Brownsville Independent School District

Brownsville Learning Academy High School

2022-2023 Campus Improvement Plan

Mission Statement

Our Mission Statement

Our mission is to ensure that all students meet the requirements for graduation, prepared to succeed in institutions of higher education andor in the career of their choice. As advocates for all students attending BLA, all stakeholders will foster relationships that support an atmosphere of mutual respect and responsibility.

Vision

Our Vision for BLA

The Brownsville Learning Academy is an alternative education high school that provides individualized instruction while providing counseling services that support all students in completing their secondary education. We partner with Career and Technical Education (CTE) in order to empower all students to successfully transition into post-secondary and career opportunities to become positive, contributing members of society. This will ensure that all students have access to job training while completing their high school diploma and attain high-level academic skills as well as equipping them to be lifelong learners.

Core Beliefs

Philosophy at BLA

The Academy features a competency – based learning system in the school of choice. For those students who want to complete a technical/vocational program while completing their high school requirements, BLA is the right choice for you.

The BLA logo

This shield itself stands for honor, truth, and wisdom. Red represents passion for learning. White represents faith to accomplish goals. Blue signifies the trust in oneself to see things through.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Student population varies at BLA due to the nature of the program. Students who are between three years below grade level can accelerate academically via the computer assisted curricula, assorted software, CTC on-line modules, direct teach or with a combination of strategies can get caught up. The student population at the Brownsville Learning Academy is at any given time between 150 and 210 students and serves students in grades 6 through 12. Our campus profile is approximately 99% Hispanic and 1% other and 100% are identified as Economically Disadvantaged and identified as At-Risk. A significant number of the students at BLA are classified as Limited English Proficient and a majority are bilingual in English/Spanish.

Demographics Strengths

1. Highly qualified teachers in core areas
2. Computer availability in two labs, the library, and in all the classrooms.
3. Stable faculty with minimal turnover
4. Small class sizes with integration of technology to better address the unique needs of the at-risk and overage students

Need Statements Identifying Demographics Needs

Need Statement 1: Need to increase attendance for At-Risk students enrolled at BLA **Data Analysis/Root Cause:** Attendance declined from Fall 2020 to Spring 2021

Need Statement 2: Need to increase attendance for At-Risk students enrolled at BLA Need additional district and community supports to address unique student needs (especially those who are already adults) Need to provide additional incentives to improve attendance and reward performance **Data Analysis/Root Cause:** More community support needed for the students

Need Statement 3: Need to provide additional incentives to improve attendance and reward performance **Data Analysis/Root Cause:** Attendance continues to be an issue.

Need Statement 4: Need to provide additional incentives to improve attendance and reward performance **Data Analysis/Root Cause:** Attendance continues to be an issue

Student Learning

Student Learning Summary

Student population varies at BLA due to the nature of the program whereby students that are three years below grade level accelerate academically via the computer assisted curricula.

Our campus goal is to increase student attendance and achievement, by challenging all students with high expectations and recognizing those students who come to school with small incentives. Our goal is to provide support services as needed to our students who are having difficulty meeting the attendance and academic goals. Because BLA is classified as an Alternative School through TEA, the test scores can be lower than the traditional high schools; however, BLA HS did not meet the Alternative School Standard. Because our scores were so low, we are required to include a section in our Campus Improvement Plan (CIP) called Texas Accountability Intervention System (TAIS). TAIS focuses on the most critical areas required to improve for the overall student performance on the state exams. Current research shows that student achievement is directly linked to student attendance.

Student EOC Data from BISD Preliminary Reports for BLA HS

Assessment	All students	At-risk	Econ. Dis.	ELL	SPED
English I	10%	11%	11%	2%*	
English II	11%	11%	11%	0%*	
Algebra I	32%	32%	32%	28%*	
US History	58%	56%	56%	41%*	
Biology	30%	28%	30%	20%*	

*masked numbers

Student Learning Strengths

1. Credit Acceleration through Extended Year
2. Flexible pathways to Credit Recovery
3. Credit Acceleration through Cohort at the beginning of the school year
4. Summer School credit recovery
5. Part-time Dyslexia teacher
6. Targeted instruction that addresses the diverse needs of the student population
7. Part time librarian to support literacy development

8. Supplemental instructional paraprofessional to support literacy activities across the curricular areas

Student Achievement Needs

1. Need to increase passing rates on the state assessment at all levels and in all subjects
2. Need Criterian other software to support literacy
3. Need to provide additional learning time for successful IGC completion
4. Need hardware and instructional software including Summit k12 and Apex to support the modular technology-based instructional model being implemented
5. Need additional professional development on effective instructional interventions (including RtI interventions) to better support struggling learners
6. Need additional print library resources

Need Statements Identifying Student Learning Needs

Need Statement 1: Students will benefit from technology combined with direct instruction. **Data Analysis/Root Cause:** Students are 2 to 3 grade levels below.

