



Strategy 1: Collaborate with families and community to support the academic, physical, emotional, and social well-being of each student.

Action Plan 1.1. Create essential real-world experiences that will inspire and empower students, parents, and community members beyond traditional academics.

CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate or Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
1.1.1. Conduct a gap analysis to determine the number of experiential learning activities available to CISD students throughout all grade levels.	X				
1.1.2. Create an Alumni association to strengthen our relationships with the larger community and utilize talents, resources, and experiences to benefit our students.		X			
1.1.3. Increase the number of experiential learning experiences through alumni and community opportunities and internships.	X				
1.1.4. Identify existing and new experiential learning opportunities annually through surveys of student, parent, and community interest.	X				
1.1.5. Construct and implement experiential learning programs through career and technical education courses and curriculum, beyond a limited scope.	X				

1.1.6. Provide experiential learning experiences through a lifelong learning academy beyond school hours.		X			
Strategy 1: Collaborate with families and community to support the academic, physical, emotional, and social well-being of each student.					
Action Plan 1.2. Establish an employee training model that will increase a sense of belonging and feeling of contribution in each student, as well as a positive culture in each school.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate OR Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
1.2.1. Expand the drug and violence prevention training for all staff.	X				
1.2.2. Implement emotional support and relationship building within curriculum strategies (i.e. Capturing Kids Hearts/Acceptance Workshop/Challenge Day).		X			
1.2.3. Provide staff training in order to increase classroom capacity for relationship building within curriculum strategies (i.e. Capturing Kids Hearts/Acceptance Workshop/Challenge Day)	X				
1.2.4. Create a system-wide training structure of teacher-leaders/relationship building cadres at each level (elementary, intermediate, middle, and high school).	X				
1.2.5. Investigate district-wide processes for developing and instilling coping skills in CISD.	X				

1.2.6	Conduct a district-wide survey on student stress levels based on the competitive nature of CISD academics, athletics, and social settings.	X				
1.2.7.	Develop a student support system through educating parents, teachers, and community members on how to help students cope in a competitive environment.	X				
1.2.8.	Establish a community mentoring program with at-risk students.		X			
1.2.9.	Determine viability of the Social Skills Program currently in place for students with special needs and expand it to any student candidates who may benefit from developing their social skills.	X				
Strategy 1: Collaborate with families and community to support the academic, physical, emotional, and social well-being of each student.						
Action Plan 1.3. Create a structure that provides emotional and social support for all students whose parents are in the military.						
CARROLL ISD STRATEGIC PLAN ACTION PLANS		PRIORITY Immediate or Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
1.3.1.	Join Military Child Education Coalition (MCEC) as a School District Patron to ensure inclusive, quality educational experiences for all military connected children affected by mobility, family separation, and transition. While CISD has 70 students identified as		X			

	“military connected”, it is relevant to all students.					
1.3.2.	Implement across all schools select MCEC programs such as Student 2 Student, Junior Student 2 Student, and Parent 2 Parent.		X			
1.3.3.	Offer professional development opportunities with MCEC. Listings includes online courses or on site workshops.		X			
1.3.4.	Schedule onsite training for supporting military children through school transitions: social/emotional.		X			
1.3.5.	Offer all students the available support services from organizations affiliated with MCEC.		X			
1.3.6.	Provide ongoing new student orientation – modeling EIS Ambassadors’ Program throughout the district.	X				
1.3.7.	Provide ongoing parent and staff education – supporting students through transitions (Resource: Counselors, Administrators, SROs).	X				
Strategy 1: Collaborate with families and community to support the academic, physical, emotional, and social well-being of each student.						
Action Plan 1.4. Provide support for web-based engagement between all students, staff, families, and community.						
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate or Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress	

1.4.1.	Keep and sustain the current 3 year contract with Naviance. Conduct annual review to enhance capabilities or to diminish unused services.	X				
1.4.2.	Increase scope from 8-12 grade to 6-12 grades within contract period.		X			
1.4.3.	Add the Naviance Student Mobile App to the current contract.		X			
1.4.4.	Incorporate electronic signatures on Naviance for parents and stakeholders within the community.	X				
1.4.5.	Meet one-on-one with counselors annually beginning in 8 th grade. Go over academic/extra-curricular plans.	X				
1.4.6.	Provide a consistent template to be utilized district-wide on each CISD website enabling the community consistent access of information.	X				
1.4.7.	Promote internship opportunities through Naviance.		X			
1.4.8	Include Naviance training as part of ongoing "Parent University" class offering. Request ongoing feedback.		X			
1.4.9.	Encourage every high school student to take the	X				

StrengthExplorers assessment, under “About Me” page of Naviance. Expand the ability to take this assessment more than once per budget constraints.					
1.4.10. Transition from paper-based academic planning to web based to include both academic goals and extra-curricular activities.	X				
1.4.11. Create a master schedule with dedicated time for training, mentoring, and experiential learning opportunities.		X			
Strategy 1: Collaborate with families and community to support the academic, physical, emotional, and social well-being of each student.					
Action Plan 1.5. Actively engage the CISD community to strengthen partnerships that support the evolving needs of students and the district.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate or Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
1.5.1. Create a CISD counsel of PTOs and Booster Clubs and a faculty member from each campus that meets monthly to support the mission and strategic plans of the district and promotes consistency among all campuses.		X			
1.5.2. Start an Academy for Lifelong Learning which offers classes, workshops, etc. of interest to staff, parents, and students.		X			
1.5.3. Establish Parent Education Council for the District – the focus of which is to bring	X				

education based programs for parents that can be cascaded to the students and community as well.					
1.5.4. Expand the use of the counseling hotline to be utilized as a student support hotline focusing on emotional, physical and social well-being of each student. Future plans could include an online student support center and additional student and parent counseling support.	X				
1.5.5. Form a Diversity Council to plan how to support and nurture the increasing diverse student population of our district, by offering diversity education programs for students, staff, parents, and community.		X			
1.5.6. Expand the Heritage Panel to include all K-12 campuses and encouraging events such as International night to celebrate the various nationalities present in the district.		X			

Strategy 2: Build and efficiently utilize financial resources across all operational and capital areas.

