

COLMESNEIL ISD
District Improvement Plan
2024/2025



Sharon B. Tule, Superintendent
PO Box 37
409.837.5757 sharon.tule@colmesneilisd.net

COLMESNEIL ISD

Mission

Empowering our schools to develop lifelong learners through excellence in education.

Honor Code

As a Bulldog, I will be:

Respectful

Responsible

Honest, and

Kind

To myself and others.

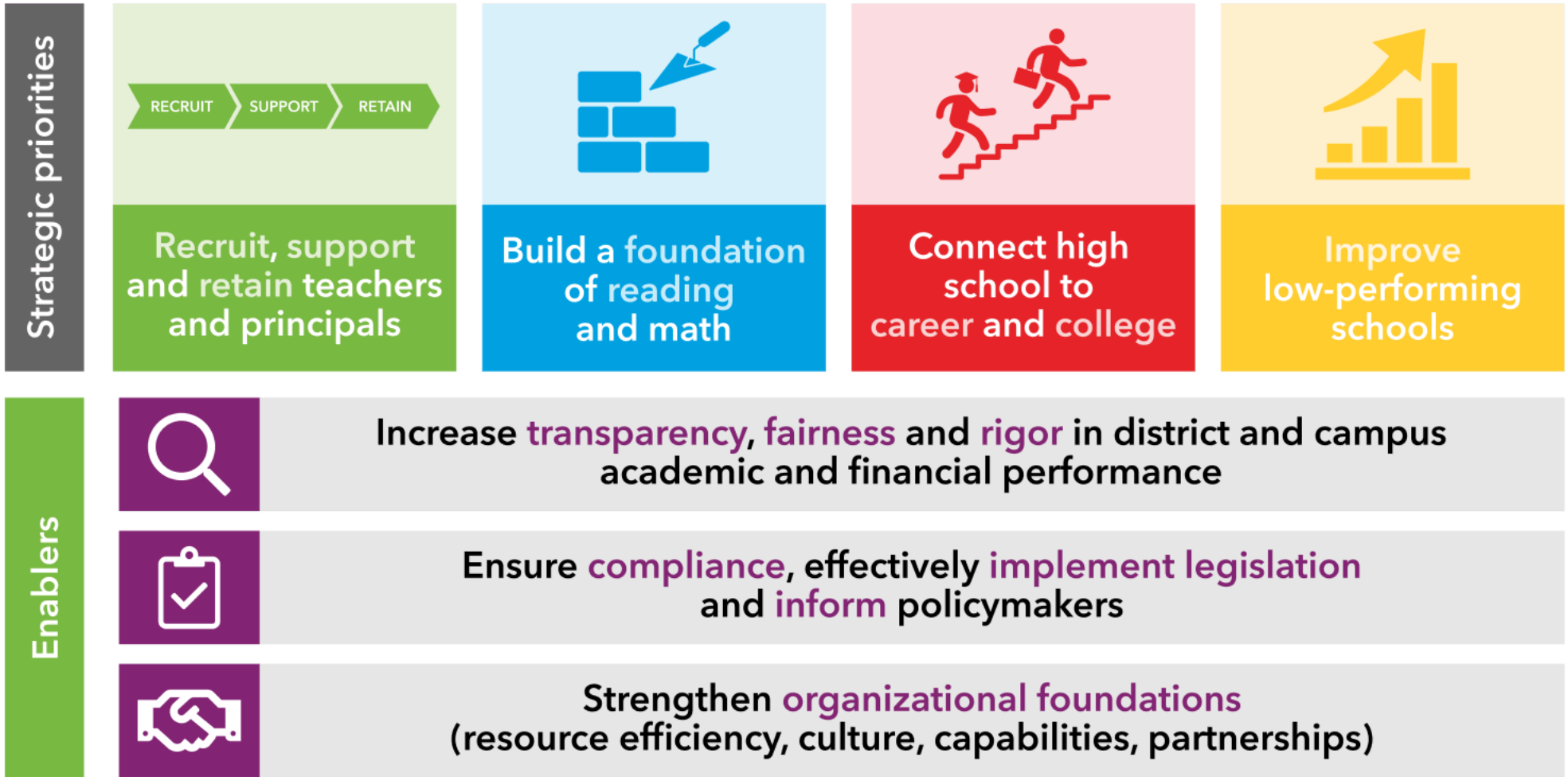
Nondiscrimination Notice

COLMESNEIL ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

COLMESNEIL ISD Site Base

Name	Position
Tule, Sharon	Superintendent
Eddins, Kelly	Board Representative
Tillery, Shelby	Elementary Principal
Smith, Stephanie	Secondary Principal
Gobert, Kathy	Technology Director
Courville, L'Chanda	Secondary Counselor
Rhodes, Shelley	Elementary Counselor
Brian Ramsey	Athletic Director
Ryan, Wanda	Business Manager
Sheffield, Bubba	Safety
Hallo, Destiny	Special Education
Pierson, Jennifer	Elementary Teacher
Mashaw, Misti	Administrative Assistant
Barrett, Gina	Secondary Teacher
Lindsey, Shonda	Instructional Coach
Lott, Cathy	Student Services
Hillhouse, Autumn	Elementary Instructional Support
Martin, Brandon	Business
Eddins, Amanda	Parent
Calhoon, Melanie	Parent/Business
Swinney, Megan	Parent

Every child, prepared for success in college, a career or the military.



