

Brooks County ISD Strategic Plan

2018-2022

World Class Schools

Every Child, Every Classroom, Every Day



Table of Contents

<i>Plan Component</i>	<i>Page</i>
<i>Letter from the Superintendent</i>	<i>4</i>
<i>Brooks County ISD Leadership</i>	<i>5</i>
<i>Action Team Members</i>	<i>6</i>
<i>Mission-Vision-Core Beliefs</i>	<i>7</i>
<i>Strategic Plan Process</i>	<i>8</i>
<i>Standard of Excellence Overview</i>	<i>9</i>
<i>Strategic Plan Framework</i>	<i>14</i>
<i>Concluding Statement and Commitment to our Community</i>	<i>35</i>

We Exist Because of Them.....We Commit our Professional Lives to Them!



Dear Brooks County ISD Community,

*On behalf of the BCISD, I am pleased to present our new strategic plan for 2018-2022, **World Class Schools: Every Child, Every Classroom, Every Day**. We have built upon the outstanding legacy of this school district while providing a new direction for our future. We believe that this plan has the potential to move BCISD from a good school district to a great school district.*

This strategic plan was a true collaborative process that began with our outstanding board of trustees approving the development of this plan. All staff members were encouraged to participate in surveys and community action meetings. In addition, we were fortunate to have our board members, parents and community members participate and engage in the process.

*The purpose of our action meetings was to gather information to gain an understanding of the strengths and needs of our district from the perspective of board members, administrators, staff, parents, and community members. This plan captures those perspectives and translates them into a set of **Standards of Excellence** for our new strategic plan.*

*It is our goal to create whole systems of excellence, rather than pockets of excellence. We wish to close the achievement gap and raise expectations at the same time. BCISD must ensure that each of our schools provides college and career readiness through a range of accessible, high-quality pathways and partnerships. In short, we need and want to provide a **world-class education** to our students, **EVERY DAY**, to prepare them for the world they live in and the world that they will inhabit in the future.*

*We are committed to strong, positive relationships with students, staff, parents, and with our community partners. This strategic plan challenges us, as a community, to embrace our **STANDARDS of EXCELLENCE**, for every child in BCISD. It is driven by our deep belief in our student's abilities and by their own aspirations for their future. I hope you share my enthusiasm as we continue to build upon our current legacy with our amazing students, wonderful staff, and engaged community.*

Yours in Education,

Dr. Maria Casas

BCISD Leadership

Brooks County ISD Board of Trustees and Superintendent of Schools



Pictured from Left to Right: Eric Ramos, Mauricio Lopez, Jordan Garcia, Israel Villarreal (President), Dr. Maria R. Casas (Superintendent of Schools), Roel Garza, Servando Guerra (Vice President), Raul Rivera

Strategic Planning Action Team Members

<i>Curriculum/Instruction/Technology</i>	<i>Finance/Personnel/Leadership</i>	<i>Student Services</i>	<i>Student Representatives</i>
<i>Maria Casas</i>	<i>Norma Benavides</i>	<i>Maria Casas</i>	<i>Michael Davis</i>
<i>Sylvia Chavez</i>	<i>Maria Casas</i>	<i>Inez Gonzalez</i>	<i>Serena Galvan</i>
<i>Louella Garcia</i>	<i>Miguel Diaz</i>	<i>Arnulfo Guerra</i>	<i>Gabrielle Gonzalez</i>
<i>Mauro Garcia</i>	<i>Jorge Esparza</i>	<i>Art Larraga</i>	<i>Ramiro Gonzalez</i>
<i>Norma L. Garza</i>	<i>Roel Garza</i>	<i>Benny Martinez</i>	<i>Alexandro Hernandez</i>
<i>Pearlie Martinez</i>	<i>Romero J. Ozuna</i>	<i>Lydia Moreno</i>	<i>Ricky Longoria</i>
<i>Patricia A. Mendez</i>	<i>Alissa Sanchez</i>	<i>Romeo Ozuna</i>	<i>Laura Lopez</i>
<i>Ashley N. Maupin</i>	<i>Diana Sheeran</i>	<i>Sam Perez</i>	<i>Carmela Moreno</i>
<i>Cynthia Perez</i>	<i>Richard Wright</i>	<i>Rita Ramos</i>	<i>Christian Savedra</i>
<i>Elda Ramos</i>		<i>Mary Lou Rivera</i>	<i>Mariah Soliz</i>
<i>Eric Ramos</i>		<i>Raul Rivera</i>	
<i>Rick Ruiz</i>		<i>Sonny Villarreal</i>	
<i>Veronica Tijerina</i>			
<i>Joel Trevino</i>			
<i>Sally Trevino</i>			
<i>Jose V. Salinas</i>			
<i>Marie R. Vidaurri</i>			

