

Cayuga Independent School District

District Improvement Plan 2025 - 2026

Board of Trustees: Tim West Josh Hinshaw David Link
Adam Krumnow Daniel Sims John Paul Kelley
Clint Satterwhite

Administration: Tracie Campbell Zach Williams Jay Thompson
Amy Kelley Dr. Rick Webb Dr. Joe Satterwhite

Directors: Joey Fitzgerald Kellie Gatewood Leslie Glenn
Kristen Mills John Tucker Katie Abbott
Rebecca Thompson Jacob McGee Eric Grimes
Jennifer Joslin Magen Humphreys Jenni Scheppler

Counselors: Riley Wyatt Kenyetta Jenkins

Cayuga Independent School District Mission Statement

The mission of the District, in partnership with students, parents, and the community, is to create a unique, safe, caring environment in which students acquire critical thinking skills, achieve personal excellence, and become citizens who will responsibly meet the challenges of the future.

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District Goal #1:

Cayuga Independent School District will meet or exceed the student achievement standards in all areas that determine the district's ratings in the state and federal accountability systems.

Objective #1:

Provide an **effective instructional program** by offering our students an innovative curriculum that is aligned with the Texas Essential Knowledge and Skills (TEKS).

Strategies:

1. Provide support for faculty efforts aimed at aligning the district's curriculum with the state assessment system, STAAR TEKS Resource System	2. Expand and support opportunities for students to take and complete dual credit coursework Core Complete TVCC	3. Provide the needed resources (funding, staff, scheduling, materials) for continued improvements in the district's CTE program	4. Identify and support ways to recruit, hire and retain competent and qualified faculty members that are fully certified.	5. Continue to offer ESL instruction for limited English proficient students
6. Support the district's Special Education program by maintaining appropriate staffing, instructional materials and needed facilities	7. Promote student achievement by providing remediation and credit recovery opportunities Edgenuity Program	8. Training for teachers in the TEKS and STAAR / EOC assessments in their respective subjects and grade levels TEKS Resource System	9. To promote student achievement, maintain low student: teacher ratios, especially in core academic subjects and elementary grade levels	10. Update the district's instructional technology equipment based on staff input and the necessity for our students to become more competent in the use of technology

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District Goal #2:

Cayuga Independent School District will meet all legal requirements for parental engagement and provide social platforms to share information with students, parents, and community.

Objective #2:

Strengthen relationships with our students, their parents and community members that maintain a learner-centered, informed and involved community.

Strategies:

1. Effective use of the district's website and social media (Facebook) to inform parents and community members of student activities and school events	2. Utilize the website to post district policies and procedures: employee and student handbooks, policy manual, ESSA related notices, etc.	3. Frequently update the district's electronic message board to inform community members of school events and activities	4. Offer parental access to an on-line grade book for monitoring of student performance Install phones in the classrooms to foster more communication	5. Host a Parent Meeting to allow for input on ESSA-related programs and staff training
6. Hold public hearings to inform community members of the district's standing and performance on state and federal accountability standards	7. Provide transition activities for students as they are promoted from elementary to middle school and as they advance to high school	8. Use the district's phone messaging system to deliver important notices to students, parents and staff members	9. Inform local media of school happenings and student accomplishments for notification and publication to parents, community members	10. Recognize school employees for their accomplishments and contributions to the district and its students

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District Goal #3:

Cayuga Independent School District will employ a workforce of knowledgeable, certified professionals who are well trained and equipped to provide a quality education.

Objective #3:

Provide innovative and comprehensive **staff development** that will enable CISD educators to accomplish the District's instructional goals and objectives.

Strategies:

1. Utilize training and instructional services provided by the Region VII ESC	2. Conduct technology proficiency surveys for all faculty members and use results to provide relevant training	3. Identify and support ways to recruit, hire and retain competent and qualified faculty members that are fully certified.	4. Offer training needed for paraprofessionals to achieve "highly qualified" status Grow our own	5. Provide mentoring program for new staff members Reimburse teachers for additional certification exams
6. CPR and AED training will be provided to appropriate staff members	7. Attendance of state conventions by CTE teachers, band and technology directors	8. Attendance of state conventions and PD conferences aligned with the state's challenging academic standards (Title Funds)	9. Administrator training in school leadership topics, especially about issues that impact student achievement	10. Board member training in topics related to trustees' responsibilities and duties

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District Goal #4:

Cayuga Independent School District will meet all safety and security regulations as set forth by the Texas Education Agency.

