Cayuga Independent School District

District Improvement Plan 2026 - 2027

Board of Trustees:	Tim West	Josh Hinshaw	David Link
	Adam Krumnow	Daniel Sims	John Paul Kelley
		Clint Satterwhite	
Administration:	Tracie Campbell	Zach Williams	
	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.

Cayuga Independent School District

Cayuga Independent School District District Improvement Plan 2026 - 2027

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/ EOC, andTEKS Resource System	2. Expand and support opportunities for students to take and complete dual credit courseworkCore Complete TVCC	3. Provide the needed resources (funding, staff, scheduling, materials) for continued improvements in the district's CTE program, and pre/post testing; IBC.	4. Identify and support ways to recruit, hire and retain competent and qualified faculty members that are fully certified: HB2 and the addition of TIA	5. Continue to offer ESL instruction for limited English proficient students; and supports through the district's Dyslexia program.
6. Support the district's Special Education program by maintaining appropriate staffing, instructional materials and needed facilities; smaller Life Skills class size.	7. Promote student achievement by providing remediation and credit remediation and credit Edgenuity Program Wildcat Wednesday (HS) ROAR (MS)	8. Promote student achievement by the Community Eligibility Provision breakfast & lunch program; and providing basic school supplies for all grade levels and subjects	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. Utilize the district's website, social media (Facebook), and phone messaging system to inform parents, staff, and community members of activities, school events and notices.	2. Utilize the website to post district policies and procedures: employee and student handbooks, policy manual, SB 12 DEI & ESSA related notices, etc. *Adding TIA and testing page	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, provide 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. Update district's website Parental Rights: Curriculum, Library Parental Rights; update and maintain website for all required legal postings.	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; YR 3 Data Submission - TIA (teacher designations)

Links to websites: (See #2)
Student Handbooks:
Elementary School: Elementary Handbook
Middle School: Middle School Handbook
High School: High School Handbook
Employee Handbook: 26-27 Employee Handbook
CISD Policy Manual: CISD Policy Manual
SB 12 Compliance: CISD SB 12 Compliance
Parental Rights Handbook: Parental Rights Handbook (TEA)
Testing & Curriculum Page: CISD Testing Page
Teacher Incentive Allotment (TIA) Page: CISD TIA Page

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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; cybersecurity / Eduhero; (Title IX); Trauma-informed care, etc.	3. Identify and support ways to recruit, hire and retain competent and qualified faculty members that are fully certified. TIA YR 3: Data Submission	4. Offer training needed for paraprofessionals to achieve "highly qualified" status Grow our own; HB2 Non-Compliance Plan	5. Provide mentoring program for new staff members Reimburse teachers for additional certification exams; including National Board Certification
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. Promote student achievement by the Community Eligibility Provision breakfast & lunch program; and providing basic school supplies for all grade levels and subjects	9. Administrator training in school leadership topics, especially about issues that impact student achievement; TIA	10. Board member training in topics related to trustees' responsibilities and duties Calibration/Portfolio training

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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:

1. Faculty, Administration, Board, and community identification of needed facility improvements: Internet connectivity, ceiling grids, flooring, paint, HVAC; Additional Safety Fencing	2. Provide training and personnel to reasonably identify and respond to required Awareness and Prevention(s): Mental Health, Bullying, Suicide, and Dating Violence, etc.	3. Perform school safety audits and update the district's emergency operations and procedures Maintain CISD Police Department / Duties of SRO & Law Enforcement Officer(s)	4. Inform and prepare students, faculty, and substitutes for emergency drills; schedule and appropriately perform emergency drills; Silent Alert Panic Buttons	5. Continue efforts aimed at preventing and minimizing drug use and bullying Install new cameras to increase coverage
6. Provide supplies, equipment and personnel to reasonably identify and respond to student and faculty health issues Alarm System (Fire)	7. Update and enforce student code of conduct; consistently monitor student compliance with code standards and appropriate threat assessment protocol(s) PA Intercom System	8. Identify and address safety concerns such as bus loading and traffic flow Phones in every classroom Additional PA Speakers Automatic Gates	9. Continued improvements to interior and exterior of the district's buildings and grounds: building and door numbering, swipe card readers for building entry	10. Staff transportation department with qualified, proficient drivers and maintain a reliable fleet of school vehicles Addition of bus cameras and seat belts

Appendix References:

Cayuga Independent School District

See Strategy #2
Dating Violence Awareness & Prevention *See ***Appendix 1***

Appendix 1: Dating Violence Prevention (FFH Local)
Student Welfare / Freedom From Discrimination, Harassment and Retaliation:
CISD FFH Local

See Strategy #3
School Police Department Duties & Responsibilities,Duties of Peace Officers, SRO, Law Enforcement Officers: **See ***Appendix 2***

Appendix 2: School Police Department Duties & Responsibilities (CKE Local)
Safety Program/Risk Management Security Personnel: CISD CKE Local

Code of Conduct:
CISD 26-27 Code of Conduct: Student Code of Conduct

Cayuga Independent School District

2026-2027

Planned District Use of Grant Funds & Special Program / Designated Funding Allotments

Special Education Allotment Maintain appropriate staffing, supplies and services for the district's Special Education programs, including its Life Skills class	**$1,020,635**
Career & Technology Education Allotment	**$827,339**
College Career Military Readiness (CCMR) Outcomes Bonus 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	**$40,000**
State Compensatory Education Allotment Offer credit recovery programs, tutorials, remediation, and accelerated instruction for students identified as "at risk" Maintain the district's own Disciplinary Alternative Education Placement (DAEP) class	**$466,358**
Early Education Allotment For efforts that support reading and mathematics proficiency, Pre-K through Third Grade; To support the school's provision of a full day prekindergarten (Pre-K)	**$89,988**
Dyslexia Allotment Provision of services for students with dyslexia or a related disorder, including costs related to staff training/ professional development, student screening, monitoring and evaluation, intervention materials, and relevant personnel costs	**$34,183**
Gifted / Talented Continue to provide appropriate instructional programs for students identified as "Gifted / Talented"	**$8,172**
ESL / Bilingual Support faculty members who obtain and use ESL certification to provide relevant services to identified students	**$3,283**
Title I, Part A Maintain student:teacher ratios in elementary classes (Grades K-5) that are significantly lower than the state prescribed ratio of 22:1	**$141,642**
Title II, Part A	**$19,358**
Title IV, Part A Projects aimed at providing a "well rounded" education for the district's students, including fine arts, CTE instruction *REAP'd to Title I, Part A for compensation of faculty members with pay coded to Title I and for school supplies	**$11,660**
Small Rural School Achievement Program 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	**$37,652**
School Safety Allotment, State Funded 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	**$112,292**

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