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CFISD Leadership Initiative



Hopper MS academic achievement specialist Charlene Davis-Norris and Watkins MS assistant principal Felicia Hayes work together in the CIP: Roadmap to Success course.

Twenty-one participants took part in the *Campus Improvement Plan: Roadmap to Success* course on Oct. 21 as part of the CFISD Leadership Initiative, the first in the inaugural set of courses to target groups who either aspire to or currently serve in an administrative leadership role.

The course helped leaders gain a deeper understanding of:

- why campus improvement plans (CIPs) are created and who is involved in the process;
- how the parts of the CIP are interrelated to form a living document that positively impacts student achievement; and
- ways to reflect on the campus planning process and how to become involved at their home campus.

The course instructors were Melissa Ledoux, Black ES principal; Donna Pahmiyer, Cypress Creek HS director of instruction; Amy Rincon, Truitt MS director of instruction; Virgil Maddox Cypress Springs HS assistant principal; **Dr. Tracy McDaniel, director of testing**; and Dr. Ashley Clayburn, assistant superintendent of school improvement and accountability.

"I gained such a better 'big picture' view of what the CIP is, why we have to do it and what its purpose is," said Meredith Akers, Ault ES assistant principal. "I would have loved to have spent even more time

looking at the example data and creating even more strategies and goals. Thank you so much for taking the time to grow us as leaders!"

Roy Garcia, associate superintendent of school administration and leadership development, said the course was a success that helped showcase the motto of the district's Leadership Development Committee—Learning, Leading, Investing.

"It was inspiring to see the enthusiasm of the learners in our first course, *CIP: Roadmap to Success*," Garcia said. "This course and the others to follow were developed based on the feedback we received from campus administrators in our initial Leadership Development Survey. I would like to thank all who worked diligently to develop this course. It is an exciting time in CFISD as we continue to build leaders at all levels."



Cypress Ranch HS assistant principal Jason Tullos, left, and Spillane MS assistant principal Steven Miller study campus improvement plans during the CIP: Roadmap to Success course held at the ISC on Oct. 21.

CIP: Roadmap to Success is the first in the inaugural set of courses to target groups who either aspire to or currently serve in an administrative leadership role. Courses will continue to be added along the way as the district addresses various identified areas of need. Be on the lookout for courses that will support you in your current role and further prepare you for additional leadership opportunities. Upcoming courses include: Administrative Intervention (Fall 2014), The Three P's for Leaders of Curriculum and Instruction (Spring 2015), An Overview of the Functions of the Business and Financial Services Department (Spring/Summer 2015) and Human Resources: Non-Renewal and Termination Process (Spring/Summer 2015).

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