The WHY: Mission

Our mission explains our fundamental purpose as an organization.

Our fundamental purpose is to successfully prepare every student for post-graduation success in all avenues of life by creating a college and career ready learning community.

The WHAT: Vision

Brooks County Independent School District's vision captures the future we seek to create for our students.

The Brooks County ISD produces graduates who are globally competitive learners that lead to facilitate the establishment of a premier nationally recognized rural district.

The WAY WE ACT: Core Beliefs and Values

Our core values guide and impact our culture and answer the question, "How do we want to act, consistent with our mission, along the path toward achieving our vision?" Specific values are at the heart of our culture because they are the impetus that drives us toward achieving our vision and mission.

Our Values are: Learners, Excellence, Equity, Integrity, and School Safety

We Believe that:

1. Student **excellence** is a balance of rigorous academic, social and career-readiness skills.
2. Student **equity** means that **all** students have equal access to quality staff, courses, activities, services, and resources based on their individual needs.
3. **All staff members** impact our beloved students; therefore, everyone should be valued, supported, trained, and provided a structured framework for academic success based on high expectations for their impactful work.
4. **Integrity** is the bedrock for all of our work. We serve as role models for our students through our daily interactions, mentoring, volunteering and focusing on the betterment of our community.
5. **Community** engagement is an important component of our district success. Our work will reflect this partnership.

Process:

The BCISD Strategic Plan is the result of a collaborative and comprehensive process conducted in partnership with stakeholders. This plan details the activities and processes the district and campuses will utilize to systematically coordinate and align resources and actions with the mission, vision and core beliefs throughout the organization. The BCISD strategic plan will be used for the next five years to set district priorities, focus resources, strengthen and improve operations, ensure advancement of work toward common goals, intended outcomes, and positive results. It will serve as a top tier framework for district and campus improvement plans.

To ensure continuous improvement and alignment of district systems centered on student academic growth and progress, BCISD will focus on the following standards of excellences:

- 1. Brooks County ISD will provide a world-class education through a rigorous curriculum, engaging instructional programs, aligned assessments, and STEAM (Science, Technology, Engineering, Arts, and Math) Courses that prepare graduates to succeed in post-secondary experiences and thrive in a global society.***
- 2. Brooks County ISD will continue to promote systemic growth by strengthening the financial position of the district and providing new opportunities for student population growth, increasing the efficiency of delivery of services, and recruiting and maintaining quality personnel.***
- 3. Brooks County ISD will promote technology through the district's learning organization that will embrace and sustain modern technology tools and digital resources as a fully integrated system to equip, prepare, and empower future ready learners.***
- 4. Brooks County ISD will enrich the lives of all students by strengthening and expanding all student services and support, including extra-curricular programs, food service, maintenance, and transportation by providing quality programs to impact the academic, social, and emotional success of students.***
- 5. Brooks County ISD will implement and monitor leadership-building capacity initiatives for School Board members, Central Office Administrators, Campus Administrators, and Teacher Leaders.***

Standard of Excellence Overview: Standards AND Focus Strategies

- 1. Brooks County ISD will provide a world-class education through a rigorous curriculum, engaging instructional programs, aligned assessments, and STEAM (Science, Technology, Engineering, Arts, and Math) Courses that prepare graduates to succeed in post-secondary experiences and thrive in a global society.***

Focus Strategies:

- Maintain and implement an aligned and comprehensive PK-12 curriculum that provides relevant, rigorous, and meaningful learning opportunities*
- Create a system to ensure differentiated instruction/high yield strategies are relevant, engaging, and incorporate 21st century learning skills and meets the academic needs of ALL students*
- Design and implement a Professional Development Framework that aligns curricular and instructional learning among staff, especially in the area of content standards, and will lead to an increase in transfer of learning from knowledge to application*
- Create Professional Learning Communities at each campus that empower teacher leaders and establish a collaborative culture of adult learning that impacts student learning **(Phase in Strategy: 1-5 year implementation plan)***
- Explore the benefits of becoming a “District of Innovation” which can allow BCISD to pursue specific innovations in curriculum, governance, parent-community involvement, school calendar, budgeting, and other areas*

2. ***Brooks County ISD will continue to promote systemic growth by improving the financial position of the district by providing new opportunities for student population growth, increasing the efficiency of delivery of services, and recruiting and maintaining quality personnel.***

Focus Strategies:

- *Increase enrollment and attendance rates*
- *Operate a maximum financial efficiency by examining lower cost methods to deliver non-instructional services*
- *Seek additional revenue funding sources*
- *Network and connect with state legislative officials pointing out deficiencies and an impact of revenue loss*
- *Provide the facility needs of the district for classrooms needed to effectively deliver instruction and examine methods to provide resources for any adjustments or enhancements needed*
- *Evaluate methods of facilities funding of targeted needs*
- *Utilize creative ideas and methods to finance district owned facilities*
- *Evaluate and access all facilities annually*

3. ***Brooks County ISD will promote technology through the district's learning organization that will embrace and sustain modern technology tools and digital resources as a fully integrated system to equip, prepare, and empower future ready learners.***

Focus Strategies:

- *Provide **EVERY** student with an electronic device to enhance learning opportunities in our highly technological world*
- *Provide and utilize modern technology tools and digital resources for teachers and students to guarantee quality instruction and engagement, PK-12*
- *Provide advanced courses to prepare students for real-world technological challenges in post-secondary life*

- *Provide quality ongoing Professional Development for teachers in the use and implementation of modern technology tools and best practices for instructional integration*
- *Provide a technology network system with appropriate bandwidth and an advanced infrastructure to meet and exceed the growing technological demands of a high functioning technological school district*
- *Provide a technology plan that utilizes best practices/strategies for use of social media, website, communication to re-brand, highlight the positive aspects of our students, teachers, staff, and district*

4. *Brooks County ISD will enrich the lives of all students by strengthening and expanding all student services and support, including extra-curricular programs, food service, maintenance, and transportation by providing quality programs to impact the academic, social, and emotional success of students.*

Focus Strategies:

- *Purchase software which would automate maintenance work order to include an automatic reply to the requests*
- *Develop standard operating procedures for all maintenance work*
- *Upgrade and maintain the number and quality of maintenance equipment*
- *Develop a procedure to ensure sanitation of all district technology equipment on a consistent basis*
- *Develop a long-range bus purchasing plan*
- *Develop a plan to purchase cameras for all buses*
- *Enhance the training all bus drivers receive including required training*
- *Purchase software for the Transportation Department*

5. Brooks County ISD will implement and monitor leadership-building capacity initiatives for School Board Members, Central Office Administrators, Campus Administrators, and Teacher Leaders.

Focus Strategies:

- *Develop and implement meetings with all supervisory personnel to evaluate, plan and implement leadership enhancement strategies for a multi-year project to improve and enhance Leadership within the district in order to create positive learning environments*
- *Administrators will share strategies from workshops and conferences with all staff members*
- *Develop a framework for the utilization of instructional teacher coaches to enhance the leadership roles of the classroom teacher*



Strategic Plan Framework



Curriculum, Instruction, Assessment

Standard of Excellence:

Brooks County ISD will provide a world-class education through a rigorous curriculum, engaging instructional programs, aligned assessments, and a focus on STEAM (Science, Technology, Engineering, Arts, and Math) that prepares graduates to succeed in post-secondary experiences and thrive in a global society.

