

CROWLEY ISD

CAMPUS IMPROVEMENT PLAN

Bill R. Johnson

CTEC

Great Expectations Great Rewards



CROWLEY INDEPENDENT SCHOOL DISTRICT

2013-2014

Revised Annually

District Mission Statement

Crowley ISD provides our students with excellence in education so that all students achieve their full potential.

Vision Statement

Crowley ISD will provide all students with a world-class, high-quality education where students are inspired to succeed in the global community.

Campus Mission Statement

“The mission of the Bill R. Johnson Career and Technology Education Center is to extend learning beyond the classroom by empowering students with innovative resources and networks and to prepare students for their future through 21st Century knowledge, technology, and personal development.”

Board Priorities

- I. We value high academic achievement.
- II. All students can learn through a variety of instructional methods and opportunities that meet their individual needs.
- III. Learning is enhanced through social interaction in a diverse setting.
- IV. We value a safe and secure learning environment.
- V. We value a positive work place in which each employee is appreciated and is provided opportunities for professional growth.
- VI. We respect and value the opinions of all students, employees and community members.
- VII. We encourage open, effective and timely communication with district stakeholders.
- VIII. We support effective stewardship of public resources.

Crowley ISD 2013-2014 District Strategic Plan Goals and Objectives

Goal 1: Student Achievement for All

Description: Crowley ISD will demonstrate sustained growth in student achievement by ensuring learning for all students through high standards, integrated technology, highly qualified staff and the district-wide aligned curriculum.

- **Performance Objective 1.1:** Increase the number of students who are college/workforce ready and meet the criteria for graduating on the Distinguished or Recommended High School Plan or with endorsements and distinctions.
- **Performance Objective 1.2:** Demonstrate continuous improvement of district accountability measures through district-wide aligned systems and curriculum resulting in all campuses meeting state accountability standards.
- **Performance Objective 1.3:** Increase the number of students enrolled in Advanced Academic Courses.
- **Performance Objective 1.4:** Encourage student participation in extracurricular activities and monitor their progress to ensure high levels of academic achievement.
- **Performance Objective 1.5:** Increase the integration of technology resources and systems in order to ensure students are 21st Century Learners.
- **Performance Objective 1.6:** Recruit and retain a Highly Qualified, diverse staff who implement best practices and are recognized and valued.

Goal 2: Safe, Secure and Nurturing Schools

Description: Crowley ISD will provide and maintain safe, secure and nurturing environment conducive to learning, which will enable students to think critically and act responsibly.

- **Performance Objective 2.1:** Maintain safe and orderly learning environments for all students and staff.
- **Performance Objective 2.2:** Increase customer satisfaction.
- **Performance Objective 2.3:** Increase the number of parents and community members involved in schools.

Goal 3: Ensure Effective and Efficient Use of Resources

Description: Crowley ISD will align its resources with its mission and establish operational processes that systematically improve individual departments and campuses, which in turn, improve the district.

- **Performance Objective 3.1:** Customer/Stakeholder Satisfaction in effectiveness and efficiency of the district.
- **Performance Objective 3.2:** Efficient use of resources by all district departments

Crowley Independent School District Profile of a Graduate – 21st Century Learner

All graduates of the Crowley Independent School District will make valuable contributions to society in the 21st century. The following competencies and performance behaviors are expectations for all CISD graduates.

As a 21st century learner, the students will have abilities to

- make conceptual connections across the content areas
- work effectively on real-world applications and make connections to real-world contexts
- be successful in post-secondary education and employment after their graduation from the PK -12 system

Competencies

Academically Prepared for Life-Long Learning

- Uses reading, writing, language, mathematics, science, social studies and technology effectively
- Maintains high expectations of learning
- Appreciates a diversity of literature and fine arts
- Continues education in a variety of settings, i.e. academic, vocational, and workplace
- Commits to the continuous process of self-directed learning
- Sets, adjusts, and evaluates realistic long and short term goals
- Demonstrates the ability to locate, organize, evaluate, and utilize information
- Reads proficiently from a variety of sources for knowledge and enjoyment

Effective Communicator

- Practices effective communication skills through listening, speaking, writing, and reading while adapting to different audiences and purposes
- Conveys ideas while respecting the feelings and thoughts of others
- Demonstrates the ability to communicate using the computer and other available and appropriate technology

Performance Behaviors

Problem Solver

- Exhibits innovative and perceptive thinking to solve problems
- Questions, researches, and thinks critically to obtain essential knowledge
- Demonstrates conflict resolution and interpersonal skills
- Appreciates the past with a vision for the future

Responsible Citizen

- Value Integrity and accepts responsibility
- Builds self-discipline and a strong work ethic, balancing competition and cooperation
- Demonstrates cultural and social mindedness and willingness to participate in a democratic society and the world
- Develop an awareness of a healthy life style

Campus Performance Objectives Committee (CPOC) **Committee Members**

Teaching Positions

Johnny Collins, Teacher
Jennifer Herta, Teacher
Cathy Koke, Teacher
Melanie Rich, Teacher
Jeff Seeton, Teacher
Trey Smith, Teacher
Bobette Vroon, Teacher

Non-Teaching Position

Annette Duvall, Director
Kady Donaghey, Dean of BRJ CTEC
Angel Lara, Dean of BRJ CTEC
Jeannie Evans, CISD
Anthony Kirchner, CISD
Amy Kuhns, Counselor
Theresa Paschall, Counselor

Community Partners/Business Partners/Parents/Students

Da’Jai Allison, Student
Jackie Bowden, Student
Jackie Casmire, Student
Alexis Tenner, Student
Sherry Austin, Parent
Twanette Givens, Parent
Yolanda Hamilton, Parent
Dr Stephen Johnson, Parent
Jennifer Luce, Parent
Elizabeth Stewart, Parent
Jay Hinton, Community
Derek Hubenek, Community
Matt Marchesini, Community
Diane Pokluda, Community
Braden Preston, Community
Chris Gravelle, Industry
Lee Hampton, Industry
Wayne May, Industry
Lance McMichael, Industry
Cheryl West, Industry