Action Plan 2.1. Increase revenue streams to support district financial resource requirements; invest existing or future district resources to create additional savings or generate additional revenue for the district.

CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
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2.1.1.	Implement and enrichment-based after school care program.		X			
2.1.2.	Develop corporate partnerships.		X			
2.1.3.	Develop further advertising/marketing opportunities.	X				
2.1.4.	Identify fee-based virtual learning courses.		X			
2.1.5.	Focus and expand STEM/CTE courses to increase WADA.	X				
2.1.6.	Develop alternative funding opportunities including capital resources via bond programs.	X				
2.1.7.	Sell/lease existing CISD property.	X				
2.1.8.	Develop profit sharing partnerships.		X			
2.1.9.	Implement a Tax Ratification Election (TRE).		X			
Strategy 2: Build and efficiently utilize financial resources across all operational and capital areas.						
Action Plan 2.2. Reallocate current expenditures to effectively support the strategic goals of the district.						
CARROLL ISD STRATEGIC PLAN ACTION PLANS		PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
2.2.1	Review class size ratios to align staff, facilities and other resources to maximize impact of funds and facilities.	X				
2.2.2.	Identify and implement best practices that will ensure the district will utilize all utility and	X				

	material resources efficiently and effectively.					
2.2.3.	Ensure that all campuses/departments work with administration to determine the availability of community resources and align the resources appropriately.	X				
2.2.4.	Update Facility Master Plan.	X				
2.2.5.	Develop an actively managed portfolio of assets that supports and promotes educational processes.	X				
2.2.6.	Consider change the district fiscal year from a 9/1/YYYY to a 7/1/YYYYY.		X			

Strategy 3: Provide relevant technology resources, along with quality ongoing training, to integrate best-of-class learning experiences and efficient work environments.

Action Plan 3.1. Create 21st Century collaborative spaces to enhance environments that impact student- centered learning.

CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
3.1.1. Provide multi surfaced spaces throughout all campuses; e.g. dry erase walls.		X			
3.1.2. Purchase ergonomic seating that provides mobility, for collaboration.		X			
3.1.3. Provide flexible power centers; e.g. mobile battery charging station, furniture with built in charging station.	X				

3.1.4.	Purchase at least one coffee-shop-style seating group for use in each classroom.		X			
3.1.5.	Purchase Apple TVs, or equivalent, for wireless projection of mobile devices in classrooms and libraries.		X			
3.1.6.	Purchase furniture for collaboration pods, individual nooks, and small presentation area in the library.		X			
3.1.7.	Create one makerspace (mobile devices, 3D printer, and presentation station) in each campus library.	X				
3.1.8.	Provide flexible work spaces for students who are attending virtual classes.		X			
Strategy 3: Provide relevant technology resources, along with quality ongoing training, to integrate best-of-class learning experiences and efficient work environments.						
Action Plan 3.2. Increase overall access to technology resources while refreshing the aging backbone.						
CARROLL ISD STRATEGIC PLAN ACTION PLANS		PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
3.2.1.	Reassess the district infrastructure standard and insure that all campuses have equitable resources.	X				
3.2.2.	Replace existing internet firewall/filtering devices with ones capable of supporting greater-than 1GB connectivity per port. This is necessary to comply with the ISTE		X			

	recommendation of at least 1GB per 1000 students/staff by 2017/18 SY.					
3.2.3.	Add additional wireless access points, to achieve goal of a 1 AP to 1 Classroom implementation.		X			
3.2.4.	Refresh core network switches at data centers and all MDFs at campuses. This is necessary to continue increasing bandwidth between schools to reach the ISTE recommendation of 10GB per 1000 students/staff by 2017/18SY.		X			
3.2.5.	Refresh datacenter servers and storage during the 2017/18 SY.		X			
3.2.6.	Move non-critical services to hosted solutions where possible. This action decreases overall datacenter footprint and increases bandwidth and internet connectivity importance.	X				
Strategy 3: Provide relevant technology resources, along with quality ongoing training, to integrate best-of-class learning experiences and efficient work environments.						
Action Plan 3.3. Provide each student and teacher with a mobile device to use both at school and at home, to encourage and support 21 st Century Learning, anytime, anywhere.						
CARROLL ISD STRATEGIC PLAN ACTION PLANS		PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
3.3.1.	Analyze curriculum and collect teacher feedback to	X				

	determine type of device at each grade level that most compliments anytime, anywhere, learning.					
3.3.2.	Assign additional technology support staff to provide technical, repair, and training assistance for increased volume of mobile devices.		X			
3.3.3.	Devise a train-the-trainer approach to educate teachers on devices, assigning a champion/lead teacher at each grade level or department.	X				
3.3.4.	Develop a student/parent and teacher agreement for proper use and storage of mobile devices, as well as liability.	X				
3.3.5.	Roll-out mobile devices by school, grade level, subject, or other. Schedule should be compatible with the train-the-trainer model.		X			
3.3.6.	Refresh all equipment every four years.	X				
Strategy 3: Provide relevant technology resources, along with quality ongoing training, to integrate best-of-class learning experiences and efficient work environments.						
Action Plan 3.4. Establish district expectations for technology proficiencies, and provide professional learning opportunities accordingly.						
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress	
3.4.1. Identify technology proficiencies aligned with state and national standards.	X					

