)
- Participation and Demographic Data for Gifted and Talented, Special Education, and Fine Arts
- Panorama Survey Feedback from Students, Teachers, Staff, and Families
- PEIMS Discipline Data
- District Benchmark Assessments (Social Studies)
- TEA Accountability Report
- Professional Development Feedback
- Strategic Design Surveys, Community Forums, and Focus Groups facilitated by Engage2Learn

Feedback from the following sources was used in creating the action steps for the Goals and Specific Results of the District Improvement Plan.

- CSISD Strategic Design Committee
- CSISD District Education Improvement Council
- Chief Officer/Directors/Coordinators as Applicable
- Principal Input
- Campus Leadership Team

## **[Appendix B: Oakwood Intermediate Professional Learning Plan 2023 - 2024](#)**



## **APPENDIX C: STATE AND FEDERAL REQUIREMENTS**

### **Community Based Accountability System**

<b>Strategies</b>	<b>Resources</b>	<b>Staff Responsible</b>	<b>Evaluation</b>
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**

<b>Strategies</b>	<b>Resources</b>	<b>Staff Responsible</b>	<b>Evaluation</b>
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
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### 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  Board Policy FFG	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	All staff	Counselor documentation

### School Resource Officer(s) Duties

Strategies	Resources	Staff Responsible	Evaluation
<p>The CSISD School Board shall enter into an ILA 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"> <li>Provides a law enforcement presence at various</li> </ul>	Space at campuses  Funding	Board of Trustees Superintendent	Peace Officers on campuses and call

<p>schools throughout the College Station Independent School District</p> <ul style="list-style-type: none"><li>• 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</li><li>• Maintains appropriate forms necessary such as juvenile referral forms, etc.</li><li>• Performs all other duties as authorized to "Texas Peace Officer" as determined by the Board of Trustees</li><li>• Participate in required training according to HB2195 and SB 11.</li></ul> <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.	Athletics Budget	Director of Athletics; 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 Athletics; 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 Athletics; SHAC Chairperson	Membership List

### Discipline Management

Strategies	Resources	Staff Responsible	Evaluation
Campus administration will use the Student Code of Conduct to manage discipline practices.	Board Adopted Student Code of Conduct	Director of Student Services, Campus Principals and Assistant Principals	Discipline Referrals, Anecdotal Campus Reports
Campus administration will implement positive behavior intervention and support practices.	Campus Budget Title II for Training	Director of Student Services, Campus Principals and Assistant Principals	Discipline Referrals, Anecdotal Campus Reports

### Dating Violence Awareness

Strategies	Resources	Staff Responsible	Evaluation
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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
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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 and provisions to improve services 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; Performance Matters data; 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.	<a href="#">Title I Part A Plan</a>	Director of Special Programs	Budget reports, Annual federal compliance report
All programs which receive federal funding will maintain	Title I, Title II, Title III, Title IV, Perkins, Early Head Start/Head	Director of Purchasing, Director of Business Services, Directors	Budget reports, Annual federal compliance report

compliance with Education Department General Administrative Regulations (EDGAR) .	Start <a href="#">Title II Part A Plan</a> <a href="#">Title III Part A Plan</a> <a href="#">Title IV Part A Plan</a>	over federal funds	
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### 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, Xello, substitutes for counselors	Director of Student Services, Campus counselors, Campus administration	Plans in place for 8th graders, meetings scheduled
Services, resources, and staff, such as instructional coaches, interventionists, and tutors, will be provided for at-risk students to increase academic achievement and reduce the dropout rate for these students	State Comp Ed Funds	Executive Director of Secondary Education, Director for Special Programs, Campus Administration, Campus Counselors, Campus Testing Coordinators	State Comp Ed Reports, Annual district report to school board, School board agenda

### School Counseling Services

Strategies	Resources	Staff Responsible	Evaluation
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All campus counselors will implement a comprehensive school counseling program under TEC 33.005	Campus Counselors	Director of Student Services, Campus counselors, Campus administration	Program Implementation
All campus counselors will provide students' parents information about higher education admissions and financial aid opportunities, the need for making informed curriculum choices to be prepared for success beyond high school, and sources of information on higher education admissions and financial aid.	Campus Counselors, Financial Aid & College Admissions Resources	Director of Student Services, Campus counselors, Campus administration	Program Implementation

### Career & Technical Education

Strategies	Resources	Staff Responsible	Evaluation
All students in middle and high school will have the opportunity to enroll in career and technical education courses to develop the knowledge, skills, and competencies necessary	Course Catalogs, Staffing , Perkins Grant Funding, P-TECH Grant for CVHS	Director of Career and Technical Education, Campus counselors, Campus administration	Program Enrollment, Industry-based Certifications Earned, Program Completion



for a broad range of career opportunities			
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## **Appendix D: Oakwood Intermediate Campus Improvement Committee Members 2023-2024**

Rocco Grande, Principal

Tommy Newton, Assistant Principal

Mackenzie Zumwalt, Counselor

Shannon Espitia, Digital Learning Coach

Lisa Marburger, MTSS Instructional Coach

Jennifer Morehead, 6th grade Science Dept. Head

Sandra Ashcraft, Advanced Math Teacher

Khrys Carter, 6th Grade Math Teacher

Rick Velez, 5th grade Dual Language

Karlos Ortiz, 6th grade Dual Language

Sarai Vega, 5th Grade Dual Language

Karen Killough, 5th grade SS Dept. Head

Linde Francis, 6th grade ELA Dept. Head

Jessica Lochte, ELA Interventionist/Coach

Allison Dent, 6th grade Math Dept. Head

Sara Richardson, SPED Dept. Head

Marisa Ramirez, 5th grade ELA Dept. Head

Marlisa Kennedy, 5th grade Science Dept. Head

Mary Ireland, AVID Site Coordinator

Destinée Stone, Electives Dept. Head

Kathy Martin, Enrichment Specialist

Stefanie Bean, 6th grade SS Dept. Head

Tracy Moritz, Librarian

Joanna Soules, PTO President

Marci Corry, Community Representative

Malini Natarajarathinam, Community Representative