Program of Study Advisory Teams

Agricultural Science	Architecture & Construction/Interior Design	Audio & Video Production	Cosmetology
<p>Sam Grigsby, <i>Parent</i></p> <p>Wayne May, <i>Ft. Worth PD-Arsenal Investigation</i></p> <p>Theresa Ashton, <i>C & C Florist</i></p> <p>Dr. Les Mayes, <i>Southmeadows Animal Clinic</i></p> <p>Dale Rector, <i>Tarrant County Appraisal District</i></p> <p>Kody King, <i>Ag Texas Farm Credit Services</i></p>	<p>Chad Davis, <i>Senior Associate Director, VLK architecture</i></p> <p>Don Steer, <i>Associate Architect, VLK architecture</i></p> <p>Will Faber, <i>Architect, VLK</i></p> <p>Kate Tickner, <i>Intern Architect, Huckabee</i></p> <p>Christine Ubbink, <i>Interior Designer, Huckabee</i></p> <p>Derek Hubenak, <i>Coordinator at TCC</i></p> <p>Reytheda Jackson, <i>Owner of Simple and Chic Events</i></p>	<p>Steven Smith, <i>Art Director Elevate Group</i></p> <p>Mark Cobb, <i>FX Media</i></p> <p>Chris Coleman, <i>FX Media</i></p>	<p>Karen Pickens, <i>Stylist</i></p> <p>Amy Beck, <i>Stylist</i></p> <p>Larissa Chaney, <i>Ogle Director</i></p> <p>Tiffany Fowler, <i>Parent</i></p> <p>Tamera Kelly, <i>Cosmetology Teacher</i></p> <p>Melody Sanders, <i>Great Clips</i></p>
Culinary Arts	Education & Training	Fashion Design	Graphic Design & Animation
<p>Jody Helton, <i>Julie's Fresh Kitchen Catering</i></p> <p>Tiffany Raspberry, <i>Ben E. Keith</i></p> <p>Lance McMichael, <i>Kroger</i></p> <p>Ryan Chambers, <i>Adapt Marketing</i></p> <p>Ann Shaw, <i>Texas Restaurant Assn. Education Foundation, and Shaw's Burgers</i></p>	<p>Shereah Taylor, <i>TCC South Campus Ed/Train Professor</i></p> <p>Theresa Gilbert, <i>Crowley ISD Kindergarten Teacher/Bess Race Elementary</i></p> <p>Lillian Sanders, <i>Former CISD Student/Present College Student in Ed/Train</i></p> <p>Robin Roselle, <i>Parent of current Ed/Train Student and Local Crowley Business Owner/Promise Childcare Daycare Center</i></p> <p>Jeanie Evans, <i>Special Ed/ATPE Officer (local chapter)</i></p> <p>Kimberlee Spencer, <i>Tarleton Professor/Child Development</i></p>	<p>Kelly Blessing, <i>FIDM</i></p> <p>Jackie Williston, <i>Joann's Fabric</i></p> <p>Dr. Karol Blaylock, <i>Tarleton</i></p> <p>Crystal Blanchard, <i>Fashion student at UNT</i></p> <p>Su-Jeong Hwang Shin, <i>Ph.D, Texas Tech Apparel Design & Manufacturing</i></p>	<p>Sara Seeton, <i>freelance graphic designer</i></p> <p>Lewis Glaser, <i>Professor and Coordinator of Graphic Design at TCU</i></p> <p>Stephen Fitzwater, <i>Modern Lantern</i></p> <p>Nicole Miller, <i>Pier One</i></p>

Crowley ISD – BRJ CTEC Campus Improvement Plan – 2013-2014

Health Science	Information Technology	Law & Fire	Project Lead the Way
Jihan Jackson, <i>JPS</i>	Aaron Cardoza, Sr., <i>System Analyst, CISD</i>	Larry Schwartz, <i>Crowley FD</i>	Thomas Frey, <i>Lockheed Martin</i>
Nancy Saldivar-Guzman, <i>UTA</i>	Miguel Sanchez, <i>Network Analyst for YMCA</i>	Larry Ingram, <i>Hood County Fire Marshal's Office</i>	Thomas Crump, <i>Lockheed Martin</i>
Miranda Crowsey , <i>Texas Tech</i>	Gary Hert, <i>IT Consultant</i>	Stephen Bisby, <i>Dallas Fire Dept</i>	Howard Eisenberg, <i>Northrup Gruman</i>
Blake Neeley, <i>USMD Hospital</i>		Willie Turner, <i>Dallas Police Department</i>	John Riddle, <i>Lockheed Martin</i>
Corey Ulirch, <i>Greater Therapy Centers</i>		Robert Walsh, <i>Arlington Police Department</i>	Jonathan Bengfort, <i>Teague Nall and Perkins</i>
Terri Horn, <i>Respiratory Therapist</i>		Kendrick Smith, <i>Arlington Police Department</i>	Matt Marchesini, <i>Kansas State</i>
		Jasper Hughes, <i>Dallas Police Department</i>	
		Peggy West, <i>Tarrant County Sheriff's Department</i>	
		Christopher Morgan, <i>North Richland Hills Police Department</i>	
		Chief Luis Solar, <i>Crowley Police Department</i>	
		Sherman Neal, <i>Crowley Police Department</i>	

CPOC Calendar – Meeting Timeline

Date	Activity	Members Required	Comments/Expected Outcome
November 15, 2014	Regular CPOC Meeting Conference Room – 8:00 a.m.	Campus Reps Parents/Community Members DWEIC Members	Introductions Overview of Campus Demographics Overview of Campus Improvement Plan Overview of CTSOs Industry, Community, Teacher, Post-secondary Needs
January 28, 2014	Regular CPOC Meeting Conference Room – 8:00 a.m.	CPOC Committee	Introductions Legislative changes Overview of Campus Improvement Plan CTSO Progress Needs Implementation
March 25, 2014	Regular CPOC Meeting Conference Room – 8:00 a.m.	CPOC Committee	Introductions Overview of CTE Changes (given legislation) PBMAS Data Nexus Stoplight Report CTSO Accomplishments-