**adapted from TEA Strategic Plan - <https://tea.texas.gov>*

Resources

Resource	Source
IDEA Special Education	Federal
REAP	Federal
Title I	Federal
Title IV Safe and Drug Free	Federal
ESF	State
CATE	State
G/T	State
Instructional Materials Allotment	State
Local Funds	State
State Compensatory	State

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Goal 1. The percent of students that score meets grade level or above on STAAR Math and Reading will increase by at least 5% by June 2025.

Objective 1. Increased Student Performance and Student Growth on Local/State Assessments

Objective 2. Quality Staff Development

Objective 3. Enriched Curriculum

Objective 4. Improved Attendance

Objective 5. Maintain a Highly Qualified Staff.

Goal 2. Campus Management and Impact on Community and Parent Morale and involvement will be measured by 75% Very Satisfied or Satisfied responses as indicated on survey results, a 50% increase in parent involvement in campus activities as measured through sign-in sheets, and 75% of employees will indicate Very Satisfied or Satisfied on survey results.

Objective 1. Increased Parent/School Communication

Objective 2. Increased Parent Involvement in School Activities

Objective 3. Utilization of Community Resources

Goal 3. All administrative staff will attend recruitment events to obtain highly qualified teachers and will work on policies, procedures, safety measures and incentives that will positively impact Colmesneil ISD's recruitment and retention success. Both campuses will have a minimum of 90% retention rate and all professional positions will be filled by July 1, 2025.

Objective 1. Increase Communication and Teamwork Among Staff

Objective 2. Recognize Student and Staff Achievements

Objective 3. Provide incentives to attract and retain quality staff

Objective 4. Safe and Secure Environment

Goal 4. The percent of graduates that meet the criteria for CCMR will increase from 52% to 58% by August, 2025.

Objective 1. Meets Texas Success Initiative (TSI) criteria in RLA and Mathematics

Objective 2. Earn an industry based certification, be Workforce Ready, or enroll in a 2 or 4 year college

Objective 3. Enlist in the Armed Forces or National Guard

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Goal 1. The Percent of students that meets grade level or above grade level on STAAR math and reading will increase by 5% by June, 2025.

Objective 1. Increased Student Performance and Student Growth on Local/State Assessments

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilizing tutorials during the school day. (Title I SW: 3,9,10) (Title I TA: 1,2,7) (Target Group: All,AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,4) (ESF: 5,5.1,5.3,5.4)	Instructional Support Teacher(s) Principals	Ongoing	(S)State Compensatory	November, 2024 March, 2025 May, 2025
2. Preparation and Implementation of Dual Credit Courses. (Title I SW: 3,4) (Title I TA: 1,2,5) (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3) (CSFs: 1,2,6) (ESF: 5,5.3)	Counselors Teacher(s) Principals	Ongoing	(S)Local Funds	September, 2024 January, 2025
3. Add TEKS Resource Guide / DMAC as a supplement to our Adopted TEKS curriculum to assist teacher's quality lessons to promote student success on the STAAR and EOC test. (Title I SW: 2,3,4,8,9) (Title I TA: 1,3,8) (Target Group: All,ECD,SPED) (Strategic Priorities: 2,4) (CSFs: 1,2,6) (ESF: 1,1.2,4,4.1,5,5.1)	Teacher(s) Principals Superintendent	Ongoing	(F)Title I, (S)Instructional Materials Allotment, (S)Local Funds	September, 2024
4. Disaggregated data reflecting state assessment requirements utilizing DMAC, PreK Children's Learning Institute Engage, STAAR Reading,Lead4Ward, IXL, TPRI, Flocabulary and teacher/coursework benchmark data will be used to analyze student academic strengths and weaknesses. (Title I SW: 1,4,8,10) (Title I TA: 1,3,5,6) (Target Group: All,ECD,SPED) (Strategic Priorities: 2,4) (CSFs: 1,2,4,7) (ESF: 4,4.1,5,5.1,5.3,5.4)	Instructional Team Teacher(s) Principals	Ongoing	(F)Title I, (S)Instructional Materials Allotment, (S)Local Funds, (S)State Compensatory	Meetings at a minimum each 6 weeks