Focus Strategy:

1.1 Maintain and implement an aligned and comprehensive PK-12 curriculum that provides relevant, rigorous, and meaningful learning opportunities.

<i>Resources</i>	<i>Evidence of Demonstrated Success</i>	<i>Persons Responsible</i>
<ul style="list-style-type: none">• <i>TEKS Resource System</i>• <i>PK Guidelines</i>• <i>Sharon Wells Curriculum</i>	<ul style="list-style-type: none">• <i>Student Performance</i>• <i>Campus Leader walk-through Data</i>• <i>Student Work</i>• <i>Teacher Lesson Plans</i>• <i>Unit Assessments</i>• <i>Benchmark Testing Results</i>	<ul style="list-style-type: none">• <i>School Board (adopt an aligned, comprehensive curriculum)</i>• <i>Superintendent (provide expectations and standards for curriculum and instruction for BCISD)</i>• <i>BCISD Curriculum Director</i>• <i>Campus Leaders</i>• <i>Content Specialists</i>

Focus Strategy:

1.2 Create a system to ensure differentiated instruction/high yield strategies are relevant, engaging, and incorporate 21st century learning skills and meets the academic needs of ALL students.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• TEKS Resource System• Professional Development in this area• Book Study (Focus on Understanding what D.I. really is and what it looks like) (Tomlinson)	<ul style="list-style-type: none">• Student Performance• Evidence of differentiated instruction and engaging instructional strategies in lesson plans• Evidence of differentiated student work• Walk-through data citing differentiation and engagement strategies• Assessments reflective of Differentiation for students• Alternate Assignments	<ul style="list-style-type: none">• Superintendent• Central Office• Curriculum Director• Campus Leaders• Content Specialists

Focus Strategy:

1.3 Design and implement a Professional Development Framework that aligns curricular and instructional learning among staff, especially in the area of content standards, and will lead to an increase in transfer of learning from knowledge to application.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Survey teachers on Professional Development needs• TEKS Resource System• ESC2• Consulting Firms	<ul style="list-style-type: none">• Student Performance• Walk-through data that indicate evidence strategies learned from PD• Review of lesson plans• Student Work• T-TESS Data• B.O.Y. PD Plan	<ul style="list-style-type: none">• Superintendent• Curriculum Director• Campus Leaders• Teacher Leaders• All Instructional Staff

Focus Strategy:

1.4 Create Professional Learning Communities at each campus that empower teacher leaders and establish a collaborative culture of adult learning that impacts student learning. **(Phase in Strategy: 1-5 year implementation plan)**

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Funding for PLC National and	<ul style="list-style-type: none">• Training provided in the area of Professional Learning Communities	<ul style="list-style-type: none">• Board of Trustees• Superintendent• Curriculum Director

<p><i>State Conferences</i></p> <ul style="list-style-type: none"> • <i>Book Studies</i> • <i>Funding that supports personnel needs to implement this initiative</i> • <i>Research Based Models for Authentic PLCs</i> 	<ul style="list-style-type: none"> • <i>Master Schedule that allows time for teachers to collaborate</i> • <i>Weekly PLC meeting agendas</i> • <i>Minutes of PLC meetings</i> • <i>Focus Item Template from PLC Meeting (What is the take away and how will it impact Teaching & Learning)</i> 	<ul style="list-style-type: none"> • <i>Campus Leaders</i> • <i>Teacher Leaders</i> • <i>All Instructional Staff</i>
<p>Focus Strategy:</p> <p>1.5 Explore the benefits of becoming a “District of Innovation” which can allow BCISD to pursue specific innovations in curriculum, governance, parent-community involvement, school calendar, budgeting, and other areas.</p>		
Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none"> • <i>HB 1842</i> • <i>Texas Education Code (TEC)</i> • <i>Testimonials from districts that have become Districts of Innovation</i> 	<ul style="list-style-type: none"> • <i>Non-traditional Master Schedules</i> • <i>Non-traditional District Calendar</i> • <i>Completed innovation plan facilitated with the assistance of an attorney</i> 	<ul style="list-style-type: none"> • <i>Board of Trustees</i> • <i>Superintendent</i> • <i>District Administration</i> • <i>Campus Leaders</i> • <i>Instructional Staff</i>

Finance and Personnel

Standard of Excellence:

BCISD will continue to promote systemic growth by improving the financial position of the district by providing new opportunities for student population growth, increasing the efficiency of delivery of services, and recruiting and maintaining quality personnel.