School Processes & Programs

School Processes & Programs Summary

Department chairs and primary appraisers work together to analyze their departments and address the needs of each. The committee is aware that any hire has to be highly qualified, dedicated and committed to working with "At-Risk" students. The percentage of teachers who remain at BLA is high and continues to improve. When positions become available, the campus consults with HR to find highly qualified candidates to fill vacant positions. In recognition of our large number of ELL students, bilingually certified faculty are available. Teachers are expected to get trained in sheltered instruction so they can work more effectively with our students. We also have a part-time library for which allows our students more access to print and non print reading materials and serves as a focus for cross-content literacy activities.

Data is disaggregated by departments and analyzed to determine the needs of the campus. BLA implements District initiatives, by providing a correlation of the state TEKS to Edgenuity. Our highly qualified teachers supplement these modules with relevant resource material to increase rigor and relevance and to ensure student success on state assessments.

The principal works deligently to cover key content areas.department chairs, too, strengthen the communication between administration and core areas. All are involved in the decision-making process along with counselor and the testing coordinator.

BLA holds faculty meetings and administrative meetings (including campus administrators, counselors, testing coordinator). This promotes improved communication and airs campus concerns on a timely basis.

The faculty and staff work together to determine the needs of the campus by communicating with fellow staff members and reviewing data sources.

Due to limited funds, the staff routinely look for usable technology from other locations and visit the warehouse to look for projectors, computers, etc. which can be used in our classrooms.

School Processes & Programs Strengths

1. Experienced ELA teachers whose specialty is reading/writing to support students who read far below grade level
2. Highly qualified teachers in all subject areas
3. Teacher retention is high
4. Collegiality is evident in the interactions of faculty and staff
5. Teachers are content and satisfied working at BLA

Needs

1. Need for teachers to attend trainings provided by the district and campus to specifically target acquisition of effective teaching research based strategies to ensure more effective/efficient monitoring of literacy development in all content areas and in technology integration in the classroom to increase academic success.
2. Need additional training on effective instructional delivery and rigor of content in areas of EOC, credit recovery and acceleration
3. Need support from the curriculum department specialists and lead teachers to visit the classrooms to provide suggestions and support
4. Need additional resources to address the large percentage of ELL students who need additional help with reading and comprehension
5. Need data review support specific to the BLA instructional model including how to use Eduphoria and Tango to drill down on individual student needs
6. Close collaboration and communication among faculty and staff through formal and informal processes
7. Need a full-time campus TST to better support the campus that relies heavily on computer-based modular instruction
8. Need more access to CTE and job-related opportunities for students to better prepare them to move into the workforce or higher education
9. Need to purchase replacement computers and printers to fully implement a computer assisted instructional program

Perceptions

Perceptions Summary

The campus will conduct surveys, which include students, teachers, parents and community members to determine the needs of the campus. This school year, seniors will graduate from their home campuses instead of BLA.

Every effort is made to ensure a safe and orderly environment that is conducive to student learning. A vital concern is improvement of school culture specifically to foster academic success by providing strong support services to students that are at risk of not completing high school in four years.

The Parental Involvement program participation increased by providing multiple opportunities to parents to attend meetings that will cover a multitude of topics: graduation requirements, state assessment requirements, college and career opportunities, gang and gang violence, etc.

We will acquire a parent volunteer to help engage our parents in our school community. We have updated our web page.

Perceptions Strengths

1. Celebration of Red Ribbon Week
2. Various Career Day presentations and events through out the school year from the local and state community
3. Partnership with Texas Southmost College: weekly assistance with college, trade and technical school, and financial aid applications
4. Opening opportunity for our students to attend CTE classes and participate with students from around the district
5. Mutual respect amongst all stakeholders is readily seen in the interactions between students, teachers, staff and visitors
6. Strong support services
7. Cleanliness of campus
8. Students and teachers feel welcome and safe at school based on CNA survey responses
9. Our Home Visitors and Parental Involvement Liaison are our strengths. We have a Communities in Schools social worker this year, and this helps to promote a stronger relationship between our families and our school.
10. Communities in Schools staff to support student's unique needs

Needs

1. Need for additional supports for students who are independent adults
2. Need for small incentives awarded to those students who are doing well in their classes and those who come to school regularly
3. Need to increase parental involvement by providing opportunities to attend monthly meetings at various times

4. Need meetings to encompass a variety of topics: Title I services, parental guidelines and regulations, gang and gang violence, dropout prevention and graduation requirements and opportunities for students to obtain post-high school education

Priority Need Statements

Goals

Goal 1: BISD students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).