Date	Activity	Members Required	Comments/Expected Outcome
May 20, 2014	Regular CPOC Meeting Conference Room – 8:00 a.m.	CPOC Committee	Introductions 2014-2015 Course Planning CPOC Future Planning BRJ CTEC Overview Future CPOC Membership CTSO Accolades

BILL R JOHNSON COMPREHENSIVE NEEDS ASSESSMENT SUMMARY – CAMPUS PROFILE

SCHOOL YEAR: 2013-2014

<p><u>Data Sources Reviewed:</u></p> <ul style="list-style-type: none"> • 2013 TAKS/STAAR/EOC Data • ACT, SAT, and Advanced Placement Reports • AEIS Reports • Attendance and Discipline Reports • AYP Reports • Comprehensive Needs Assessment Survey • CPOC Minutes and Recommendations • CTE Advisory Council Minutes and Recommendations • CTE Certifications • CTE Demographic Reports • CTSO Membership and Activities • Dana Center Walkthrough data • District Demographic Reports • Dual Credit/Advanced Placement Enrollment • DWEIC Collaboration • Enrollment Data • Faculty Surveys/Gallery Walks 		<ul style="list-style-type: none"> • Higher Ed Articulations • Instructional Technology Usage • Interlink/Department of Labor Industry Projections • Lesson Plans in Eduphoria • Longitudinal data • Master Schedule • Number of Graduates in Bridges • Parent Participation/Involvement in Activities • Parent Surveys • PBMAS • PDAS data • Project-Based Learning Reviews • School Demographic Data • Semester Failure Rates • State and Local Assessment Data • Teacher/Staff Feedback/Input 	
<p><u>Area Reviewed</u></p>	<p><u>Summary of Strengths</u> What were the identified strengths?</p>	<p><u>Summary of Needs</u> What were the identified needs?</p>	<p><u>Priorities</u> What are the priorities for the campus, including how federal and state program funds will be used?</p>
<p>Demographics (Goal 1, 2 & 3)</p> <ul style="list-style-type: none"> • Performance Objective 1.2: Demonstrate continuous improvement of district accountability measures through district- 	<ul style="list-style-type: none"> • Adequate teacher/student ratios • Diversity among the student population. • Student enrollment has increased in CTE from 2012-2013 school year • CTE staff brings a diversity of workforce experience to the classroom 	<ul style="list-style-type: none"> • Increase the number of non-traditional students in various Programs of Study such as Engineering and Information Technology • Number of students on track for 	<ul style="list-style-type: none"> • Increase number of students on track for graduation as a cohort in Bridges • Increase marketing efforts for non-traditional students in Engineering and

<p>wide aligned systems and curriculum resulting in an “Exemplary” rating.</p> <ul style="list-style-type: none"> • Performance Objective 1.6: Recruit and retain a Highly Qualified, diverse staff who implement best practices and are recognized and valued. • Performance Objective 2.1: Maintain safe and orderly learning environments for all students and staff. 	<ul style="list-style-type: none"> • PBMAS achievement has increased • Discipline data indicates low discipline referrals 	<p>graduation as a cohort in Bridges</p> <ul style="list-style-type: none"> • Increase monitoring efforts in Bridges for both attendance and credit completion 	<p>Information Technology</p>
<p>Student Achievement (Goal 1)</p> <ul style="list-style-type: none"> • Performance Objective 1.1: Increase the number of students who are college/workforce ready and meet the criteria for graduating on the Distinguished or Recommended High School Plan. • Performance Objective 1.3: Increase the number of students enrolled in Advanced Academic Courses. 	<ul style="list-style-type: none"> • Data is utilized to improve student achievement. • Intervention strategies offered to aide student achievement – e.g. invention plans • Use of Continuous Improvement Model including PDSA • Use of research-based strategies and teaching practices • Use of differentiated instruction and SIOP training for teachers • Use of 5-year plans of study to increase participation in coherent sequences of courses in pathways • Workplace employability skills defined by Department of Labor are embedded 	<ul style="list-style-type: none"> • Achievement gaps continue for underserved student groups • Increase best practices for special population support focusing on LEP and SPED CTE students • Communication of PBMAS results to all CISD High School teachers • Collaborate with TCC for articulated pathways for degrees and certificates • Collaborate with TCC and Workforce Solutions for plan for integration of Bridges students 	<ul style="list-style-type: none"> • Increase best practices for special populations support focusing on LEP and SPED CTE students • Collaborate with TCC for articulated pathways for degrees and certificates • Increase strategies to ensure students are appropriately assigned to requested courses and career pathways • Produce advisement

	<p>into the curriculum of each Program of Study</p> <ul style="list-style-type: none"> • Dual credit CTE opportunities have increased • Industry certification opportunities have increased • Bell schedule that provides an opportunity for students to be involved in CTE, advanced academics, athletics, and fine arts concurrently 	<p>into Workforce Readiness programs or Dual Credit</p> <ul style="list-style-type: none"> • Increase strategies to ensure students are appropriately assigned to requested courses and career pathway • Integration of CTE and Advanced Academics to ensure opportunities are communicated to all secondary students and parents • Explore possibility of increasing Project Lead the Way courses at the middle school level • Increase number of students enrolled in Problems & Solutions capstone course • Increase partnership between BRJ CTEC and Global Prep to ensure all CISD students have an opportunity to participate in career pathways 	<p>material to market opportunities to parents and students of college/career readiness options</p> <ul style="list-style-type: none"> • Increase partnership between BRJ CTEC and Global Prep to ensure all CISD students have an opportunity to participate in career pathways
<p>School Culture and Climate (Goal 1 & 2)</p> <ul style="list-style-type: none"> • Performance Objective 1.4: Encourage student participation in extracurricular activities and monitor their 	<ul style="list-style-type: none"> • Decisions are student-centered • Discipline data indicates low quantity of incidents • Recognition of Career and College Readiness Success of students • Student Incentive Programs to encourage academic success 	<ul style="list-style-type: none"> • Bully Intervention Program to provide education, prevention, and monitoring • Increase staff awareness of the district vision and mission statement. • Campus wide recognition of 	<ul style="list-style-type: none"> • Campus wide recognition of faculty, staff, and students to support PBIS efforts • Leadership summit for CTSO officers • Increase