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<p>5. Colmesneil I.S.D. will purchase instructional supplies and materials that will be utilized by district teachers and/or students that will reinforce lessons that are taught in the classroom. Any instructional supplies or materials funded through Title I monies will be scientifically researched based. (Title I SW: 1,2,8,10) (Title I TA: 1,4)</p>	<p>Teachers Principals Business Manager, Superintendent</p>	<p>Ongoing</p>	<p>(F)High School Allotment, (F)IDEA Special Education, (F)Title I, (S)CATE, (S)G/T, (S)Instructional Materials Allotment, (S)Local Funds, (S)State Compensatory</p>	<p>Each purchase will be reviewed by the superintendent</p>
<p>6. Research based instructional programs in Reading, Mathematics and Science, District Wide 1:1 initiative (Title I SW: 3,8,9,10) (Title I TA: 1,3,6,7) (Target Group: All,ECD,SPED) (Strategic Priorities: 2,4) (CSFs: 1,2,4,6) (ESF: 4,4.1,5.3,5.4)</p>	<p>Teachers Dyslexia Teacher Student Services Director Director of Technology Principals Superintendent</p>	<p>Ongoing</p>	<p>(F)IDEA Special Education, (F)REAP, (F)Title I, (S) ESF Funds (S)Local Funds</p>	<p>Lesson plans reviewed each six weeks.</p>
<p>7. IXL,TPRI and CBA's will be utilized as an intervention tool, benchmark assessment, Teacher developed Assessments and progress monitoring students in core subject areas. (Title I SW: 8,9,10) (Title I TA: 1,3,4) (Target Group: All,ECD,SPED) (Strategic Priorities: 2,4) (CSFs: 1,7) (ESF: 4,5,5.1,5.2,5.3)</p>	<p>Instructional Team Principals</p>	<p>Ongoing</p>	<p>(F)Title I, (S)Local Funds, (S)State Compensatory</p>	<p>Scheduled Benchmarks and Assessment Results</p>
<p>8. Strategies for designing, implementing appropriate instructional practices prior to referral for special education are in place and implemented. RTI process, parent input, screenings, classroom/home data and SPED CoOp consultation. (Title I SW: 9,10) (Title I TA: 1,2,4) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2) (ESF: 2,2.2,3,3.1,3.3,5.3,5.4)</p>	<p>Counselors, Instructional Team, Principals, Superintendent, Teacher(s)</p>	<p>Annually</p>	<p>(F)IDEA Special Education</p>	<p>9/18/23 – Significant Progress 09/16/22 - On Track</p>
<p>9. GT Students will be challenged and provided with an enriched curriculum and special programs in regular education classes. (Title I SW: 3,10) (Title I TA: 1,2,3,4) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,2)</p>	<p>Principals, Teacher(s)</p>	<p>Annually</p>	<p>(S)Local Funds</p>	<p>9/18/23 – Planning Phase 09/16/22 – Planning Phase</p>

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<p>10. RTI Procedures are followed and documented prior to student referral for additional services. Staff training is provided in to follow any given timelines provided to meet 3 tier requirements. (Title I SW: 8,9)</p>	<p>Principals, SPED Staff, Teacher(s)</p>	<p>Ongoing</p>	<p>(F)IDEA Special Education, (S)State Compensatory</p>	<p>9/18/23 – Significant Progress 09/16/22 - On Track</p>
<p>11. PRS services will be extended to qualifying students. (Title I SW: 3,6,9,10) (Title I TA: 1,5,7) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)</p>	<p>Counselors, Principals, Teacher(s)</p>	<p>As Needed</p>	<p>(F)IDEA Special Education, (F)Title I, (S)Local Funds</p>	<p>9/18/23 – Significant Progress 09/16/22 - On Track</p>
<p>12. Dyslexia screening as required by the State for K-2 will utilize the TPRI. (Target Group: Dys,K,1st) (Strategic Priorities: 2) (ESF: 1,5)</p>	<p>Dyslexia Instructor, Principals, Teacher(s)</p>	<p>BOY, MOY, EOY</p>	<p>(F)IDEA Special Education, (S)Local Funds</p>	<p>Criteria: Number of Students Identified 9/18/23 – Significant Progress 09/16/22 - On Track</p>
<p>13. Student modifications/accommodations will be made daily as required by the student's IEP/504 Plan. GenEd and SPED teachers work together on goals, collect data throughout the 6 weeks progress monitoring reported in SPED management program. (Title I SW: 8,10) (Title I TA: 1,4,6,7,8) (Target Group: SPED,504) (Strategic Priorities: 2) (CSFs: 1,2,6) (ESF: 1,2,3,5)</p>	<p>Counselors, Principals, SPED Director, SPED Staff, Teacher(s)</p>	<p>Daily</p>	<p>(F)IDEA Special Education, (S)Local Funds, (S)State Compensatory</p>	<p>9/18/23 – Significant Progress 09/16/22 - On Track</p>

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Goal 1. The Percent of students that meets grade level or above grade level on STAAR math and reading will increase by 5% by June, 2025.