Performance Objective 1: BISD student performance for all students, all grades, all subjects will exceed STAAR percent Approaches Grade Level and STAAR Masters Grade Level performance in reading, writing, mathematics, science and social studies by 5 percentage points.

    Evaluation Data Sources: STAAR/EOC performance reports

Strategy 1 Details	Reviews			
Strategy 1: Administration, Counselor, and Department Chairs will closely monitor the implementation of remediation strategies in core-area subjects for low-performing at- risk students and reluctant learners in order to decrease the retention rate and improve student achievement.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Milestone's/Strategy's Expected Results/Impact: Formative: Eschool Plus, attendance report, lesson plans, classroom observations, student progress reports, benchmark scores, last report card, transcript material being placed in public folders for teacher access and review Summative: Passing Rates on EOC and Retention Rate **Staff Responsible for Monitoring:** Principal Counselor Department Chairs Administrator for State Compensatory Education - **Population:** ALL BLA HS AT-RISK STUDENTS - **Start Date:** August 16, 2021 - **End Date:** May 27, 2022 **Funding Sources:** PROFESSIONAL EXTRA DUTY PAY - 162 State Compensatory - 162-11-6118-00-006-Y26-EOC-Y, Misc. Operating Awards - 199 Local funds - 199-11-6498-00-006-Y11-000-Y, EXTRA DUTY PAY-OVERTIME - 162 State Compensatory - 162-23-6121-08-006-Y28-000-Y				

Strategy 2 Details	Reviews			
Strategy 2: Administration will manage the instructional programs, provide instructional leadership to ensure student success, and oversee the implementation of district and campus policy and procedures. The library will follow the strategy which indicates that the books/ebooks will be purchased to meet the needs of the assigned curriculum to maintain TEA standards. CNA: SA #1, PROG #3, #5 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy 2 Details (cont.)
Milestone's/Strategy's Expected Results/Impact: Formative: Student Progress Reports, Benchmark scores Summative: EOC **Staff Responsible for Monitoring:** Principal Counselor Department Chairs Administrator for State Compensatory Education Librarian **Funding Sources:** GENERAL SUPPLIES - 162 State Compensatory - 162-12-6399-00-006-Y26-000-Y, GENERAL SUPPLIES - 162 State Compensatory - 162-23-6399-00-006-Y26-000-Y, GENERAL SUPPLIES-MEDIA - 162 State Compensatory - 162-23-6399-16-006-Y26-000-Y, FOOD - 162 State Compensatory - 162-23-6499-53-006-Y26-000-Y, GENERAL SUPPLIES-TONERS - 162 State Compensatory - 162-31-6399-65-006-Y26-000-Y, SUPPLIES & MATERIALS - 162 State Compensatory - 162-23-6398-65-006-Y26-000-Y, Reading Materials/ESSR Funds - 281 ESSER II Grant Funds - 281-12-6329-00-006-Y-99-OCG-Y, MISC. OPERATING COSTS - 162 State Compensatory - 162-31-6497-23-006-Y-26-000Y, MISC. OPERATING COSTS-AWARDS - 162 State Compensatory - 162-23-6498-00-006-Y-26-000Y

Strategy 3 Details	Reviews			
Strategy 3: Instructional resources, including Sirius, and others will be provided to students in the foundation curriculum to improve academic achievement and attendance. In addition, PEG Writing and adaptive curriculum will be made available for students to improve academic performance.	Formative			Summative
	Oct	Jan	Mar	May
CNA: SA #1, #2, #4 PROGS #1, #9, #10 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Lesson Plans, classroom observations, student progress reports, benchmark scores Summative: EOC, Attendance Rate, Retention Rate **Staff Responsible for Monitoring:** Principal Counselor Department Chairs Administrator for State Compensatory Education **Funding Sources:** MISC. OPERATING COSTS-AWARDS - 162 State Compensatory - 162-11-6498-00-006-Y26-000-Y, Travel and Subsistence-Students - 199 Local funds - 199-11-6412-00-006-Y11-000-Y, Transportation-Students - 199 Local funds - 199-11-6494-00-006-Y11-000-Y, MISC. OPERATING COSTS - 162 State Compensatory - 162-11-6499-00-006-Y26-000-Y				

Strategy 4 Details	Reviews			
	Formative			**Summative**
Strategy 4: Provide campus professional development opportunities for all teachers on research based strategies to ensure monitoring and appropriate learning opportunities in literacy and the foundation curriculum.	**Oct**	**Jan**	**Mar**	**May**

CNA: SA #5 PROGS #1, # 3, #4
 	
POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Formative: PDS Session Evaluation Report, Student Progress Reports, Benchmark scores, Lesson plans, classroom observations
 	