<p>progress to ensure high levels of academic achievement.</p> <ul style="list-style-type: none"> • Performance Objective 2.1: Maintain safe and orderly learning environments for all students and staff. • Performance Objective 2.2: Increase customer satisfaction. 	<ul style="list-style-type: none"> • Consistency of discipline plan • Classroom Management • Funding for Career and Technology Student Organizations (CTSOs) that advance to state and national competition levels • Annual campus awards ceremony • Use of PBIS & Champs • Integration of campus student leadership team collaborating with home campuses and other district CTE centers • Campus faculty & staff recognition throughout the year • Campus activities to promote recognition including Wall of Fame, Trust Tickets and IDs, and Student of the Month • Monthly recognition of Campus Teacher of the Month • Increase in number of CTOSs and student participation in organizations • Increase in CTOS leadership and competitive events • Increase in development of CTOS officers leadership skills and collaboration by providing a Leadership Summit 	<p>CTSO activities and achievement</p> <ul style="list-style-type: none"> • Comprise database of industry volunteers and speakers • Campus wide community service project • Use of PBIS in Bridges • Increase recognition of BRJ CTEC alumni for current students • Integrate Champs initiatives into all classrooms 	<p>recognition of CTOS achievements</p> <ul style="list-style-type: none"> • Comprise database of industry volunteers and speakers • Integrate Champs initiatives into all classrooms
<p>Staff Quality/ Professional Development (Goal 1 & 3)</p>	<ul style="list-style-type: none"> • All paraprofessionals are highly qualified. • Highly qualified, certified staff with 	<ul style="list-style-type: none"> • Increase in funding for staff development • More staff 	<ul style="list-style-type: none"> • Increase in funding for staff development • More

<ul style="list-style-type: none"> • Performance Objective 1.6: Recruit and retain a Highly Qualified, diverse staff who implement best practices and are recognized and valued. 	<p>additional endorsements/certifications (SPED, ESL).</p> <ul style="list-style-type: none"> • Teacher mentoring program for new teachers • Staff development funding provided for all Programs of Study • Annual staff development survey for faculty • Opportunity for all new CTE teachers to attend TEA CTE conference • Opportunity for CTE administrative and counseling staff to attend CTE advisement and administrative staff developments • Provided staff development training to all CTE staff from the Buck Institute focusing on Project Based Learning 	<p>development time needed to focus on Project Based Learning</p>	<p>opportunities for staff development on Project Based Learning</p>
<p>Curriculum, Instruction, Assessment (Goal 1)</p> <ul style="list-style-type: none"> • Performance Objective 1.2: Demonstrate continuous improvement of district accountability measures through district-wide aligned systems and curriculum resulting in an “Exemplary” rating. 	<ul style="list-style-type: none"> • PBMAS data is disaggregated and plans are in place for addressing special populations. • Implementation of Project Based Learning • Using student data to drive instructional decisions. • Increase in number of students receiving industry certifications • Consistent use of BRJ CTEC homework policy • Implementation of Futures courses at the 9th grade level 	<ul style="list-style-type: none"> • Collaborative planning with Academic Core Subjects • Monitoring of students in need of assistance • Textbooks are out of date in CTE and new textbooks will not be released until Fall 2014. • Increase in Project based learning strategies • Increased focus on writing skills in CTE courses • Increased staff development on writing skills 	<ul style="list-style-type: none"> • Monitoring of students in need of assistance • Increase in Project based learning strategies • Increased focus on writing skills in CTE courses • Increased staff development on writing skills

<p>Family and Community Involvement (Goal 2)</p> <ul style="list-style-type: none"> • Performance Objective 2.2: Increase customer satisfaction. • Performance Objective 2.3: Increase the number of parents and community members involved in schools. 	<ul style="list-style-type: none"> • Partnership with Communities in Schools • Parent and Community involvement opportunities in each Program of Study • Parent portal has increased online communication with parents. • School communicates to parents in both English & Spanish and providing a translating website as well as personnel to translate. • Industry advisory teams in place • Participation with TCC and Workforce Solutions in various projects • Curriculum night offered for CTE advisement to high school students • Bridges orientation offered each bi-weekly • Project Showcase night offered to parents and community • Partnership opportunities in Place for Programs of Study such as Harris Huguley Hospital, Crowley Police Department, local veterinarian clinics, TCC, and Kansas State • Provide community events such as Taste of Crowley, Realtors Luncheon, Faith-based Luncheon, Community Recognition reception 	<ul style="list-style-type: none"> • Parent involvement in booster clubs and organizations for all of CTE • Increase community partnerships • Many teachers, parents unaware of community partnerships • Use of industry advisement team recommendations to drive curriculum • Increase classroom and campus volunteers • Increase participation in pathways by providing Program of Study videos to 7th grade Career Exploration students • Celebrate CTE month with community and home campus events • Provide open houses for Elementary, Intermediate, and Middle School students including shadowing a program and career fairs • Increase advisement to middle school students and parents 	<ul style="list-style-type: none"> • Parent involvement in booster clubs and organizations for all of CTE • Increase community partnerships • Use of industry advisement team recommendations to drive curriculum • Host annual Community Recognition dinner • Increase classroom and campus volunteers • Celebrate CTE month • Increase advisement to middle school students and parents
<p>School Context and Organization (Goal 1 2, & 3)</p>	<ul style="list-style-type: none"> • Utilize Campus (CPOC) and district 	<ul style="list-style-type: none"> • Increase in CPOC meetings 	<ul style="list-style-type: none"> • Collaboration with TCC for