Objective 2. Quality Staff Development

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement Staff Development days within the school calendar (Title I SW: 1,4,7,9,10) (Title I TA: 5,6,8) (Target Group: All,ECD,AtRisk) (Strategic Priorities: 1,4) (CSFs: 1,2,3,6,7) (ESF: 1.2,2.2,5.2)	Teachers Counselors Principals Technology Director	January	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Local Funds	May, 2025 Record of staff Development Attendance
2. Staff completion of required training on EduHero (Title I SW: 1,3,4,9) (Title I TA: 6) (Target Group: All,ECD,SPED) (Strategic Priorities: 1) (CSFs: 1,3,6,7) (ESF: 1,1.2,2,3,3.1)	Teachers Counselors Principals Technology Director	September	(S)Local Funds	September 30, 2024 EduHero Records for completion by each teacher
3. Provide faculty with technology training and other opportunities to learn and to update technology skills (Google Docs, DMAC, EduHero, Google classroom). (Title I SW: 3,4,5) (Title I TA: 5,6) (Target Group: All,ECD,SPED) (Strategic Priorities: 1,2) (CSFs: 1,2,3,7) (ESF: 2,2.2,4,4.1,5,5.1)	Teacher(s) Principals Technology Director	Ongoing	(F)Title I, (S)CATE, (S)Local Funds, (S)State Compensatory	August, 2024 May, 2025 Attendance records
4. Provide professional development in the areas of Differentiation, RTI Process, Inclusion in the Classroom, Autism, and Dyslexia through online, webinars, and Face to Face. (Target Group: All,ECD,SPED,AtRisk,Dys,504) (Strategic Priorities: 2,4) (ESF: 1,3,4,5)	Teachers Dyslexia Instructor Instructional Support, Principals	Ongoing	(F)REAP, (F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)State Compensatory	Criteria: Summative - Instructional Team will exhibit knowledge and skills by observation and student success. January, 2025

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Goal 1. The Percent of students that meets grade level or above grade level on STAAR math and reading will increase by 5% by June, 2025.

Objective 3. Enriched Curriculum

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase number of student endorsements and CTE certification areas in designated Pathways. HB 5 (Title I SW: 2,3,4,6,8,9,10) (Title I TA: 4,5,8) (Target Group: ECD,8th,9th,10th,11th,12th) (Strategic Priorities: 3) (CSFs: 1,2,5) (ESF: 4.4.1,5,5.2)	Teachers Counselors Principal	Ongoing	(F)High School Allotment, (F)REAP, (F)Title I, (S)CATE, (S)Instructional Materials Allotment, (S)Local Funds, (S)State Compensatory	January 20, 2025 June 20, 2025
2. Training for staff and the Integration of curriculum to enhance the learning of the GT mainstreamed students. (Title I SW: 2,10) (Title I TA: 2,3,5) (Target Group: GT) (Strategic Priorities: 3) (CSFs: 1,4)	Teachers Counselors Student Services Director Principal	Ongoing	(F)REAP, (S)G/T, (S)Local Funds	December 2024
3. Colmesneil ISD will partner with local colleges and universities to provide dual credit courses for the High School Students. (Title I SW: 6,10) (Title I TA: 4,7,8) (Target Group: CTE,10th,11th,12th) (Strategic Priorities: 3) (CSFs: 1,6)	Teachers Counselors Student Services Director Principals,	Ongoing	(S)CATE, (S)Local Funds	September 20, 2024 January, 2025
4. Colmesneil ISD will provide the opportunity for dual credit courses via Angelina College and/or Stephen F. Austin University including but not limited to Chemistry, English, US History, Mathematics, Government, Psychology, Speech, Medical Terminology, and Economics. (Title I SW: 3,9,10) (Title I TA: 2,5,8) (Target Group: 10th,11th,12th) (Strategic Priorities: 3) (CSFs: 1,4,6)	Teachers Counselors, Student Services Director Principal	Ongoing	(S)Local Funds	September, 2024 January, 2025
5. Classes will focus on engaging students around projects, problems, and collaborative learning promoting a community of learners. Offer more opportunities for CTE certifications. (Title I SW: 1,3,10) (Title I TA: 1,4) (Target Group: All,ECD,SPED) (Strategic Priorities: 2,4) (CSFs: 1,5,6) (ESF: 1,2)	Teachers Counselors Student Services Director Principals	Ongoing	(S)CATE, (S)Local Funds	Review of teacher lesson plans September 2024 December 2024 March 2025

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6. All supplies and materials purchased with Title I funds will meet the researched based mandates and criteria. (Title I SW: 3,10) (Title	Business Manager, Counselors, CTE Director, Instructional Team, Principals,	Ongoing	(F)Title I	Superintendent will review all purchases
7. District will schedule college visits, career day, technical school visits, and college representatives/military recruiters will visit the secondary campus. (Title I SW: 6,10) (Title I TA: 1,7) (Target Group: ECD,SPED,GT,CTE,AtRisk,7th ,8th,9th,10th,11th,12th) (Strategic Priorities: 3) (CSFs: 1,2,5,6) (ESF: 1,3)	Teachers Club Sponsors Counselors Student Services Director Principals	Ongoing	(S)Local Funds	Schedule of events December 2024 April 2025

Goal 1. The Percent of students that meets grade level or above grade level on STAAR math and reading will increase by 5% by June, 2025.