Focus Strategy:

2.1 Increase enrollment and attendance rate.

<i>Resources</i>	<i>Evidence of Demonstrated Success</i>	<i>Persons Responsible</i>
<ul style="list-style-type: none">• <i>Communication with all stakeholders</i>• <i>Stress academic reasons for strong attendance</i>• <i>Review policies to insure none negatively impact attendance</i>• <i>Attendance incentives</i>• <i>Target low attendance groups</i>	<ul style="list-style-type: none">• <i>Actual attendance data</i>• <i>Comparative attendance data</i>	<ul style="list-style-type: none">• <i>Principals</i>• <i>Central Office Personnel</i>• <i>PEIMS Personnel</i>

Focus Strategy:

2.2 Operate a maximum financial system by examining lower cost methods to deliver non-instructional services.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• <i>Contracted Service Providers for non-instructional services</i>• <i>Examine uses of all electricity, water and telephone services</i>	<ul style="list-style-type: none">• <i>Records of contacts</i>• <i>Proposals received for board consideration</i>• <i>Proposal solicitations</i>• <i>Records of studies conducted</i>	<ul style="list-style-type: none">• <i>Facilities Director</i>• <i>Superintendent</i>• <i>Business Manager</i>

Focus Strategy:

2.3 Seek additional revenue funding sources.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• <i>Cooperative shared services arrangements with neighboring districts</i>	<ul style="list-style-type: none">• <i>Agreements in place</i>	<ul style="list-style-type: none">• <i>Superintendent</i>• <i>Principals</i>• <i>Instructional Director</i>

Focus Strategy:

2.4 Network and connect with state legislative officials pointing out deficiencies and impacts of revenue loss.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Funding for travel• Contact names for responsible Legislators	<ul style="list-style-type: none">• Testimony records• Records of contacts by phone or in-person	<ul style="list-style-type: none">• Superintendent• Board Members• Business Manager

Focus Strategy:

2.5 Provide the facility needs of the district for classrooms needed to effectively deliver instruction and examine methods to provide resources for any adjustments or enhancements needed.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Facilities study or examination	<ul style="list-style-type: none">• Completed study document reported to board	<ul style="list-style-type: none">• Superintendent• Finance Director• Facilities Director

Focus Strategy:

2.6 Evaluate methods of facilities funding of targeted needs.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Financial Consultants• Govt. Programs	<ul style="list-style-type: none">• Provided to BCISD Board and Action taken	<ul style="list-style-type: none">• Superintendent• Finance/Facilities Director

Focus Strategy:

2.7 Utilize creative ideas and methods to finance district owned facilities.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• State or Federal funding• Possible Local Funding Sources	<ul style="list-style-type: none">• Evidence of contacts and communication reports to board	<ul style="list-style-type: none">• Superintendent• Business Manager• Federal Program Director• Facilities Manager

Focus Strategy:

2.8 Seek facility space that could be used as an Events/Student Activities Center for student and community use.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• State or Federal funding• Possible Local Funding Sources	<ul style="list-style-type: none">• Identification of facility• Creation of Events Center	<ul style="list-style-type: none">• Superintendent• Business Manager• Federal Program Director• Facilities Manager

Focus Strategy:

2.9 Evaluate and access all facilities within the district.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Human Capital	<ul style="list-style-type: none">• Report on each facility	<ul style="list-style-type: none">• Superintendent• Facilities Manager

Technology

Standard of Excellence:

Promote technology through BCISD's learning organization that will embrace and sustain modern technology tools and digital resources as a fully integrated system to equip, prepare, and empower future ready learners.