<ul style="list-style-type: none"> • Performance Objective 1.2: Demonstrate continuous improvement of district accountability measures through district-wide aligned systems and curriculum resulting in an “Exemplary” rating. • Performance Objective 2.1: Maintain safe and orderly learning environments for all students and staff. 	<p>(DWEIC) based committees to allow teachers to have a voice in the decision making process at the campus level.</p> <ul style="list-style-type: none"> • Implement district and campus emergency plans • Utilize Nexus Teams for faculty input in campus initiatives 	<ul style="list-style-type: none"> • Collaboration with TCC for cross-purpose functions including advisement, testing, and college tours 	<p>cross-purpose functions including advisement, testing, and college tours</p>
<p>Technology (Goal 1, 2 & 3)</p> <ul style="list-style-type: none"> • Performance Objective 1.2: Demonstrate continuous improvement of district accountability measures through district-wide aligned systems and curriculum resulting in an “Exemplary” rating. • Performance Objective 1.5: Increase the integration of technology resources and systems in order to ensure 	<ul style="list-style-type: none"> • Utilize Eduphoria and Skyward for campus efficiency • Demonstration carts are available for all teachers • Grades and lesson plans are computerized • Home Access Center is available to parents/legal guardians • Implementation of My Big Campus • Availability of technology either with labs, laptop carts, or iPad carts for every classroom • Technology is a focus on the campus both in instruction, planning, and staff development • Wireless capabilities throughout the building. 	<ul style="list-style-type: none"> • Barriers to successful use of technology – teacher training, reliability of wireless configuration, lack of quick troubleshooting, internet slow or down. • Campus does not have campus-based instructional technology support provided by the district 	<ul style="list-style-type: none"> • Campus-based instructional technology support

Crowley ISD – BRJ CTEC Campus Improvement Plan – 2013-2014

students are 21 st Century Learners.	<ul style="list-style-type: none">• Campus-based technology support		
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Intent and Beneficiaries of Federal Funds -

Federal Grant Funds 2012 – 2013 and
Proposed 2013 – 2014 Programming

Title I: \$2,022,455 (2013 – 2014 allocation – 1,921,013)

The purpose of Title One monies is to help students in greatest need to master the state mandated curriculum. Campuses are identified as being eligible for Title One monies based on the percentage of students that qualify for either the free or reduced lunch program. The district currently utilizes the Title One monies to pay for supplemental personnel, professional development, materials, and parental involvement activities at the Title One campuses. The vast majority of the monies go to personnel (math specialists, reading specialists, science specialists, and general instructional specialists. The Title One campuses for this year have been: David Walker Intermediate, Mary Harris Intermediate, Sycamore Elementary, Meadowcreek Elementary, Jackie Carden Elementary, Parkway Elementary, J. A. Hargrave Elementary, and Poynter Elementary.

Title II: \$213,151 (2013 – 2014 allocation – 176,137)

The purpose of Title Two monies is to develop and maintain a highly qualified staff of administrators, teachers, and other professionals in order to help students master the state mandated curriculum. The district currently utilizes the Title Two monies for supplemental district personnel and outside professional speakers that address topics that include among other things: Differentiated Instruction, Advanced Academics, Sheltered Instruction for English Language Learners, and High Yield Instructional Strategies that focus upon academic rigor. The district also utilizes the monies to support the district mentoring program and for recruitment of highly qualified teachers.

Title III: \$180,856 (2013 – 2014 allocation – 173,930)

The purpose of the Title Three monies is to help English Language Learners (ELL's) master the state mandated curriculum. The district currently utilizes the Title Three monies for supplemental bilingual personnel that assist with direct instruction in reading and/or math as well as providing professional development. The district also utilizes the monies to pay for supplemental bilingual instructional materials, and for outside speakers that help teachers prepare to take the state endorsement test related to English as a Second Language.

Perkins Grant: \$136,329(2013 – 2014 allocation – 153,571)

The purpose of the Perkins Grant is to provide additional support for the Career Technology Program (CTE). The district currently utilizes the vast majority of the Perkins monies to purchase additional supplies and equipment for the programming provided at the Bill Johnson CTE Center. The funds also support the CTE programming conducted at other campuses. The CTE program prepares students for both continued educational experiences and/or certifications that make them more employable.

Federal Program Expenditures

All district and campus expenditures related to the following Federal Grants will be utilized for the purposes and intended audiences stated below:

Grant	Purpose and Intended Beneficiaries
Title I, Part A	The purpose of the grant is to help all students meet the state student performance standards. The intended beneficiaries are students who experience difficulties mastering the state academic achievement standards.
Title II, Part A	The purpose of the grant is to increase student academic achievement through improving teacher and principal quality and increasing the number of highly qualified teachers in classroom as well as highly qualified principals and assistant principals. The intended beneficiaries are teachers and principals, including assistant principals, and as appropriate, administrators, pupil services personnel, and paraprofessionals.
Title III, Part A	The purpose of the grant is to provide supplemental resources to help ensure that children who are limited English proficient attain English proficiency at high levels in core academic subjects and can meet state mandated achievement performance standards. The intended beneficiaries are LEP students, including immigrant children and youth.