Objective 4. Improved Attendance

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Daily attendance checked and parents of students that are absent called immediately. (Title I SW: 6,9) (Title I TA: 1,7) (Target Group: All,ECD,SPED) (Strategic Priorities: 4) (CSFs: 1,4,6)	Registrar/Campus Admin. Asst. Principals Parents	Daily	(S)Local Funds	Review of absentee report Each 6 weeks
2. Students will be provided time to make-up assignments during and after the regular school day, (Title I SW: 2,9,10) (Title I TA: 8) (Target Group: All,ECD,SPED) (Strategic Priorities: 2,4) (CSFs: 1,4,5)	Teachers Principals Parents	As Needed	(S)Local Funds	Student Attendance and Student Grades
3. Deny credit to students not meeting the state compulsory attendance law (Title I SW: 2,6,10) (Title I TA: 8) (Target Group: All,7th ,8th) (Strategic Priorities: 2,4) (CSFs: 1,6)	Registrar/Campus Admin. Asst. Attendance Committee Principal	Each Semester	(S)Local Funds	January, 2025 May, 2025
4. Incentives will be given for perfect attendance each 6 weeks/semester. (Title I SW: 6,10) (Title I TA: 1,7) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4,6) (ESF: 3,3.1,3.2)	Teacher(s) Principals	ongoing	(S)Local Funds	Record of students receiving incentives each 6 weeks.

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5. Campus Attendance Committees will support attendance requirements among all students equally. (Title I SW: 6,9,10) (Title I TA: 1,7) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4,6) (ESF: 1,3,3.2)	Teacher(s) Attendance Committee Principals	Ongoing	(S)Local Funds	Absences monitored each 6 weeks
6. District will develop a 4 day week to promote fewer absences throughout the school year. (Title I SW: 6,10) (Title I TA: 1,7) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,5,6)	Teachers Counselors Principals Business Manager Superintendent,	Yearly	(S)Local Funds	2022-2023 Completed

Goal 1. The Percent of students that meets grade level or above grade level on STAAR math and reading will increase by 5% by June, 2025.

Objective 5. Maintain a highly qualified staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Encourage and provide teachers and staff to attend professional development sessions in their teaching field reflective of campus/student and individual teacher needs. (Title I SW: 3,4,8) (Title I TA: 2,6) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,3,7) (ESF: 1,2,5)	Teachers Principals Superintendent, Teacher(s)	Ongoing	(S)Local Funds	December, 2024 May, 2025
2. The district will provide an incentive plan for all staff members that includes staff recognition, longevity pay, stipends for critical need core subjects, medical flex card, and above base pay for teachers	Principals Superintendent School Board	Ongoing	(S)Local Funds	Monthly
3. Administrators will attend Job Fairs to recruit highly qualified teachers. (Title I SW: 3) (Title I TA: 5) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,6,7)	Principals Superintendent	as needed	(S)Local Funds	Attendance dates
4. All faculty and staff required by policy will receive annual evaluations that will be used to improve staff performance which will affect student performance. (Title I SW: 3) (Title I TA: 3,5,6) (Target Group: All) (Strategic Priorities: 1) (CSFs: 2,3,7) (ESF: 2,2,2,5)	Principals Superintendent	yearly	(S)Local Funds	Review by Superintendent January, 2025 April, 2025

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<p>5. Colmesneil ISD will assure the district pay scale is competitive with other local districts. (Title I SW: 3,4) (Title I TA: 5,6,8) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,6,7)</p>	<p>Principals Business Manager Superintendent</p>	<p>Annually</p>	<p>(S) Local Funds</p>	<p>May 20, 2025</p>
<p>6. Mentor teachers are assigned to first/second year teachers, those who are new to the district, and teachers in need of improvement. Additional "New Teacher professional development days. (Title I SW: 3,4,9,10) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,3,6,7)</p>	<p>Counselors, Principals, Superintendent, Teacher(s)</p>	<p>Ongoing</p>	<p>(S)Local Funds</p>	<p>Mentor teacher assignments and meeting logs. December, 2024 May, 2025</p>

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Goal 2. Campus Management and Impact on Community and parent Morale and Involvement will be measured by 75% Very Satisfied or Satisfied responses as indicated on survey results, a 50% increase in parent involvement in campus activities as measured through sign-in sheets, and 75% of employees will indicate Very Satisfied or Satisfied on survey results.

Objective 1. Increased Parent/School Communication

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The school marquee will be updated to inform parents of daily/weekly school activities. (Title I SW: 6,9) (Title I TA: 1,7) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,5,6) (ESF: 3,3.3,3.4)	Club Sponsors Counselors, Director of Technology, Teacher(s)	daily/weekly	(S)Local Funds	Observation of marquee
2. Use school website and social media outlets, Remind and emails to contact parents/guardians and community members. (Title I SW: 6,9,10) (Title I TA: 1,7) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,5,6) (ESF: 1,3)	Club Sponsors Counselors, Director of Technology, Principals Administrative Assistants Teachers Superintendent	Ongoing	(F)Title I, (S)Local Funds	Documentation of all social media postings. Monthly
3. Staff and Parent surveys will be distributed twice each year to determine satisfaction regarding school and district communication. (Title I SW: 6,9,10) (Title I TA: 1,7) (Target Group: Parents and Staff) (Strategic Priorities: 1) (CSF's: 1,5,6) (ESF: 1,3)	Technology Director Superintendent Parents	December 2024 May 2025	(S) Local Funds	Results of Survey December, 2024 May, 2024
4. Student Transition Planning for 8th Grade (Title I SW: 6,9,10) (Title I TA: 1,7) (Target Group: 8th) (Strategic Priorities: 3) (CSFs: 1,5,6)	Counselors Parents Principals Teacher(s)	Spring	(S)CATE, (S)Local Funds	September, 2024 April, 2024
5. Collaborative meetings will be held with principals to plan and schedule campus and district events and to enlist parents and community members to serve on committees. (Title I SW: 6,9,10) (Title I TA: 1,7,8)	Counselors Parents Principals PTO Superintendent	Ongoing	(S)Local Funds	July, 2024 December, 2025 March, 2025