3.4.2. Create professional learning opportunities for each user group - Teachers, Professionals, and Paraprofessionals. In addition, customize the content based on the user group and consider using a blended approach to deliver training.	X				
3.4.3. Identify trainers for each course.	X				
3.4.4. Develop a plan to assess technology proficiencies: The plan should be a 1 year plan for new hires.	X				
3.4.5. Develop a plan to assess technology proficiencies. Recommend a 3 year plan for existing employees.	X				
3.4.6. Provide incentives for completing coursework such as stipend or certification.	X				
Strategy 3: Provide relevant technology resources, along with quality ongoing training, to integrate best-of-class learning experiences and efficient work environments.					
Action Plan 3.5. Increase technology staffing and training resources to maximize instructional and technology support.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
3.5.1. Re-evaluate position of Technology Aide by defining job responsibilities to provide uniform coverage across campuses for Tier 1 teach support. In addition, update	X				

<p>hiring assessments to reflect job responsibilities. Provide competitive pay to promote retention. Consider moving reporting relationship from campus principal to Technology Department.</p>					
<p>3.5.2. Assign 1 Technology Aide per campus (11 needed) as an on-site tech support. Assess existing Aides for minimum qualifications. Hire to fill gaps. Provide training for all Technology Aides based on assessments.</p>	<p>X</p>				
<p>3.5.3. Restructure of Technology Support: Provide 3 Tiers of Troubleshooting and Support. Define job responsibilities to provide uniform coverage e.g. help desk, ticket-management. Update hiring skills assessment to reflect job responsibilities for all Tiers.</p>	<p>X</p>				
<p>3.5.4. Add 1 Help Desk/Technical Support position to provide help-desk support. (Tier 2) and provide training for Help Desk/Technology based on assessment.</p>		<p>X</p>			
<p>3.5.5. Add 1 Instructional Technology Specialist to assist with technology integration and training.</p>		<p>X</p>			

3.5.6. Add 1 Systems Engineer to support district applications. (Tier 3)		X			
3.5.7. Communicate updated roles and responsibilities of all personnel in the Technology Department.	X				
Strategy 4: Provide safe and secure facilities.					
Action Plan 4.1. Once every five years, CISD will conduct an independent safety and security audit.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
4.1.1. Once every 5 years, conduct an independent safety and security audit.	X				
4.1.2. Utilize current and appropriate security-related technology as recommended by security subject matter experts.		X			
4.1.3. Conduct biennial CISD Safety surveys of parents and staff.	X				
4.1.4. Develop/enhance safety training for CISD employees.	X				
4.1.5. Identify 3 school similar Districts and benchmark budget and security.		X			
Strategy 4: Provide safe and secure facilities.					
Action Plan 4.2. Utilize current and appropriate security-related technology, as recommended by Security Subject Matter Experts.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
4.2.1. Increase Technology and Training Budgets, benchmarked against three similarly sized and funded		X			

school districts within the State of Texas.					
4.2.2. Subject to recommendations of Security Subject Matter Experts, review existing CISD staff radios and assess potential for equipping staff with personal GPS location/tracking devices (similar to the pre-existing E-track devices).	X				
4.2.3. Ensure emergency communication and preparedness by subscribing to the Government Emergency Telecommunications Service (GETS).	X				
4.2.4. Ensure consistent level of video camera security cross CISD facilities.		X			
4.2.5. Utilize appropriate technology to secure all CISD facilities during regular hours and times of non-use, to include not only core buildings but also ancillary facilities such as Dragon Stadium, CISD Transportation Center, CSHS Natatorium, sports fields and field houses.	X				

Strategy 4: Provide safe and secure facilities.

Action Plan 4.3. In conjunction with the Board & Community Relations Department, conduct biennial CISD Safety Surveys to parents and staff.

CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
4.3.1. Gather input from campus administrators on topics of faculty concern to be included in the CISD Safety Survey of staff.	X				
4.3.2. Gather input from PTO Board Presidents on topics of parent concern to be included in the CISD Safety Survey of parents.	X				
4.3.3. Using Survey Monkey, create CISD Safety Surveys.	X				
4.3.4. In April, send CISD Safety Surveys to parents and staff, requiring responses in two weeks.	X				
4.3.5. Utilize existing campus communication tools to encourage participation in the CISD Safety Surveys.	X				
4.3.6. Compile and provide results of CISD Safety Surveys to Security Subject Matter Experts.	X				
4.3.7. Communicate results of CISD Safety Surveys during Convocation.	X				
Strategy 4: Provide safe and secure facilities.					
Action Plan 4.4. Develop/enhance safety training for CISD employees,					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
4.4.1. Review Safe Dragon Budget	X				
4.4.2. Audit of Incorporated		X			

Technologies.					
4.4.3. Audit of Procedures.		X			
4.4.4. Document Security System Floor Plans for all Facilities.	X				
4.4.5. Identify 3 school similar districts and benchmark budget and security.		X			
Strategy 5: Attract, recruit, and retain highly qualified personnel.					
Action Plan 5.1. Invest in cutting-edge marketing tools and materials that will increase the number of active applicants.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
5.1.1. Evaluate current advertising, social media, and networking strategies and costs.	X				
5.1.2. Evaluate if appropriate and adequate representatives are sent to handle volume of prospective candidates at recruiting events.	X				
5.1.3. Evaluate current recruiting materials used at recruiting events.	X				
5.1.4. Identify sources of funds for recruiting materials (PTO, sponsors).		X			
5.1.5. Formalize current relationships with colleges and universities to systemize the pipeline of future employees.	X				
5.1.6. Create a "data dashboard" to measure progress and	X				