Ten Components of a Schoolwide Program

1. A comprehensive needs assessment
2. Schoolwide reform strategies that provide opportunities for all children to meet or exceed state's proficient level of student performance
3. Instruction by highly qualified teachers
4. High Quality, ongoing professional development for all staff as needed
5. Strategies to attract high-quality highly qualified teachers to high-need schools
6. Strategies to increase parental involvement
7. Plans for assisting preschool children in the transition from early childhood programs
8. Measures to include teachers in the decisions regarding the use of academic assessments for improving individual student performance and the overall instructional program
9. Effective, timely intervention activities which include measures to ensure that students' difficulties are identified and of sufficient scope to target appropriate intervention
10. Coordination and integration occurs between federal, state, and local services such as nutrition, education, job training, programs provided under NCLB and violence prevention programs.



**2013-2014 CISD Campus Improvement Plan
Bill R. Johnson CTEC
Action Plan/Processes**

Area of Focus from Comprehensive Needs Assessment:

A. Demographics

Strategic Plan Goal:

Goal 1: Student Achievement for All

Goal 2: Safe, Secure and Nurturing Schools

Goal 3: Ensure Effective and Efficient Use of Resources

Performance Objective(s):

Performance Objective 1.1: Increase the number of students who are college/workforce ready and meet the criteria for graduating on the Distinguished or Recommended High School Plan or with endorsements and distinctions.

Performance Objective 1.2: Demonstrate continuous improvement of district accountability measures through district-wide aligned systems and curriculum resulting in all campuses meeting state accountability standards.

Performance Objective 1.6: Recruit and retain a Highly Qualified, diverse staff who implement best practices and are recognized and valued.

Performance Objective 2.1: Maintain safe and orderly learning environments for all students and staff.

Summative/Formative Evaluation Tools: PBMAS, Master Schedule, CTE Demographic Reports, Student Level Reviews, Enrollment Data, Discipline Data

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Increase the number of non-traditional students in various Programs of Study such as Engineering and Information Technology by promoting CTSO involvement and having strategic guest speakers in the classroom		Engineering and Information Technology	2013-2014	Guest speakers, CTSO funding and participation
Promote Programs of Study through increased marketing at the Middle Schools		All teachers and staff	November-April 2014	Perkins
Monitor number of students on track for graduation as a cohort in Bridges through weekly reports and discussion		Bridges teachers, Counselor, Director, Deans	2013-2014	Weekly submission of credits earned and student attendance

Area of Focus from Comprehensive Needs Assessment:

B. Student Achievement

Strategic Plan Goal:

Goal 1: Student Achievement for All

Performance Objective(s):

Performance Objective 1.1: Increase the number of students who are college/workforce ready and meet the criteria for graduating on the Distinguished or Recommended High School Plan or with endorsements and distinctions.

Performance Objective 1.2: Demonstrate continuous improvement of district accountability measures through district-wide aligned systems and curriculum resulting in all campuses meeting state accountability standards.

Performance Objective 1.3: Increase the number of students enrolled in Advanced Academic Courses.

Summative/Formative Evaluation Tools: CTE Certifications, Dual Credit/Advanced Placement Enrollment, High Ed Articulations, Master Schedule

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Incorporate PBL strategies into all Programs of Study		All BRJ CTEC Staff	2013-2014	Perkins and local funding
Offer sections of Pathway to College and Career Readiness to help students plan for success		Bridges teachers and Counselor	2013-2014	Sections of course

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Develop marketing strategies to clearly communicate graduation endorsements		Counselor, BRJ CTEC Faculty, CTE Director and Deans	2013-2014	Perkins
Collaborate to ensure industry certifications are available for all eligible Programs of Study and certification opportunities are marketed to stakeholders to ensure Performance Acknowledgements		Counselor, BRJ CTEC Faculty, CTE Director and Deans	2013-2014	Quantity of industry certifications and number of students graduating with Performance Acknowledgement
Monitor academic and behavior interventions throughout the year		All faculty; Dean of Students; Counselor	2013-2014	Intervention Plans; discipline data
Increase support for LEP and SPED in CTE courses by promoting writing skills in all Programs of Study		All faculty and staff	2013-2014	Lesson Plans
Analyze PBMAS data and promote best practices in lesson planning		Nexus Success Team	2013-2014	Classroom instruction and lesson plans
Collaborate with TCC to add dual credit opportunities to all Programs of Study and communicate information to stakeholders through the format for 5-year Programs Plans		Faculty; Counselors	2013-2014	5-year plans for each pathway to include dual credit

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Communication of PBMAS results to all CISD High School teachers		Director of CTE; Director of Federal Programs	Fall 2013	PBMAS Report
Collaborate with TCC and Workforce Solutions for integrated pathway and systems between TCC and Bridges to have a customized plan for each graduating Bridges students		BRJ CTEC Counselor, Community in Schools, personnel, TCC personnel, Workforce Solutions rep, Director of CTE	Fall 2013	Workforce Solutions, Community in Schools
Increase marketing material for CTE pathways		BRJ CTEC Nexus Teams	Fall 2013	Perkins
Sponsor counselor meetings to ensure understanding of CTE Pathways and Graduation Endorsements		Director of CTE, BRJ CTEC Counselor	2013-2014	Marketing material and 5-year plans
Collaborate with Advanced Academics to sponsor parent meetings to ensure understanding of CTE and Dual Credit		Director and Counselor	Fall 2013	Marketing material and 5-year plans

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Explore possibility of offering PLTW Gateway courses in middle school		CTE Director and PLTW Teachers, Middle School Principals	2013-2014	Perkins
Work with all Programs of Study to identify students who are eligible for Problems & Solutions and enroll those students for 2014-2015		Counselor and Teachers	Spring 2014	Course Selections
Work with Global Prep Academy personnel to identify opportunities for students to enroll in both Global Prep Academy and CTE Programs of Study		Global Prep Counselor and BRJ CTEC Counselor	2013-2014	Student Enrollment

Area of Focus from Comprehensive Needs Assessment:

C. School Culture and Climate

Strategic Plan Goal:

Goal 1: Student Achievement for All

Goal 2: Safe, Secure and Nurturing Schools

Performance Objective(s):

Performance Objective 1.4: Encourage student participation in extracurricular activities and monitor their progress to ensure high levels of academic achievement.

