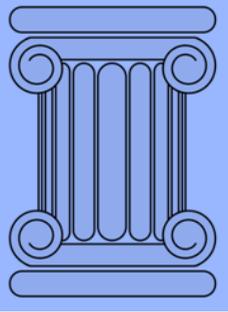
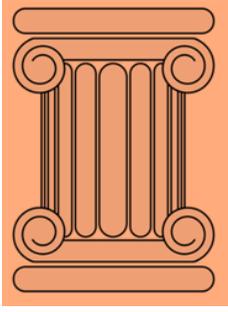
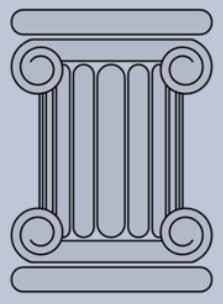
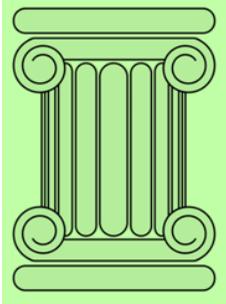


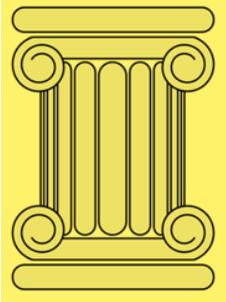
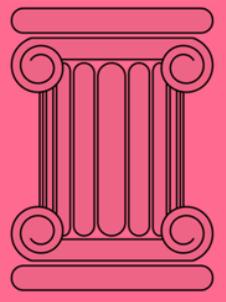
2019-2020 Clear Creek Independent School District Superintendent Targets

CBA PILLARS	CCISD STRATEGIES	TARGETS	EVIDENCE	RATIONALE & COMMENTS	SIGNALING QUESTION
<p>Student Learning and Progress</p> 	<p>I. We will inspire learning through an array of personalized opportunities and experiences.</p>	<ul style="list-style-type: none"> • Increase the understanding and use of Standards Based Grading with parents and teachers in grades K-5. 	<p>Results on a district developed inventory on SBG measuring teacher perceptions of effectiveness and parent perceptions of understanding</p>	<p>To ensure continuous improvement of SBG the perceptions of stakeholders must be examined.</p>	<p><i>To what extent do parents understand and use standards based grading reports?</i> <i>To what extent do teachers use standards based grading effectively?</i></p>
<p>Student Readiness</p> 	<p>II. We will provide support to meet the needs and aspirations of each student.</p>	<p>Growth Targets for Each Student Group:</p> <ul style="list-style-type: none"> • Grade 2: Increase the number of students demonstrating growth in reading • Grades 4-8: Increase the number of students demonstrating one-year growth in reading and math • Algebra I and English II: Increase the number of students demonstrating one-year growth • College, Career, and Military Readiness: Increase the number of students achieving college, career, or military readiness. 	<ul style="list-style-type: none"> • Results on Benchmark Assessment System (BAS) in reading for each student group • Results on STAAR reading and math assessments for each student group • Results on STAAR End of Course assessments for each student group • Results on CCMR measures for each student group 	<p>To ensure success each student must demonstrate growth in reading and math. Success in these content areas is foundational to success in all other contents and leads to post-secondary success.</p>	<p><i>To what extent are students demonstrating growth over time?</i></p>

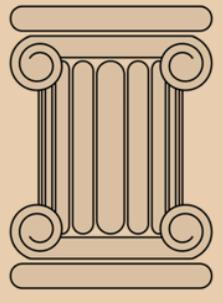
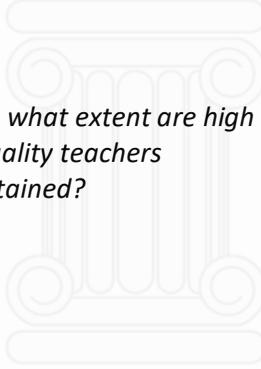
2019-2020 Clear Creek Independent School District Superintendent Targets