effectiveness of recruitment and retention.					
Strategy 5: Attract, recruit, and retain highly qualified personnel.					
Action Plan 5.2. Create an inclusive mentor program for instructional and pedagogical preparedness that supports and retains CISD's new employees.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
5.2.1. Review current CISD new hire mentor program.	X				
5.2.2. Create a new hire "check list" to systemize mandatory trainings and professional development that are to be completed within the first year at CISD.	X				
5.2.3. Create New Hire Mentorship induction program for zero year teachers; internal mentors on each campus with a stipend for providing new hires with support and coaching.	X				
5.2.4. Develop required professional development training focused on individualized instructional and pedagogical topics through the school year for all new hires in CISD.	X				
5.2.5. Scheduled coordinator observations with timely and detailed feedback and encouragement.	X				
5.2.6. Provide conflict resolution trainings that assist teachers with managing student	X				

behavior while creating a respectful and positive classroom climate.					
5.2.7. Ensure new hires participate with team members for parent conferences, collaboration, and lesson planning to eliminate isolation and miscommunication.	X				
Strategy 5: Attract, recruit, and retain highly qualified personnel.					
Action Plan 5.3. Develop and implement a personnel climate survey that targets areas for job satisfaction and retention.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
5.3.1. Research data-gathering tools that provide employee anonymity.	X				
5.3.2. Determine how data will be collected and analyzed.	X				
5.3.3. Request feedback from all employees regarding employee satisfaction and district/campus improvements.	X				
5.3.4. Include focus group data.		X			
5.3.5. Develop criteria for implementing on-going climate surveys.		X			
5.3.6. Consistently communicate how employee communication/feedback is being utilized and effective.		X			
Strategy 5: Attract, recruit, and retain highly qualified personnel.					
Action Plan 5.4. Attract and retain highly qualified personnel by providing competitive compensation.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress

5.4.1. Gather data from other school districts that compensate for unused local days.	X				
5.4.2. Determine a criteria for compensation.	X				
5.4.3. Determine cost for several options.		X			
5.4.4. Determine ROI of compensated days to cost of substitutes.		X			
Strategy 5: Attract, recruit, and retain highly qualified personnel.					
Action Plan 5.5. Attract and retain highly qualified personnel by providing exemplary professional development training.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
5.5.1. Promote teachers aspiring for administration jobs by providing job shadowing opportunities.	X				
5.5.2. Create a professional development plan for aspiring administrators.	X				
5.5.3. Create a plan to give preference to in district employees going for administration jobs.		X			
Strategy 6: Identify and define students' unique gifts and abilities, and then develop resources and programs to support students' individual paths.					
Action Plan 6.1. Design a research-based instructional framework for teaching and learning that articulates knowledge, skills, opportunities we value for students to become members of a global community and a global economy.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
6.1.1. An integrated curriculum incorporating real-world and 21 st century skills will be	X				

created and implemented to increase student achievement at all levels.					
6.1.2. Integrated developmentally appropriate, hands-on math/science activities will be incorporated into the curriculum that will guarantee master of both basic and advanced skills at all grade levels.	X				
6.1.3. A comprehensive assessment and reform of every aspect of our curriculum to better address the unique cognitive, psychological, and social needs of our students.		X			
6.1.4. A pre K to 12 district-wide teacher development program will be developed to improve teachers' ability to infuse rigor and relevancy into the classroom instruction and create meaningful relationships with students, leading to increased achievement.	X				
Strategy 6: Identify and define students' unique gifts and abilities, and then develop resources and programs to support students' individual paths.					
Action Plan 6.2. Develop a comprehensive, interdisciplinary enrichment program that is student driven and fosters innovation and positive risk taking. It is inquiry based and connects the classroom to the world.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
6.2.1. Create a committee to develop an enrichment	X				

<p>curriculum plan for district-wide elementary schools, comprised of principals, curriculum coordinators, teachers, and community representatives.</p>					
<p>6.2.2. Recommended enrichment disciplines may include Foreign Language and Culture, Literature, Competitive Math, Expanded Science Lab/Fairs, the Arts and Orchestral Music, Performing Arts, Debate, Culinary Arts and STAAR preparation. Global incentives can be woven into many of these disciplines.</p>		X			
<p>6.2.3. Determine how to restructure the daily schedule, so that enrichment time blocks fall within the enhance core curriculum time allotments.</p>	X				
<p>6.2.4. Children will participate in both core and enrichment curriculum blocks, allowing students at all skill levels to receive broader exposure to expanded subject matter, or when needed, reinforcements, in accordance with their current aptitude.</p>	X				
<p>6.2.5. Enrichment projects will have defined beginning and end</p>	X				

dates in which to complete and present results.					
6.2.6. Teachers will have significant opportunity to instruct various enrichment group levels within their disciplines, allowing interaction with a majority of students. Teachers and students will equally benefit from exposure to the diversity between teaching and learning styles.	X				
Strategy 6: Identify and define students' unique gifts and abilities, and then develop resources and programs to support students' individual paths.					
Action Plan 6.3. Create a transformative curriculum that expands curricular experiences outside of the school building and the school day.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
6.3.1. Each campus will assign an online liaison who will instruct the teachers as to the best sites that will enhance the student's learning in addition to set curriculum for each grade.	X				
6.3.2. Each campus will provide technology training/workshops to the lead web learning teacher throughout the year geared to the grade levels at each campus.	X				
6.3.3. CISD will provide funding for several online learning modules that will be based on	X				

individual learning styles and level/self-paced options.					
6.3.4. Determine areas of strength and weaknesses for each core subject to target programs that decrease the learning gaps in these areas.	X				
6.3.5. Determine courses that enhance “real-world” experiences to high school students making them work ready for those college-bound and those who are entering the workforce after high school.	X				
6.3.6. Each campus will have printed material/online available websites for each grade.	X				
6.3.7. Extended learning clubs to be offered to meet needs of students before or after school, study hall during the day instead of homeroom	X				
6.3.8. Coordinate learning online opportunities for parents to learn/teach alongside their children.	X				
6.3.9. Launch a library of online modalities in the event a child misses a class or wants to take a second look at a teaching presentation.		X			
6.3.10. Offer online learning all year and at a self-paced or		X			