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(Target Group: 12th) (Strategic Priorities: 3) (CSFs: 5,6)				
6. Provide information and support in student/parent's native language. (Title I SW: 6,9,10) (Title I TA: 1,8) (Target Group: All,ESL,LEP) (Strategic Priorities: 4) (CSFs: 1,5,6)	Counselors Principals Superintendent	Ongoing	(S)Local Funds	As Needed

Goal 2. Campus Management and Impact on Community and parent Morale and Involvement will be measured by 75% Very Satisfied or Satisfied responses as indicated on survey results, a 50% increase in parent involvement in campus activities as measured through sign-in sheets, and 75% of employees will indicate Very Satisfied or Satisfied on survey results.

Objective 2. Increased Parent Involvement in School Activities

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Host Parent Information Meetings (Title I SW: 6,10) (Title I TA: 7,8) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,5,6)	Counselors Principals Teacher(s) Superintendent	Annually	(S)Local Funds	Sign-In Sheets
2. 8th grade transition to HS, Apply Texas, FAFSA / TAFSA. (Title I SW: 6,9) (Title I TA: 1,7,8) (Target Group: ECD,SPED,CTE,8th,9th,10th,11th,12th) (Strategic Priorities: 3) (CSFs: 2,5,6) (ESF: 5)	Counselors Principals Teacher(s) Student Services Director	Annually	(S)Local Funds	Posting of meeting Attendance Sheets
3. Parent volunteers will help in the classroom and with other school activities (field trips, book fair, class parties) (Title I SW: 6) (Title I TA: 1,7) (Target Group: All) (Strategic Priorities: 2) (CSFs: 5,6)	Club Sponsors Parents Volunteers Principals, Teacher(s) PTO	Ongoing	(S)Local Funds	Schedule of events Sign-In sheets

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4. Meet the Teacher, Open House, Holiday Lunch Celebrations, Book Fairs will allow parents the opportunity to connect with their children's teachers. (Title I SW: 1,6,10) (Title I TA: 1,4,7) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,5,6) (ESF: 1,3,3.1,3.2,3.3,3.4)	Club Sponsors Principals Superintendent Teacher(s)	Annually	(S)Local Funds	Schedule of events Sign-In sheets
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Goal 2. Campus Management and Impact on Community and parent Morale and Involvement will be measured by 75% Very Satisfied or Satisfied responses as indicated on survey results, a 50% increase in parent involvement in campus activities as measured through sign-in sheets, and 75% of employees will indicate Very Satisfied or Satisfied on survey results.

Objective 3. Utilization of Community Resources

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilization of community members for special programs (Veteran's day, Fire Prevention Month, Red Ribbon Week and school safety programs). (Title I SW: 6,10) (Title I TA: 7,8) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,5,6) (ESF: 3)	Club Sponsors Counselors, Principals Superintendent, Teacher(s)	Annually	(F)REAP, (F)Title I, (S)Local Funds	Summative: Schedule of Programs Sign-In sheets
2. Community / District (staff and students) Immunization Clinic (Title I SW: 6,10) (Title I TA: 7) (Target Group: All)	Principals School Nurse	Annually	(S)Local Funds	Summative: Participation sign In sheet
3. Blood Donor Drive (Title I SW: 6) (Title I TA: 7) (Target Group: All) (Strategic Priorities: 2) (CSFs: 5,6) (ESF: 3,3.3,3.4)	Club Sponsors Principals	3 times per year	(S)Local Funds	Criteria: Schedule of Events
4. Establish working relationships with community organizations to assist in the development of mental health awareness/programs for students, parents, community and staff. (Target Group: All) (Strategic Priorities: 4) (ESF: 3,3.1,3.2,3.3,3.4)	Counselors Principals School Nurse Superintendent, Teacher(s)	Ongoing		Criteria: Documentation of Meetings and Conferences

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5. "See Something, Say Something" link on district website for reporting bullying, mental health awareness, and suicide/student. (Target Group: All) (Strategic Priorities: 4) (ESF: 3,3.2,3.3,3.4)	Counselors Director of Technology, Principals	Ongoing	(F)REAP, (S)Local Funds	Criteria: Monthly Data Reports
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Goal 3. All administrative staff will attend recruitment events to obtain highly qualified teachers and will work on policies, procedures, safety measures and incentives that will positively impact Colmesneil ISD’s recruitment and retention success. Both campuses will have a minimum of 90% retention rate and all professional positions will be filled by July 1, 2025.