Performance Objective 2.1: Maintain safe and orderly learning environments for all students and staff.

Performance Objective 2.2: Increase customer satisfaction.

Summative/Formative Evaluation Tools: CPOC Minutes and Recommendations, CTSO Membership and Activities, CTE Advisory Council Minutes and Recommendations, Faculty Surveys/Gallery Walks, Parent Surveys, Student Surveys, Student Leadership Team Feedback

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Conduct Bullying Intervention Program to provide education, prevention, and monitoring		Counselor; Faculty; Dean of Students	2013-2014	Bullying Prevention materials
Promote Professional Learning Communities by providing common time and structured agendas		Director and Deans	2013-2014	PLC meeting times and agendas

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Utilize Wall of Fame to recognize Teacher of the Month and Student of the Month		Student Leadership Team	2013-2014	Local funds
Utilize Website and selected hall areas to bring awareness to CTSO activities and accomplishments		Student Leadership Team; Campus Life Nexus Team	2013-2014	461 funds
Build a database of industry volunteers and speakers		BRJ CTEC Counselor and Success Nexus Team	2013-2014	Database of speakers
Implement BRJ CTEC Community Service Project		Student Leadership Team	2013-2014	Community Service Project
Campus wide recognition of faculty, staff, and students to support PBIS efforts		All Nexus teams and Director; Dean; Counselor	2013-2014	461 funds
Conduct leadership summit for CTSO officers		Hype and Campus Life Nexus teams; CTSO officers; Student Leadership Team	2013-2014	Leadership Summit; 461 funds

Crowley ISD – BRJ CTEC Campus Improvement Plan – 2013-2014

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Increase teambuilding activities for BRJ CTEC faculty and staff		Director, Deans, Counselor, and Department Chairs	2013-2014	Teambuilding activities
Communicate and focus on monthly events to promote CHAMPS		Director, Deans, and Department Chairs	2013-2014	461
Increase participation in CTSO competitions and leadership events		All CTSOs and faculty	2013-2014	461 and 865 funds
Display BRJ CTEC student attributes in all classrooms to support CHAMPS initiatives		BRJ CTEC Faculty	2013-2014	Perkins
Campus activities to promote PBIS including Trust Tickets and IDs, Student of the Month, and staff recognition		All BRJ CTEC team	2013-2014	461 funds
Use of PBIS in Bridges Academy		Bridges teachers; Dean of Students; Counselor; Community in Schools personnel	2013-2014	PBIS plan and incentives; 461 funds

Crowley ISD – BRJ CTEC Campus Improvement Plan – 2013-2014

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Increase awareness of BRJ CTEC alumni success by highlighting on BRJ Web site		Hype Nexus Team	2013-2014	BRJ CTEC Web site
Modify campus physical structure/set-up in order to create a campus culture that is more in alignment with a Career and Technology Center and allows each Program of Study to be highlighted. Small teams will focus on marketing and physical setup in the Rotunda, Commons Areas, and each Program of Study		Campus Leadership	2013-2014	Local funding and Perkins
Put signage on the building		District	2013-2014	District funding
Put a sign at Sewell Center		District	2013-2014	District funding

Area of Focus from Comprehensive Needs Assessment:

D. Staff Quality and Professional Development

Strategic Plan Goal:

Goal 1: Student Achievement for All

Goal 3: Ensure Effective and Efficient Use of Resources

Performance Objective(s): 1:6

Performance Objective 1.6: Recruit and retain a Highly Qualified, diverse staff who implement best practices and are recognized and valued.

Performance Objective 3.2: Efficient use of resources by all district departments

Summative/Formative Evaluation Tools: Faculty Surveys, District Demographic Reports

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Increase in funding for staff development		Director of CTE	2013-2014	Perkins
Continue teacher mentoring program for new teachers		Mentors	2013-2014	Mentoring activities
Conduct annual staff development survey for faculty		Success Nexus Team	Spring 2014	Survey and results

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Provide common planning time for PBL implementation		Director of CTE	2013-2014	Daily Schedule
Provide staff development support for PBL throughout the year		Director of CTE, Deans, Success Nexus Teams, Buck Institute Trainers	2013-2014	Perkins
Provide opportunity for all new CTE teachers to attend CTE Conference sponsored by TEA and CTAT		Director of CTE and Deans	Fall 2013	Perkins
Provide opportunities for all Programs of Study to attend CTE conferences		Director of CTE and Deans	2013-2014	Perkins
Provide job shadowing opportunities for PLTW teachers		Director and Kansas State	2013-2014	Job Shadowing Schedule
Provide opportunities for all teachers of Program of Study Practicums to attend Region XI training		Director and Deans	Fall 2013	Region XI participation

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Provide opportunities for support and staff development for special population students enrolled in a CTE pathway		Counselor and Content Mastery Teacher	2013-2014	Support activities
Provide opportunities for all teachers to attend Region XI training		Director of Deans	2013-2014	Region XI participation
Provide opportunities for support for integration of My Big Campus and iPads in the classroom		Jennifer Herta, Director and Deans	2013-2014	Support activities
Provide time for BRJ CTEC staff to collaborate with TCC staff		Director	2013-2014	Combined BRJ CTEC and TCC meetings
Provide opportunities for PLTW teachers to collaborate with Kansas State for pre-engineering program		Director	2013-2014	Combined PLTW and Kansas State meetings

Area of Focus from Comprehensive Needs Assessment:

E. Curriculum & Instruction, Assessment

Strategic Plan Goal:

Goal 1: Student Achievement for All

Goal 3: Ensure Effective and Efficient Use of Resources

Performance Objective(s):

Performance Objective 1.2: Demonstrate continuous improvement of district accountability measures through district-wide aligned systems and curriculum resulting in all campuses meeting state accountability standards.