scheduled calendar year options.					
6.3.11. Develop course correlations guide for course work that is to be transferred to CISD (9-12) toward high school credits, GPA, or P/F.	X				
6.3.12. Allow students to be challenged in course that might be above their grade if they need extension of what is currently being taught.		X			
Strategy 6: Identify and define students' unique gifts and abilities, and then develop resources and programs to support students' individual paths.					
Action Plan 6.4. Develop a mentor program for students to provide them a real world connection to job-based identification and development.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
6.4.1. Each secondary campus will identify an advisory group team (CSH, CHS, Dawson Middle, and Carroll Middle).		X			
6.4.2. Advisory team will develop a system to manage each campuses' mentor program.		X			
6.4.3. Provide mentor and student training to fit the campus needs (including standardized Lunch & Learn templates for mentors).		X			
6.4.4. Identify specific funding needs for the growth of the program to fit campus based student needs.		X			
6.4.5. Determine the # of core career categories (i.e.:		X			

Engineering, Marketing, Architect, etc.).					
6.4.6. The advisory group will recruit individuals, companies, and universities to fit campus needs.		X			
6.4.7. Mentor screening will be conducted via the CISD safety program for review of all volunteers.		X			
6.4.8. Use a lunch and learning setting to give students an opportunity to identify different careers they may wish to explore.	X				
6.4.9. Set calendar and expectations (32 week plan).	X				
6.4.10. CISD will be matching mentors and students per discipline they wish to explore: One to one mentor – mentor training on procedures and expectations. Team mentor -- up to 10 students/mentor. Mentor training on procedures and expectations. E Mentoring – email/internet. Mentor training on procedures and expectation.		X			
6.4.11. The campus will be monitoring relationships to ensure a good fit per discipline.		X			

6.4.12. Bring mentors and students together for activities/sessions once a month.		X			
6.4.13. The campus will recognize contributions of program participants at the end of the school year. The campus will conduct an evaluation of program from mentors, students, parents, etc.		X			
6.4.14. The campus will conduct and evaluation of program from mentors, students, parents, etc.		X			

Strategy 7: Create consistencies and common expectations in education practices across all areas.

Action Plan 7.1. Establish specific communication protocols for better system-wide vertical and horizontal communication. Develop protocols to effectively and efficiently provide relevant, timely, and accurate system-wide information.

CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
7.1.1. Review current district website protocols and establish a consistent framework for district, campus, and teacher sites.	X				
7.1.2. Define communication protocols to be used by faculty and staff at district, campus, and classroom levels (websites, emails, Skyward, LMS, etc.).	X				
7.1.3. Establish ongoing training and support for teachers on maintaining proper	X				

communication (websites, emails, Skyward, LMS) via videos, expectation documents, etc.					
7.1.4. Establish ongoing training and support for families accessing communication (campus newsletter, Skyward, websites, etc.).	X				
7.1.5. Establish ongoing monitoring for compliance to district communication protocols.	X				
Strategy 7: Create consistencies and common expectations in education practices across all areas.					
Action Plan 7.2. Update existing grading guidelines to clearly define expectations of grading for all stakeholders.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
7.2.1. Review Grading Guidelines to ensure grades reflect mastery of TEKS (late work, make up tests, missing work, punitive grading, teacher accountability, student expectations, etc.).	X				
7.2.2. Provide teacher training for best practices in grading as aligned with the Grading Guidelines.	X				
7.2.3. Establish procedures and provide Skyward manual to ensure teachers are using Skyward categories consistently (issues with no count, zero, missing, not graded, absent.)	X				

7.2.4. Provide information to educate parents on the use of Skyward.	X				
7.2.5. Establish ongoing monitoring for compliance to district Grading Guidelines.	X				
Strategy 7: Create consistencies and common expectations in education practices across all areas.					
Action Plan 7.3. Facilitate an environment to improve collaboration and implementation of the curriculum to impact student learning.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
7.3.1. Create district wide PLC opportunities for all grade levels and specific content areas (art, choir, P.E., etc.) to participate in district level PLCs.	X				
7.3.2. Create a district rubric for implementation and assessing Professional Learning Communities.	X				
7.3.3. Revise master schedules (creative and flexible) to allow for collaboration.		X			
7.3.4. The work of each PLC will answer the four critical questions (agenda, analyze quantitative and qualitative data, etc.).	X				
7.3.5. Create expectations for campus administrators involvements in PLCs.	X				
7.3.6. Implement ongoing professional development of the PLC process (3 years).	X				

7.3.7. Develop and fund Instructional Coach positions to coach teachers on implementation of the curriculum.		X			
Strategy 8: Develop common best practices to aide in grade transition.					
Action Plan 8.1. Establish a structure course of action for the elementary to intermediate school transition addressing the social, academic, and physical readiness of all students which supports relationships and engagements of parents and faculty with continuity across all campuses.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
8.1.1. Educate 4 th grade teachers on next level research as well as differences between GT/advances/on-level course selections, workload, reinforcing positive experiences on the future campuses.	X				
8.1.2. Establish switch Math/LA classes at all elementaries at 3 rd and 4 th grade (even with an odd number of classrooms, switching should still occur).		X			
8.1.3. Establish feeder elementaries that move into one intermediate school – not be divided into two different intermediate schools (during any redistricting, this should be top of mind).		X			
8.1.4. Create informational packets that will be sent home to students/parents outlining transition dates and what to	X				