Objective 1. Increase Communication and Teamwork among Staff

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Staff emails, Remind, Campus/District staff meetings and luncheons. (Title I SW: 4,8,10) (Title I TA: 6) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,6,7) (ESF: 1,2.1,2.2,3,3.1)	Principals Superintendent PTO Local Businesses	Ongoing	(S)Local Funds	Criteria: Schedule of Events
2. Relevant professional development designed through collaboration with administration and staff members (Title I SW: 1,2,3,4) (Title I TA: 6) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,6,7)	Counselors Instructional Team Principals Superintendent, Teacher(s)	Ongoing	(S)Local Funds	Summative: Schedule of Professional Development Activities Attendance Sheets
3. Core curriculum meetings and participation in mandated programs will be utilized district wide to improve staff communication and student progress. (Title I SW: 1,3,4,8,9) (Title I TA: 6,8) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,6,7) (ESF: 4,5)	Principals Student Services Director Teachers Superintendent	Monthly	(F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Summative: Schedule of Meetings Attendance Sheets
4. A clearly stated CTE and campus vision statement will be shared among all stakeholders. (Title I SW: 6,8,10) (Title I TA: 8) (Target Group: All) (Strategic Priorities: 1,3) (CSFs: 3,6,7)	Counselors Principals Teacher(s)	Ongoing	(S)CATE, (S)Local Funds	September, 2024

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Goal 3. All administrative staff will attend recruitment events to obtain highly qualified teachers and will work on policies, procedures, safety measures and incentives that will positively impact Colmesneil ISD’s recruitment and retention success. Both campuses will have a minimum of 90% retention rate and all professional positions will be filled by July 1, 2025.

Objective 2. Recognize student and staff achievements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Publish student/staff achievements in local newspaper, yearbook, marquee, district website and social media outlets. (Title I SW: 6,10) (Title I TA: 1,7) (Target Group: All) (Strategic Priorities: 1,2) (CSFs: 5,6) (ESF: 3)	Athletic Director Club Sponsors Counselors Principals, Superintendent, Teacher(s)	Weekly	(S)Local Funds	Criteria: Postings in all media outlets
2. Academic Honors, Clubs, Organizations, Athletic Banquets, Elementary Award Program, JH/HS Award Program, Morning Announcements, etc. (Title I SW: 6) (Title I TA: 1,7) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,5,6) (ESF: 2,3)	Club Sponsors Principals Teacher(s)	Annually	(F)Title I, (S)Local Funds	Criteria: Scheduling of Events
3. Staff awards (Title I SW: 3,10) (Title I TA: 1,7) (Target Group: All) (Strategic Priorities: 1) (CSFs: 6,7)	Principals Superintendent	Monthly/Yearly	(S)Local Funds	Criteria: Announcement of Awards

Goal 3. All administrative staff will attend recruitment events to obtain highly qualified teachers and will work on policies, procedures, safety measures and incentives that will positively impact Colmesneil ISD’s recruitment and retention success. Both campuses will have a minimum of 90% retention rate and all professional positions will be filled by July 1, 2025.

Objective 3.A Safe and Secure Environment

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CISD student handbook, student code of conduct, and employee handbook. (Title I SW: 6,10) (Title I TA: 7,8) (Target Group: All) (Strategic Priorities: 1,2) (CSFs: 1,3,6,7)	Principals School Security Officer Superintendent	Annually	(S)Local Funds	July, 2024 - Completed
2. Teachers at doors during passing periods interacting with students and being proactive. (Title I SW: 9) (Title I TA: 5) (Target Group: All) (Strategic Priorities: 1,2) (CSFs: 4,6)	Principals Teacher(s)	Daily	(F)Title IV Safe and Drug Free	Criteria: Observation of Teachers