Focus Strategy:

3.1 Provide EVERY student with an electronic device to enhance learning opportunities in our highly technological world.

<i>Resources</i>	<i>Evidence of Demonstrated Success</i>	<i>Persons Responsible</i>
<ul style="list-style-type: none"><i>District, campus, and classroom technology tools for every student</i>	<ul style="list-style-type: none"><i>Walk-through data noting increase of technology integration into instruction</i><i>Student engagement during instruction and use of technology tools</i><i>Annual formal review of district technology equipment and digital resources</i>	<ul style="list-style-type: none"><i>School Board (adopt a budget that allocates funds to promote technology and provide tools and resources).</i><i>Superintendent</i><i>District Technology Director</i><i>Campus Leaders</i>

Focus Strategy:

3.2 Provide and utilize modern technology tools and digital resources for teachers and students to guarantee quality instruction and engagement, PK-12.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• District, campus, and classroom technology tools for student use• Software/digital programs that enhance student engagement and learning opportunities	<ul style="list-style-type: none">• Walk-through data noting increase of technology integration into instruction• Student engagement during instruction and use of technology tools• Annual formal review of district technology equipment and digital resources	<ul style="list-style-type: none">• School Board (adopt a budget that allocates funds to promote technology and provide tools and resources)• Superintendent (provide direction and set expectations for integration of technology and instruction)• District Technology Director• Campus Leaders

Focus Strategy:

3.3 Provide advanced courses to prepare students for real-world technological challenges in post-secondary life

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Staffing needs in area of technology (classroom teachers)	<ul style="list-style-type: none">• Master Schedule• Course offerings	<ul style="list-style-type: none">• Superintendent• Technology Director• Campus Leaders• Technology staff

Focus Strategy:

3.4 Provide virtual opportunities for students to complete required and elective coursework.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Virtual Network for Course Offering• Human Capital• Technological Framework for Virtual System	<ul style="list-style-type: none">• Master Schedule• Course Offerings• Student Completion of Course Verification	<ul style="list-style-type: none">• Superintendent• Technology Director• Campus Leaders• Technology Staff• Classroom Teachers

Focus Strategy:

3.5 Provide quality ongoing Professional Development for teachers in the use and implementation of modern technology tools and best practices for instructional integration.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• District Technology Plan• In-house staff development in area of technology integration	<ul style="list-style-type: none">• PD Attendance log• Walk-through data citing increased use of technology in lesson delivery	<ul style="list-style-type: none">• Superintendent• Campus Leaders• Technology Director• Curriculum Director

Focus Strategy:

3.6 Provide a technology network system with appropriate bandwidth and an advanced infrastructure to meet and exceed the growing technological demands of a high functioning technological school district.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none"> • District Technology Plan • Funding for technology infrastructure upgrades 	<ul style="list-style-type: none"> • Student academic success • Student/Teacher technology use • Limited technology issues based on the lack of a technology infrastructure in place 	<ul style="list-style-type: none"> • School Board (adopt a budget that allocates funds to promote technology and provide tools and resources) • Superintendent (provide direction and set expectations for integration of technology and instruction)

Focus Strategy:

3.7 Provide a technology plan that utilizes best practices/strategies for use of social media, website, communication to re-brand, highlight the positive aspects of our students, teachers, staff, and district.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none"> • District Technology Plan • Contact person for social media posts 	<ul style="list-style-type: none"> • Stronger positive presence on social media sites: Facebook, Twitter, etc. 	<ul style="list-style-type: none"> • Technology Department / Staff

Student Services

Standard of Excellence:

Brooks County ISD will enrich the lives of all students by strengthening and expanding all student services and support, including extra-curricular programs, food service, maintenance, and transportation by providing quality programs to impact the academic, social, and emotional success of students.