<p>expect, include all necessary forms, grading guidelines, etc. sent home after approval of CISD calendar.</p>					
<p>8.1.5. Host a social event in May for the following school year's 5th grade students with targeted activities integrating the incoming elementary populations.</p>	<p>X</p>				
<p>8.1.6. Establish consistent student groups/clubs at each intermediate school campus that carries into middle school when possible (i.e. Student Council, Green Jackets/Ambassadors, Math Club, etc.) Introduction of these groups in the spring.</p>	<p>X</p>				
<p>8.1.7. Host a field trip to the future intermediate school with all feeding elementary schools so that mixing between elementary students may be accomplished. "A day in the life of an intermediate school student" with a mini three period switch. This trip would encompass building tours, student expectations, core class introduction, and mock schedule. Follow up at elementaries with guidance lesson to address student</p>		<p>X</p>			

concerns with intermediate school transitions.					
8.1.8. Establish a grade level service project that will pull student groups together. Introduce these in the Spring during “A day in the life of an intermediate student” (ex. Helping Hands Day).		X			
8.1.9. Host separate school tours for students with exceptionalities to the intermediate school addressing the specific concerns of these student groups.	X				
8.1.10. Establish team teaching in 5 th /6 th grade with all core teachers teaching both GT/Advanced and on level courses, trying to keep consistent class populations during 5 th grade.		X			
8.1.11. Adopt consistent daily schedules at both intermediate schools.	X				
8.1.12. Meet with parents in the spring including teachers and administration. Should include core classes presentation, teach skyward, and teacher calendars (possible calendar subscriptions).	X				

8.1.13. Host Mini School (Friday before the 1 st day of school). Mini school should include schedule pick up if not already received online, locker assignments, textbook assignments, supply and equipment drop off.	X				
8.1.14. Sponsor curriculum night for parents in the Fall with a general meeting first and rotation through all student classrooms.	X				
8.1.15. Align recommended organizational systems between 4 th and 5 th grade that should carry into middle and ultimately high school.	X				
8.1.16. Create video tours of each school and post online, hosted by students, discussing a day in the life, building layout, excitement of intermediate school, etc.	X				

Strategy 8: Develop common best practices to aide in grade transition.

Action Plan 8.2. Establish a structured course of action for the intermediate to middle school transition addressing the social, academic, and physical readiness of all students which supports relationships and engagement of parents and faculty with continuity across all campuses.

CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
8.2.1. Educate 6 th grade teachers on next level research as well as differences between the GT/pre-AP/on-level course selections and workload,	X				

	reinforcing positive experiences on the future campus.					
8.2.2.	Create informational packets that will be sent home to students/parents outlining transition dates and what to expect, include all necessary forms, grading guidelines, etc. sent home after approval of CISD calendar.	X				
8.2.3.	Host middle school social in the spring on the middle school campuses. During this social have club representatives available for early signup.		X			
8.2.4.	Establish consistent student groups/clubs at each middle school campus that carry up into High School when possible.	X				
8.2.5.	Schedule "A day in the life of a middle school student" in the spring which will include campus tour, familiarity with the building, locker locations, nurse location, etc. Follow up at intermediate school.	X				
8.2.6.	Establish a grade level service project that will pull the entire student group together. Introduce these in		X			

	the spring at “A day in the life...”					
8.2.7.	Introduce Naviance in the spring of 6 th grade to increase students’ awareness of their strengths and interests. Information sharing with parents after the introduction.		X			
8.2.8.	Host separate school tours for students with exceptionalities to the middle school addressing the specific concerns of this student group.	X				
8.2.9.	Student meeting at intermediate schools to review course options, scheduling, electives, athletics, pre-AP courses in addition to outlining guidelines for National Junior Honors Society and CMA.	X				
8.2.10.	Create consistent scheduling at both middle schools.		X			
8.2.11.	Establish team teaching at each campus with all core teachers teaching both pre-AP and on level courses.	X				
8.2.12.	Host Parent meeting at Middle School to discuss course selections, expectations, athletics, grading, in addition to	X				

outlining guidelines for National Junior Honors Society and CMA, this should include administration and teacher representatives.					
8.2.13. Schedule follow up meeting the week after Parent and Student meetings for discussions with counselors on individual student schedules and parent questions.	X				
8.2.14. Align recommended organizational systems between 6 th and 7 th grade that should carry into high school.	X				
8.2.15. Schedule locker, book, and equipment drop off on days leading up to school start.	X				
8.2.16. Curriculum night for parents in the Fall with a general meeting first and rotation through all student classes.	X				
8.2.17. Create video tours of each school and post online-hosted by students, discussing a day in the life, building layout, excitement of middle school, etc.	X				
Strategy 8: Develop common best practices to aide in grade transition.					
Action Plan 8.3. Establish a structured course of action for the middle to high school transition addressing the social, academic, and physical readiness of all students which supports relationships and engagements of parents and faculty with continuity across all campuses.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress

8.3.1. Educate 8 th grade teachers on next level research as well as differences between GT/pre-AP/Dual Credit/on-level course selections and workload, reinforcing positive experiences on the future campus.	X				
8.3.2. Create informational packets to be sent home to students/parents outlining transition dates and containing all pertinent information on what to expect during the transition, include all necessary forms, grading guidelines, etc. Send home after approval of CISD calendar.	X				
8.3.3. Host 8 th grade school social in the spring on the high school campus. During this social, have club representatives available for early sign up.		X			
8.3.4. Re-Introduce Naviance after Christmas Break of 8 th grade year to reinforce students' awareness of their strengths and interests with greater information sharing with parents.		X			
8.3.5. Present student meetings with the counselors to cover all things high school,	X				

introduction to schedules, discuss endorsements, 4 year path, etc.					
8.3.6. Host secondary school meetings divided by endorsement, to discuss more specific information to aide in course selection.		X			
8.3.7. Create class presentations for electives, this needs to occur early in the spring semester so students have time to consider options (hard to find information).		X			
8.3.8. Host parent meeting at High School to discuss course selections, expectations, and athletics, in addition to outlining grading guidelines. Include administration, counseling and teacher representatives at meeting.	X				
8.3.9. Allow students and/or parents to opportunity to meet with counselors, by appointment only, one on one before class selection input into Skyward, in order to answer any lingering questions.	X				
8.3.10. Host separate school tours for students with exceptionalities to the high school addressing the specific concerns of these student groups.	X				