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<p>3. Monitor use of cell phones(with exception at lunch) while at school. (Title I SW: 2) (Title I TA: 1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 4)</p>	<p>Principals All Staff</p>	<p>daily</p>	<p>(S)Local Funds</p>	<p>Criteria: Observation of Cell Phone Use</p>
<p>4. Bullying and Violence Prevention programs are scheduled for the campuses. EduHero online courses for cyberbullying (Grades 5-12) students and courses designed for educators/staff. Links on website/app to report bullying, mental health assistance and suicide awareness. (Title I SW: 1,10) (Title I TA: 8) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,6) (ESF: 3,3.1,3.2,3.3,3.4)</p>	<p>Athletic Director Counselors, Director of Technology, Principal Teachers Safety Resource Officer Superintendent,</p>	<p>Annually</p>	<p>(F)Title I, (S)Local Funds</p>	<p>Summative: Documentation of Events Website Postings</p>
<p>5. Each campus will implement Drug Free Programs for all students. (Title I SW: 1,10) (Title I TA: 8) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 6)</p>	<p>Counselors Teachers Principals</p>	<p>Ongoing</p>	<p>(F)REAP, (F)Title I, (S)Local Funds</p>	<p>Summative: Documentation of Events</p>
<p>6. District employees will receive training on regulations and policy concerning bullying, child abuse and maltreatment of others. (Title I SW: 1,6,10) (Title I TA: 8) (Target Group: All) (Strategic Priorities: 1) (CSFs: 6) (ESF: 3,3.2,3.3,3.4)</p>	<p>Counselors Director of Technology, Principals Superintendent</p>	<p>Ongoing</p>	<p>(F)Title IV Safe and Drug Free, (S)Local Funds</p>	<p>Summative: Staff Training Records</p>
<p>7. Staff will be responsible to maintain a secure campus by ensuring all outside and inside doors are always locked and by directing all non-authorized visitors to the office to designated security entrance for each campus; monitoring of halls. Staff will be trained in ethics, cybersecurity, bullying prevention, FERPA, etc. (Title I SW: 9) (Title I TA: 8) (Target Group: All) (Strategic Priorities: 1,2) (CFS's 6,7) (ESF: 2,2.1,2.2,3)</p>	<p>All Staff Members Administrators Superintendent</p>	<p>Daily</p>	<p>(S)Local Funds</p>	<p>Criteria: Weekly record of "Door Checks" Log of visitors on each campus</p>
<p>8. Surveillance cameras will be utilized on buses and in common areas to ensure safety of students and staff. (Title I SW: 9) (Title I TA: 1) (Target Group: All) (Strategic Priorities: 2) (CSFs: 6)</p>	<p>Director of Technology, Maintenance/Transportation Director Principals, Superintendent</p>	<p>Daily</p>	<p>(F)Title IV Safe and Drug Free, (S)Local Funds</p>	<p>Criteria: Video Recordings</p>

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9. District, campus, and classroom safety drills are provided and conducted for students and staff as stated in District EOP. (Title I SW: 9,10) (Title I TA: 8) (Target Group: All) (Strategic Priorities: 2) (CSFs: 6) (ESF: 1)	Principals Teacher(s) School Safety Officer Superintendent	Annually	(S)Local Funds	Documentation of drills
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Goal 4. The percentage of graduates that meet the criteria for CCMR will increase from 52% to 58% by August 2025.

Objective 1. Meets Texas Success Initiative (TSI) criteria in RLA and Mathematics

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will be provided instruction and support to meet the criteria of 3 on AP Exams or the International Baccalaureate Exam (Title I SW: 3,4) (Title I TA: 8) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,7)	Teachers Counselor Student Services Director Principal	Prior to testing dates	(S)Local Funds	December, 2024 May, 2025
2. Students will be provided instruction and services to meet the TSI criteria via SAT, ACT, TSI-A or College Prep course in English and Math (Title I SW: 4) (Title I TA: 5,6) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,7)	Teachers Counselor Student Services Director Principal	Annually	(S) Local Funds	April, 2025
3. Complete a dual credit course (9 hours in any subject or 3 hours in English or Math)	Teachers Counselor Student Services Director Principal	Yearly	(S) Local Funds	

Goal 4. The percentage of graduates that meet the criteria for CCMR will increase from 52% to 58% by August 2025.

Objective 2. Earn an Industry Based Certificate, be Workforce ready, or enroll in a 2 or 4 year college

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will enroll in CATE classes and teachers will provide a rigorous curriculum to ensure students can earn an industry certificate (Title I SW:1,2,3,8,9,10) (Title I TA: 1,2,3,4) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2) (ESF: 1,2,2.2,3,3.3,5,5.3)	Teachers Counselor Student Services Director Principal	Yearly	(F) CATE Funding (S) Local Funding	September, 2024 May, 2025

2. Inclusion support for SPED students. (Title I SW: 8,9,10) (Target Group: ECD,SPED,AtRisk,504) (Strategic Priorities: 2) (CSFs: 1,4) (ESF: 2,5)	CATE Teachers Student Services Director Principals,	Ongoing	(F)IDEA Special Education	September, 2024 Class Roster of SPED students
3 The district will schedule college visits, career day, technical school visits, and college representatives will visit the campus. (Target All,ECD,SPED,GT,AtRisk,504) (Strategic Priorities: 1,4) (ESF: 1,1,2,2,2,2,3,3,1,3,2)	Teachers Counselors Student Services Director Principals	Ongoing	(F)IDEA Special Education, (F)Title I, (S)State Compensatory	Criteria: Schedules of activities offered and student attendance
4. Students will graduate under an Advanced Diploma Plan (Target Group: All,Dys) (Strategic Priorities: 1,2) (ESF: 1,2,2,2,3,1,3,3,5,3,5,4)	Teachers Counselors Student Services Director Principal	Yearly	(S) Local Funds	May, 2025

Goal 4. The percentage of graduates that meet the criteria for CCMR will increase from 52% to 58% by August 2025.

Objective 3. Enlist in the Armed Forces or Texas National Guard

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Military Recruiters will visit the campus on a regular basis and attend career day events (Title I SW: 1,9,10) (Title I TA: 1,3,8) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,5) (ESF: 1,2,3,4,5)	Counselor Student Services Director Principal	Annually	(S) Local Funds	May, 2025 The number of students enlisting in the military