



CEDAR HILL INDEPENDENT SCHOOL DISTRICT STRATEGIC PLAN - DRAFT



WE BELIEVE THAT...

- Everyone is responsible for the choices they make.
- Positive attitude and hard work are necessary to maximize potential.
- Building character is as important as attaining knowledge and developing ability.
- Honesty and respect are essential in all healthy relationships.
- A safe, positive, and nurturing environment is necessary for optimal learning and development.
- Learning continually will enrich one's life.
- Education available to all is essential to the protection of freedom.
- There is value in individuality.
- Diversity strengthens a community.
- Working together creates greater possibilities than individual efforts.
- Good management of all resources is necessary for quality of life now and in the future.
- Excellence is always a worthy goal.

MISSION STATEMENT:

The mission of Cedar Hill Independent School District, as the **leader in world class education**, is to develop confident leaders with the character, knowledge and skills to excel in any endeavor they pursue; accomplished through **master educators** utilizing **relevant and innovative curricula**, a **commitment to engage families and the community as educational partners and advocates**, supported by **premier facilities and operations**.

PARAMETERS:

We will never tolerate incompetence anywhere in our system.

We will always treat everyone with common courtesy, dignity, and respect.

OBJECTIVES:

- All students will live lives consistent with the six pillars of character.
- All students will be prepared for their next endeavor.
- Every student will graduate on time.
- All students will have superior communication skills.
- All students will be confident.
- All students will understand their impact upon the world community and its impacts upon them.
- All students will excel academically.

STRATEGIES:

1. Curriculum and Instruction
We will develop curriculum and instruction that will meet students at their current level and ensure that they maximize their potential.
2. Personnel
We will recruit, develop and retain world-class staff.
3. Community Engagement
We will develop and implement initiatives that engage the entire community in the educational process.
4. World-Class Education System
We will implement the CHISD World-Class Education recommendations where appropriate to accomplish the mission and objectives of the District.
5. Family Engagement
We will develop methods to actively engage students' families throughout the educational process.
6. Character Education
We will integrate character education throughout curriculum and instruction.
7. Student Profile
We will develop a plan to ensure that each student becomes a well-rounded individual.
8. School Environment
We will develop a plan to ensure that all school environments are conducive to optimal learning.

WEAKNESSES:

1. Some teachers perform at mediocre levels.
2. Parents are frustrated because they cannot get issues resolved.
3. Parents are frustrated because of the lack of communication from the school.
4. Strengths of the system are not being used for the common goods because of inconsistent collaboration/information sharing between campuses.
5. Lack of emphasizes on other curriculum areas due to over emphasis on TAKS.
6. Students lack vision/exposure to possibilities.
7. Students are not achieving at an optimal level due to the lack of accessibility to technology.
8. There is an achievement gap between economically disadvantaged students and the other students.
9. Public image does not reflect what we really are.
10. Classroom discipline management takes time away from instructions.
11. Student performance suffers due to the lack of engagement of many parents in the educational process.
12. We have not effectively pursued all avenues for funding.
13. Some facilities do not provide an optimum, safe learning environment due to aging.
14. Some students lack individual attention.
15. Students seeking career and technical education have limited options in the district.
16. Not all principals and teachers are effectively responsive to parents' needs.
17. Students with superior academic performance do not get enough recognition.
18. Students have personal issues that are not being addressed.

STRENGTHS:

1. The community lives, works and plays together.
2. Competitive pay scale helps to build and maintain a staple employee base.
3. District leadership works well with school board.
4. Board and administration seek and use community input.
5. New operational policies and procedures are driving positive changes.
6. Diversity is embraced and valued.
7. The District has clearly written goals and objectives.
8. Personnel and procedures are in place to protect our children and provide a safe environment.
9. The District has a strong curriculum which is flexible enough to be used with a variety of learners.
10. The District embraces and implements new initiatives.
11. The District has written protocols for resolution of problems.
12. Our city, school district and community are working toward a productive, working relationship.
13. The District is fiscally responsible.
14. The District has some state of the art facilities.
15. The District has many dedicated teachers and staff.
16. Many businesses support the school district.
17. Fundamental classroom resources are adequate.
18. The District has a progressive, forward-looking leadership.
19. The District has a willingness to evaluate, improve, adapt, and change.
20. The Board and central office administrators are accessible.
21. The District has high expectations.
22. The District has high level of instruction in many classrooms.
23. The majority of students have a strong connection to the school.
24. There is ample opportunity for professional development for teachers and staff.
25. The District provides many support services for students.
26. Central office staff is committed to supporting campus personnel.
27. The District has superior extracurricular opportunities for students.