8.3.11. Create a master calendar showing conflicts for extracurricular activities (ex. Band, Belles, all sports, choir) to aide in course selection and to see scheduling overlap readily available.	X				
8.3.12. Make master calendar of sports and extracurricular tryouts readily available.	X				
8.3.13. Host “Fish Camp” with building tours, schedule pick up, equipment drop off, text book pick up and supply drop off.	X				
8.3.14. Share clear outlines of grading expectations and effect on GPA, additional information of places that GPA will affect.	X				
8.3.15. Create video tours of each school and post online-hosted by students, discussing a day in the life, building layout, excitement of high school, etc.	X				
Strategy 9: Provide support to all students to achieve post-secondary goals.					
Action Plan 9.1. Develop an <i>electronic portfolio</i> protocol that provides each student an opportunity to collect evidence that supports his/her academic achievement, individual interests and achievement of personal learning goals and HB5 Endorsements.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
9.1.1. Assign a person and committee to create a Carroll	X				

ISD electronic portfolio protocol.					
9.1.2. Collect data from administrative reports, observations and surveys done by the team to develop electronic portfolio protocol.	X				
9.1.3. Develop clearly articulated individual, course, programmatic and district outcomes in the collection, selection, reflection upon and presentation of “artifacts” in student e-portfolios.	X				
9.1.4. Provide and develop a calendar of Professional Development for teachers on best practices and technology for electronic portfolios.		X			
9.1.5. Develop the rubric that will be used in e-portfolio assessment.	X				
9.1.6. Provide models and examples of quality e-portfolios that illustrate different ways of meeting programmatic outcomes and meet rubric criteria.	X				
9.1.7. Provide information sessions for MS and HS students to familiarize students with programmatic learning outcomes.		X			

9.1.8. Help students identify personal learning goals aligned to HB5 Graduation Endorsements and adapt programmatic outcomes to those goals.		X			
9.1.9. Assist students to represent themselves through personal information and artifacts and have control over who sees them.		X			
9.1.10. Set up district access protocols that protect student and staff confidentiality and control over who may read and access e-portfolios. Allow for selective control over disclosure of their work and different forms of access to a variety of audiences.	X				
9.1.11. Provide professional development with all Carroll ISD policies and protocols relevant to publishing on the Internet, student confidentiality and personal information.	X				
Strategy 9: Provide support to all students to achieve post-secondary goals.					
Action Plan 9.2. Design and develop a <i>Middle School and Senior Capstone Course</i> aligned to HB5 Endorsements that will provide students with an opportunity to engage in rigorous practice of the core academic skills and prepare students for the transition to 9th grade and post-secondary success.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress

9.2.1. Assign a person/committee to develop and create Middle School and Senior Capstone Course.	X				
9.2.2. Collect data from administrative and counseling reports and surveys done by the team about the development of these two courses.	X				
9.2.3. Develop curriculum for these two courses aligned to HB5 Endorsements.	X				
9.2.4. Plan Professional Development and information sessions for students, teachers, and parents on the purposes and goals of the Middle and High School Capstone Courses.		X			
9.2.5. Develop a metric of evaluating student success due to participation in these courses.		X			
9.2.6. Develop a way for participants to provide feedback on development of courses and offer input on future courses curriculum and goals.		X			
Strategy 9: Provide support to all students to achieve post-secondary goals.					
Action Plan 9.3. Strengthen and expand meaningful HB5 Endorsement aligned job internships, mentoring and job replacement that will result in students making informed decisions about their future.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress

9.3.1. Assign and person and committee to create internship program.	X				
9.3.2. Gather data from administrative and counseling reports and surveys done by committee to establish current internship baseline.	X				
9.3.3. Align internship opportunities aligned with HB5 Endorsements.	X				
9.3.4. Develop a metric for internship, mentoring and job placement to be evaluated and assessed.		X			
9.3.5. Develop a way for participants to provide feedback on internships and offer input for future programs and opportunities.		X			
9.3.6. Develop a network of parents, business professionals, and community leaders to provide mentorship opportunities.		X			
Strategy 9: Provide support to all students to achieve post-secondary goals.					
Action Plan 9.4. Create an online <i>Post-Secondary Planning Guide</i> for grades 7-12 that will provide information about college options, college costs, college planning, entrance testing, the college application process, college admission, financial aid, military service, and job application guidance.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
9.4.1. Assign a person to lead the development and ongoing management of the Post High School Planning Guide.	X				

9.4.2. Create a committee of district staff to assist with development of Post-Secondary Planning Guide 7-12.	X				
9.4.3. Collect data from administrative reports and counseling services about what topics they would like to include in this guide.	X				
9.4.4. Develop a metric for evaluating ease of use and accessibility and effectiveness of guide.		X			
9.4.5. Develop a way for students and parents to provide feedback and input on quality of this guide.		X			
9.4.6. Purchase software to develop the guide.		X			
Strategy 9: Provide support to all students to achieve post-secondary goals.					
Action Plan 9.5. Consolidate existing initiatives related to College and Career Readiness with Career and Technical Education while maintaining rigorous academic standards, meeting HB5 Endorsement requirements, and ensuring students learn the skills necessary to compete in the workplace.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
9.5.1. Assign a person to consolidate and lead the College and Career Readiness and Career and Technical Education Program.	X				
9.5.2. Develop and offer a Senior Capstone Course and Middle School Capstone Course.		X			