Objective #4:

Maintain a **safe and positive school climate** for the District's employees and students, while also providing the facilities and resources necessary to achieve the mission of the District.

Strategies:

<p>1. Faculty, Administration and Board identification of needed facility improvements</p> <p>Additional Safety Fencing</p>	<p>2. Make improvements to the school's facilities based on the needs identified by the community, faculty and Board of Trustees</p>	<p>3. Perform school safety audit and update the district's emergency operations procedures</p> <p>Maintain Cayuga ISD Police Department</p>	<p>4. Inform and prepare students, faculty for emergency drills; schedule and appropriately perform emergency drills</p> <p>Silent Alert Panic Buttons</p>	<p>5. Continue efforts aimed at preventing and minimizing drug use and bullying</p> <p>Install new cameras to increase coverage</p>
<p>6. Provide supplies, equipment and personnel to reasonably identify and respond to student and faculty health issues</p> <p>Alarm System (Fire) PA Intercom System</p>	<p>7. Update and enforce student code of conduct; consistently monitor student compliance with code standards</p>	<p>8. Identify and address safety concerns such as bus loading and traffic flow</p> <p>Phones in every classroom Additional PA Speakers Automatic Gates</p>	<p>9. Interior (flooring, paint, HVAC, etc.) and exterior (roofing, paving, etc.) improvements to the district's buildings and grounds</p>	<p>10. Staff transportation department with qualified, proficient drivers and maintain a reliable, fleet of school vehicles</p>

Special Program & Designated Funding Allotments

(As of Fall Semester, 2024)

Special Education <i>Maintain appropriate staffing, supplies and services for the district's Special Education programs, including its Life Skills class</i>	\$884,733
Career & Technology Education College Career Military Readiness Outcomes Bonus <i>Provide CTE courses that are related to the career interests of the district's students and support the state's goals regarding College, Career and Military Readiness, including industry certification</i>	\$739,970 \$55,000
State Compensatory Education Allotment <i>Maintain the district's own Disciplinary Alternative Education Placement</i> <i>Offer credit recovery programs, tutorials, remediation, smaller class sizes and accelerated instruction for students identified as educationally disadvantaged and at risk of dropping out of school based on the state's criteria for at risk students</i>	\$404,829
Early Education Allotment <i>For personnel, supply costs, and efforts related to our students' reading and math proficiency, Pre-K through Third Grade, including expenses of providing full day prekindergarten</i>	\$10,267
Dyslexia Allotment <i>For costs tied to the provision of personnel and services to benefit students with dyslexia or a related disorder, such as relevant staff training, dyslexia intervention curriculum and materials, compensation of reading specialists</i>	\$27,346
Gifted / Talented <i>Provision of enrichment programs and activities for gifted and talented students</i>	\$9,495
ESL / Bilingual <i>Continue to employ a degreed and certified teacher who is fluent in Spanish to provide individual and/or small group instruction to ESL students</i>	\$3,000
Title I, Part A <i>Use Title funds to maintain student:teacher ratios in elementary classes (Grades K-5) that are significantly lower than</i>	\$154,841

the state prescribed ratio of 22:1

Title IV, Part A

\$11,790

Title II, Part A

\$25,342

Projects aimed at providing a "well rounded" education for the district's students, including fine arts, CTE instruction and access to instructional technology.

Small Rural School Achievement Program

Pending

Financial resources used to supplement the school's Title-funded initiatives

Building and campus improvements aimed at increasing school safety and security

Projects that support student access to instructional technology and a "well rounded" education

School Safety Allotment, State Funded

\$111,701

For school safety and security projects related to the TEA Commissioner's Rules concerning school facilities (Tier One)

and for additional allowable costs after certifying compliance with the Commissioner's Rules (Tier Two), including

fulfillment of the State's expectation for schools to employ a security officer