CBA PILLARS	CCISD STRATEGIES	TARGETS	EVIDENCE	RATIONALE & COMMENTS	SIGNALING QUESTION
<p>Safety and Well-Being</p> 	<p>III. We will ensure safe and nurturing learning environments.</p>	<p>Implement Year 2 Safety Recommendations:</p> <ul style="list-style-type: none"> • Complete audits of all facilities and create/implement plan to address recommendations • Increase students, parents, and staff perceptions of schools as safe and nurturing learning environments • Address tips received through Skylert 	<ul style="list-style-type: none"> • Audit reports, plans for improvement • Climate survey results • Report and categorization of tips and outcomes 	<p>An ongoing commitment to safe and nurturing learning environments is seen through the consistent application of CCISD Safety Committee recommendations.</p>	<p><i>To what extent has the district completed year 2 safety recommendations?</i></p> <p><i>To what extent do students and employees feel safe?</i></p> <p><i>To what extent is the district effectively responding to threats?</i></p>
<p>Engaged, Well-Rounded Students</p> 	<p>IV. We will ensure each student understand and is prepared to assume his or her role as a productive citizen.</p>	<ul style="list-style-type: none"> • Increase the fidelity of implementation of Positive Behavior Interventions and Supports (PBIS) • Increase the impact of Core Values on students' actions 	<ul style="list-style-type: none"> • Results of the Benchmarks of Quality for each school classified by year of implementation • Results of Core Values student inventory that reflects thinking, feeling, doing by campus 	<p>Through the implementation of support systems in the PBIS framework, student behavior improves over time. Achieving fidelity of systems is the long-term goal of each campus.</p> <p>Through Core Values each campus teaches students positive character traits with the goal of applying these in everyday situations.</p>	<p><i>To what extent have PBIS campuses achieved the minimum of 80% fidelity with Tier I supports?</i></p> <p><i>To what extent have Core Values impacted students' daily choices and actions?</i></p>

2019-2020 Clear Creek Independent School District Superintendent Targets

CBA PILLARS	CCISD STRATEGIES	TARGET	EVIDENCE	RATIONALE & COMMENTS	SIGNALING QUESTIONS
<p>Community Engagement and Partnerships</p> 	<p>V. We will broaden and strengthen connections within our communities.</p>	<ul style="list-style-type: none"> • Improve the resources offered to parents by identifying and addressing trends 	<p>Parent Resource Center logs, categories of issues, actions taken</p>	<p>When concerns are addressed in a professional and timely manner, community connections are strengthened.</p>	<p><i>To what extent are parents using resources to address their concerns?</i></p>
<p>Fiscal and Operational Systems</p> 	<p>VI. We will ensure mutual understanding and support through effective communication.</p>	<ul style="list-style-type: none"> • Develop and implement improvements in the Transportation department 	<p>Improvement plan and implementation timeline</p>	<p>Measures of quality within the Transportation department will ensure that normal operations meet performance expectations.</p>	<p><i>To what extent has the district identified measures of quality in this department and implemented the recommendations?</i></p>

2019-2020 Clear Creek Independent School District Superintendent Targets

CBA PILLARS	CCISD STRATEGIES	TARGET	EVIDENCE	RATIONALE & COMMENTS	SIGNALING QUESTIONS
<p align="center">Professional Learning/Quality Staff</p> 	<p align="center">VII. We will build capacity for organizational change.</p>	<ul style="list-style-type: none"> • Increase the retention rate of teachers 	<p>LEADS and TTESS results at the end of the 2019-2020 school year</p>	<p>Retaining the highest performing teachers is essential to student success.</p>	 <p><i>To what extent are high quality teachers retained?</i></p>

The CBA Pillars are as follows:

- **Student Learning and Progress.** Pillar Function: Ensure academic success for all students, including but not limited to English language learners, special education students, recent immigrants, students with emotional and behavioral issues, etc.
- **Student Readiness.** Pillar Function: Ensure students are well prepared for their next level of education and most notably for post-secondary success, including career readiness, college readiness, and military readiness.
- **Engaged, Well-Rounded Students.** Pillar Function: Engage students in a way that contributes to their overall development and future well-being.
- **Community Engagement and Partnerships.** Pillar Function: Ensure that local citizens are a meaningful, integral part of a CBAS and can and will support their local public schools.
- **Professional Learning/Quality Staff.** Pillar Function: Ensure that every student has quality teachers and adults in the schools that care about students, their learning, and their well-being.
- **Fiscal and Operational Systems.** Pillar Function: Ensure the district is using its resources to further its mission to educate the students it is assigned to serve.
- **Safety and Well-Being.** Pillar Function: Ensure students are educated in an optimal environment that is safe, secure, and conducive to learning. This includes both physical safety as well as the social emotional needs of each student.