Focus Strategy:

4.1 Purchase software, which would automate maintenance work order to include an automatic reply to the requests.

<i>Resources</i>	<i>Evidence of Demonstrated Success</i>	<i>Persons Responsible</i>
<ul style="list-style-type: none">• <i>Funding</i>	<ul style="list-style-type: none">• <i>Use of new software by maintenance department</i>	<ul style="list-style-type: none">• <i>Maintenance Director</i>

Focus Strategy:

4.2 Develop standard operating procedures should be developed for all maintenance work.

<i>Resources</i>	<i>Evidence of Demonstrated Success</i>	<i>Persons Responsible</i>
<ul style="list-style-type: none">• <i>Maintenance Manuals</i>	<ul style="list-style-type: none">• <i>Submittal of operating procedures given to superintendent</i>	<ul style="list-style-type: none">• <i>Maintenance Department Staff</i>

Focus Strategy:

4.3 Upgrade and maintain the number and quality of maintenance equipment.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• <i>Equipment Funding</i>	<ul style="list-style-type: none">• <i>New and better maintenance equipment</i>	<ul style="list-style-type: none">• <i>Superintendent & Maintenance Director</i>

Focus Strategy:

4.4 Develop a procedure to ensure sanitation of all district technology equipment on a consistent basis.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• <i>District Technology policies</i>	<ul style="list-style-type: none">• <i>Procedures for technology sanitation for all technology equipment is developed and followed</i>	<ul style="list-style-type: none">• <i>Technology Director & Technology Staff</i>

Focus Strategy:

4.5 Develop a long-range transportation plan for the purchasing of buses as well as camera equipment for all buses.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none"> • Reallocation of budget items 	<ul style="list-style-type: none"> • Bus purchasing plan is developed and followed • Cameras installed in all district school buses 	<ul style="list-style-type: none"> • Superintendent • Business Manager • Transportation Director

Focus Strategy:

4.6 Enhance required as well as relevant training for all bus drivers.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none"> • Bus Driver training videos • Bus Driver Manual 	<ul style="list-style-type: none"> • Training is documented 	<ul style="list-style-type: none"> • Superintendent • Transportation Director

Focus Strategy:

4.7 Purchasing software for the Transportation Department for efficiency of operations.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none"> Software Program 	<ul style="list-style-type: none"> Enhancement of bus routes Monitor bus schedules and drivers' driving habits 	<ul style="list-style-type: none"> Superintendent Transportation Director

Focus Strategy:

4.8 Expand the high school athletic program by offering soccer as an option for students.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none"> UIL Constitution 	<ul style="list-style-type: none"> Soccer would be added to high school sports 	<ul style="list-style-type: none"> Superintendent Athletic Director

Focus Strategy:

4.9 Encourage students to participate in multiple sports as well as the Fine Arts.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none"> Extra-curricular budgets 	<ul style="list-style-type: none"> Number of students in Fine Arts and in multiple sports would increase 	<ul style="list-style-type: none"> Athletic Director Fine Arts Directors

Focus Strategy:

4.10 Create and provide student internships to prepare students for life outside of school.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Community Partners• Human Capital• Budget Resources	<ul style="list-style-type: none">• Internships• Course Offerings	<ul style="list-style-type: none">• Superintendent• Central Office Administrators• Campus Leaders• Classroom Teachers

Focus Strategy:

4.11 Evaluate condition of athletic facilities at Junior High and High School to increase their student capacity.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Funding• Possible Bond Election	<ul style="list-style-type: none">• New/renovated facilities for athletics	<ul style="list-style-type: none">• School Board• Superintendent• Athletic Director

Focus Strategy:

4.12 Construction of a new Field House for use by Junior High and High School athletes.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Funding• Possible Bond election	<ul style="list-style-type: none">• New Field House	<ul style="list-style-type: none">• School Board• Superintendent• Athletic Director

Focus Strategy:

4.13 Provide upgrades in the athletic program including storage space and the addition of a trailer to enhance program participation.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Funding• Possible Bond Election	<ul style="list-style-type: none">• Resurface tennis courts & track• Synthetic turfs where applicable• Construction of an indoor multi-purpose practice facility• Weight rooms upgraded• New buildings are constructed• Storage containers• New/used trailer	<ul style="list-style-type: none">• Falfurrias Community• School Board• Superintendent• Athletic Director

Focus Strategy:

4.14 Develop and post a nutritional, carbohydrate, and calorie chart at the cafeterias.

<i>Resources</i>	<i>Evidence of Demonstrated Success</i>	<i>Persons Responsible</i>
<ul style="list-style-type: none">• Cafeteria Staff• Nutritionist	<ul style="list-style-type: none">• Nutritional charts will be in place• Charts will be posted in proper places for students & parents	<ul style="list-style-type: none">• Superintendent• Food Service Director• Superintendent

Focus Strategy:

4.15 Provide more meal/snack choices for students with an emphasis on health and wellness at all campus cafeterias.

<i>Resources</i>	<i>Evidence of Demonstrated Success</i>	<i>Persons Responsible</i>
<ul style="list-style-type: none">• Cafeteria menus	<ul style="list-style-type: none">• Extensive use of carbohydrates & calorie charts for all food products being served	<ul style="list-style-type: none">• Superintendent• Food Service Director

Leadership

Standard of Excellence:

BCISD will implement and monitor positive leadership building capacity initiatives for School Board members, District Leaders, Campus Leaders and Staff Leaders.

Focus Strategy:

5.1 Develop and implement meetings with all supervisory personnel to evaluate, plan and implement leadership enhancement strategies for a multi-year project to improve and enhance Leadership within the district in order to create a positive learning environment.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Planning meeting documents• Leadership Develop Plan	<ul style="list-style-type: none">• Staff climate surveys• Feedback from staff• Agendas from meetings	<ul style="list-style-type: none">• Personnel Director• Central Office Personnel

Focus Strategy:

5.2 Administrators will share strategies from workshops and conferences with all staff members.

Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none">• Funding for leadership conferences	<ul style="list-style-type: none">• Handouts from conferences• Demonstrations of selected strategies	<ul style="list-style-type: none">• District and Campus Staff who attend relevant conferences• Personnel Director

Focus Strategy: 5.3 Develop a framework for the utilization of instructional teacher coaches to enhance the leadership roles of the classroom teacher.		
Resources	Evidence of Demonstrated Success	Persons Responsible
<ul style="list-style-type: none"> Planning time for District and Campus Committees 	<ul style="list-style-type: none"> Identified in District and Campus Improvement Plans 	<ul style="list-style-type: none"> Superintendent Principals Instructional Directors

Concluding Statements:

Every Student, Every School, Every Classroom, Every Day!

The Brooks County ISD Strategic Plan concludes with a summary of the BSICD commitment of achieving this vision. This plan provides all stakeholders with clarity of shared expectations for students, staff, classrooms, instruction, schools, and central office.

Our Commitment:

BCISD Graduate Profile

- *BCISD graduates are prepared to be college and career ready and responsible, contributing citizens.*
- *BCISD students engage and persist in learning; they actively seek help and demonstrate skills for their chosen professions.*

BCISD Schools

- *BCISD schools offer an aligned, well-rounded, standards-based curriculum that not only guides the teacher's instruction but also serves the whole child.*
- *BCISD schools engage students and meet their diverse needs and promote best practice teaching strategies and parental involvement.*
- *BCISD offers highly skilled leaders that provide an academic vision for the campus and a establishes a culture of excellence and high expectations.*

BCISD Classrooms

- *BCISD offers vibrant, welcoming classrooms for all students with caring teachers who are committed to helping students reach their full potential.*

BCISD Staff

- *BCISD district staff members care deeply about students and work collaboratively with administrators, parents, and colleagues toward a common goal of high achievement for EVERY student and instill a love of lifelong learning.*

BCISD Instruction

- *BCISD offers quality instructional programs, which are rigorous and aligned to the Texas Essential Knowledge and Skills provided by the State of Texas. Instruction supports individualization through various resources to help every student experience academic success.*

BCISD District and Schools

- *BCISD departments across the district and among all campuses will support each other's' success and provide unity in reaching our vision and mission of our district.*
- *BCISD will support and value teachers as they shape the minds, hearts, and souls of our students.*

We are Falfurrias Strong: Our Journey Begins Here!