9.5.3. Explore meaningful Internship/Job Placement opportunities for students.		X			
9.5.4. Solicit career mentor/representatives to serve on a Community Advisory Committee.		X			
9.5.5. Offer career Brown Bag sessions to students at the Middle and High School.		X			
9.5.6. Form a committee to write the Online Post High School Planning Guide 7-12. The team will consist of administrators, counselors, curriculum, and each grade level/content area teachers.	X				
9.5.7. Develop protocols and introduce tools for Student Portfolio creation and maintenance.		X			
9.5.8. Introduce Skill Identification methodology to help students initiate career exploration beginning in 8 th grade.	X				
9.5.9. Develop an immersion process for students transferring into district from other locations.	X				
9.5.10. Promote program awareness across the community.	X				

Strategy 10: Expand our culture of compassionate service through knowledge and experience.

Action Plan 10.1. Add “Compassionate Service” to the set of CISD Core Values.

CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
10.1.1. Add to CISD website.	X				
10.1.2. Add to all future print media.	X				
10.1.3. Create a “definition statement” so others understand what is intended by the words, “Compassionate Service”.	X				

Strategy 10: Expand our culture of compassionate service through knowledge and experience.

Action Plan 10.2. Adopt and maintain a shared vocabulary, between campuses, of “kindness, compassion, and serving one another,” that is vertically aligned PreK-12.

CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
10.2.1. Define vocabulary and age appropriate lessons to intentionally and specifically teach about, and provide awareness of, our own and another’s worldview.		X			
10.2.2. Bring attention to and highlight, through social media, each campus’ service learning achievements during every 12-week period.		X			
10.2.3. Use social media (twitter, snapchat, newsletters, Facebook, etc.) to increase awareness of, show examples of, and encourage diversity and compassion within our community and district.	X				

Strategy 10: Expand our culture of compassionate service through knowledge and experience.

Action Plan 10.3. Develop a comprehensive online resource for students to access service opportunities that are aligned with their specific HB5 Graduation Endorsement.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
10.3.1. Analyze the current Naviance system to assess expansion capabilities.	X				
10.3.2. If Naviance cannot be expanded, then create or purchase a software program that is specifically tailored to fit the needs of the CISD CSL Program.		X			
10.3.3. Add this online resource to the Dragon App.	X				
10.3.4. Intentionally seek more opportunities for community service that will meet the criteria of 'expanding our culture of compassionate service' (i.e.: relationship-based opportunities, service opportunities that are 'life-enriching' to the person(s) being served.		X			
10.3.5. Require "Exit Surveys" from the student at the end of each year.		X			
Strategy 10: Expand our culture of compassionate service through knowledge and experience.					
Action Plan 10.4. Change the name of "Success Scholars" program to "The Service Learning Program"					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
10.4.1. Inform & Promote the name change with our Staff,	X				

students and parents, at all grade levels.					
10.4.2. Address the name change on the medallion given at Graduation, if necessary.	X				
Strategy 10: Expand our culture of compassionate service through knowledge and experience.					
Action Plan 10.5. Create one or more Compassionate Service Liaison positions that would manage the online resource for students, assist in learning opportunities for our community that embrace our diversity, and work with campus personnel in a supportive role.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
10.5.1. Assess current staff to see if there is room for duty expansion (i.e.: a stipend position)	X				
10.5.2. If not, than additional hiring of staff is required.		X			
Strategy 11: Develop and implement policies and action plans effectively promoting communication between students, school personnel, families and community.					
11.1. Develop a comprehensive written communications and marketing plan to support the goals and objectives of the district's Strategic Plan.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
11.1.1 Completed three-year communications plan.	X				
11.1.2 Completed three-year marketing plan.	X				
Strategy 11: Develop and implement policies and action plans effectively promoting communication between students, school personnel, families and the community.					
11.2. Implement Board and Community Relations initiatives designed to increase public understanding and support of our schools.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
11.2.1 Marketing evidence for strategic plan (videos, brochures, website, etc.)	X				

11.2.2 Updated CarrollBudget.com website.	X				
Strategy 11: Develop and implement policies and action plans effectively promoting communication between students, school personnel, families and community.					
11.3. Create public engagement opportunities to ensure that internal and external target audiences have ongoing, two-way communication with the district's leadership.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
11.3.1 – Circulate Board Advisory Committee application process.	X				
11.3.2 – Board & Community Relations presentation to CLASS 2015.	X				
11.3.3 – Documentation of Capital Needs Planning Committee.	X				
11.3.4 - Documentation of attendance rezoning process.	X				
Strategy 11: Develop and implement policies and action plans effectively promoting communication between students, school personnel, families and community.					
11.4. Establish opportunities for students to provide meaningful feedback to the district before key decisions are made that affect them.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress
11.4.1 – Communicate of SKIL program in conjunction with Mayor of Southlake.	X				
11.4.2 – Conduct online survey of student attitudes.	X				
11.4.3 – Conduct Superintendent meetings with existing student leaders to discuss timely topics.	X				
Strategy 11: Develop and implement policies and action plans effectively promoting communication between students, school personnel, families and community.					
11.5. Use existing and emerging technologies to enhance the district's online mobile presence.					
CARROLL ISD STRATEGIC PLAN ACTION PLANS	PRIORITY Immediate and Short Term	PRIORITY Long Term	Lead Dept.	Funding Sources	Completion Date or IP=In Progress

11.5.1 – Complete of a written Social Media Plan.	X				
11.5.2 – Integration of PTO app within Mobile Dragon.	X				
11.5.3 – Implement Dragon sponsor module within Mobile Dragon.	X				