Performance Objective 3.2: Efficient use of resources by all district departments

Summative/Formative Evaluation Tools: 2013 Accountability Data, PBMAS, AEIS, CTE Certifications, Dana Center Walkthrough Data, PBL Feedback Forms, Lesson Plans, Semester Failure Rates

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Collaborate with academic core subjects for skill alignment		All teachers	2013-2014	C-Scope
Collaborate for vertical alignment between the middle schools and high schools		All district CTE teachers	2013-2014	Alignment meetings
Utilize workforce trend data in planning course offerings and Programs of Study		All faculty; Director; Dean of Students; Counselor	2013-2014	Review and dissemination of Interlink data

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Use of CTE industry certification calendar		Success Nexus	2013-2014	Certification calendar
Conduct Dana Center Walkthroughs and implement continuous improvement schedule to all Programs of Study to utilize data		Director and Deans; all teachers	2013-2014	Dana Center Schedule
Review of current CTE textbooks to determine need for updated textbooks including electronic books		All Programs of Study	2013-2014	Perkins
Increase in Project Based Learning in all Programs of Study by following standards developed by campus personnel including a timeline		All Programs of Study	2013-2014	Quantity and Quality of Campus Projects
Send various teachers to writing staff development with home campus ELA teachers		Select teachers	October 2013	Writing strategies

Area of Focus from Comprehensive Needs Assessment:

F. Family and Community Involvement

Strategic Plan Goal:

Goal 2: Safe, Secure & Nurturing Schools

Goal 3: Ensure Effective and Efficient Use of Resources

Performance Objective(s):

Performance Objective 2.2: Increase customer satisfaction.

Performance Objective 2.3: Increase the number of parents and community members involved in schools.

Performance Objective 3.1: Customer/Stakeholder Satisfaction in effectiveness and efficiency of the district

Summative/Formative Evaluation Tools: CTE Advisory Team Minutes, Special Events, CIS participation, CPOC Minutes and Recommendations, Parent Surveys

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Conduct annual parent and community survey		Network Nexus	Fall 2013	Survey and results
Continue partnership with Communities in Schools		BRJ CTEC staff and CIS	2013-2014	CIS Partnership
Continue translation of all relevant CTE materials		Director of CTE	2013-2014	Translated materials

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Increase community partnerships and maintain current partnerships		All BRJ CTEC faculty and staff	2013-2014	Quantity of partnerships
Use of industry advisement team recommendations to drive curriculum		All faculty; Director; Dean of Students	2013-2014	Curriculum; advisory team minutes
Incorporate Vukunet, Twitter, Facebook, My Big Campus, School Connect, and monthly update into school culture		Hype Nexus	2013-2014	Publications
Host annual community recognition dinner		Hype Nexus	2013-2014	Annual recognition dinner
Increase participation in tours, open house events, and CISD hosting		All faculty and staff	2013-2014	QR Code hosted tours, student tour guides, 7 th grade Career Exploration visits, 6 th grade career fair, Ag Adventure Day, 3 rd grade visits, CTE month, Project Showcases, middle school curriculum night, Taste of Crowley and Business Expo, Realtors Luncheon, Faith Based Luncheon

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Promote BRJ Student Leadership collaboration efforts with home campuses		Teresa Sayen, Director, Counselor, and Deans	2013-2014	Perkins
Promote classroom ambassadors to articulate Program of Study goals and accomplishments to campus visitors		All BRJ CTEC Staff	2013-2014	Campus Ambassadors
Promote CTE Month by presenting to the school board, BRJ CTEC and home campus activities		All BRJ CTEC Staff and home campus CTE teachers; student leadership team	February 2014	Celebration activities

Area of Focus from Comprehensive Needs Assessment:

G. School Context & Organization

Strategic Plan Goal:

Goal 1: Student Achievement for All

Goal 2: Safe, Secure & Nurturing Schools

Goal 3: Ensure Effective and Efficient Use of Resources

Performance Objective(s):

Performance Objective 1.2: Demonstrate continuous improvement of district accountability measures through district-wide aligned systems and curriculum resulting in all campuses meeting state accountability standards.

Performance Objective 2.1: Maintain safe and orderly learning environments for all students and staff.

Performance Objective 3.2: Efficient use of resources by all district departments

Summative/Formative Evaluation Tools: CPOC Minutes, Nexus Team minutes

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Increase in CPOC collaboration		CPOC Team	2013-2014	CPOC membership and meeting minutes
Collaboration with TCC for cross-purpose functions including advisement, testing, and college tours		BRJ CTEC staff and TCC staff	2013-2014	Events and services
Maintain Nexus Team structure to allow for faculty driven ownership of campus		Nexus Teams	2013-2014	Nexus Teams Membership and Activities

Area of Focus from Comprehensive Needs Assessment:

H. Technology

Strategic Plan Goal:

Goal 1: Student Achievement for All

Goal 3: Ensure Effective and Efficient Use of Resources

Performance Objective(s):

Performance Objective 1.2: Demonstrate continuous improvement of district accountability measures through district-wide aligned systems and curriculum resulting in all campuses meeting state accountability standards.

Performance Objective 1.5: Increase the integration of technology resources and systems in order to ensure students are 21st Century Learners.

Performance Objective 3.2: Efficient use of resources by all district departments

Summative/Formative Evaluation Tools: Technology Usage by Faculty documented in Lesson Plans and Classroom Walkthroughs

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Increase the technology proficiency levels in all teachers		BRJ CTEC Faculty and Staff	2013-2014	Provide technology staff development
Provide staff development opportunities for integration of My Big Campus and iPads		Director of CTE	2013-2014	Integration of iPads and My Big Campus

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Staff Responsible	Timeline	Resources/ Funding Sources
Increase participation and support of student Robotics team		Robotics CTSO	2013-2014	865 and 461 funds
Increase support for student Information Technology initiatives		Director, Deans, and Information Technology teachers	2013-2014	Perkins and local funds