    Summative: EOC Test Results
    Staff Responsible for Monitoring: Principal
    Counselor
    Department Chairs
    Administrator for State Compensatory Education
 	
    Funding Sources: EMPLOYEE TRAVEL-IN DISTRICT - 162 State Compensatory - 162-13-6411-00-006-Y26-000-Y, Misc Operating Costs-Food - 199 Local funds - 199-13-6499-53-006-Y11-000-Y, EMPLOYEE TRAVEL - 199 Local funds - 199-23-6411-23-006-Y99-055-Y				

Strategy 5 Details	Reviews			
	Formative			**Summative**

Strategy 5: Time will be allotted for teachers to align curriculum with TEKS (using instructional technology) across the grade levels, do classroom observations on campus, and off, to enhance and enrich their instructional delivery and increase quality academic writing. This would also promote and provide necessary technology to students. Time will be allotted to participate in district PLC meetings.
 	
CNA: SA #1, #2, PROGS #1, #2, #4
 	
POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Formative: Walkthroughs, Curriculum Alignment Document, Lesson Plans
 	
    Summative: EOC Test Results
    Staff Responsible for Monitoring: Principal
    Counselor
    Department Chairs
    Administrator for State Compensatory Education
 	
    Funding Sources: COPY PAPER - 162 State Compensatory - 162-11-6396-00-006-Y26-000-Y, GENERAL SUPPLIES - 162 State Compensatory - 162-11-6399-00-006-Y26-000-Y, MEDIA - 162 State Compensatory - 162-11-6399-16-006-Y26-000-Y, IT EQUIPMENT-INK CARTRIDGES - 162 State Compensatory - 162-11-6399-62-006-Y26-000-Y, SUPPLIES AND MATERIALS - 162 State Compensatory - 162-11-6398-62-006-Y26-000-Y, General Supplies - 199 Local funds - 199-11-6399-00-006-Y11-000-Y, RENTALS - 162 State Compensatory - 162-23-6269-13-006-Y26-000-Y, Misc. - 162 State Compensatory - 162-11-6699-00-006-Y-26-000-Y
	Oct	**Jan**	**Mar**	**May**

Strategy 6 Details	Reviews			
Strategy 6: Students will have access to a library on campus with a part-time librarian to integrate additional literacy resources for instruction to improve academic performance. Student will travel to promote college awareness.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
CNA: SA #1, #3, #6 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Student Progress Reports, Benchmark scores, Library schedule Summative: EOC passing rates, EOY Literacy data **Staff Responsible for Monitoring:** Principal Librarian Department Chairs **Funding Sources:** Reading Materials - 199 Local funds - 199-12-6329-00-006-Y99-021-Y, Supplies and Materials - 199 Local funds - 199-23-6398-65-006-Y99-000-Y				

Strategy 7 Details	Reviews			
Strategy 7: Campus Principal will actively monitor the computer labs and classrooms where software programs are used as the primary instructional tool.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
CNA: SA #1, #2, #4 PROGS #3, #6 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Utilization reports from the computer use Summative: Improved test scores and passing rates of all students **Staff Responsible for Monitoring:** Principal Teachers Support Teachers **Funding Sources:** CONTRACTED MAINTENANCE - 162 State Compensatory - 162-11-6299-62-006-Y26-000-Y				

Strategy 8 Details	Reviews			
Strategy 8: Credit by Exams without prior instruction (CBE) will be made available for BLA HS students for Spanish I and II to increase credit accruals towards graduation.	Formative			Summative
	Oct	Jan	Mar	May
CNA: SA #1 PROGS #4 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Increase Graduation Rates by 10% **Staff Responsible for Monitoring:** Principal Counselor				

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 1: BISD students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).

Performance Objective 2: BISD Career and Technical Education student participation will increase by 5 percentage points over 2020 including special population students and CCMR graduates will improve over prior year graduates.

    Evaluation Data Sources: PBMAS reports, CTE enrollment PEIMS reports, CCMR report

Strategy 1 Details	Reviews			
Strategy 1: Microsoft Office software will be provided to assist in the instructional lab. There are computers and two computer labs available to all students.	**Formative**			**Summative**
	Oct	Jan	Mar	May
CNA: SA #2, #4 PROGS #9, #10 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Software usage reports, student progress reports, benchmark results Summative: Documentation for instructional lab usage. **Staff Responsible for Monitoring:** Administration Teachers Support Teachers **Funding Sources:** SOFTWARE - 162 State Compensatory - 162-11-6299-62-006-Y26-000-Y				

Strategy 2 Details	Reviews			
Strategy 2: A variety of CTE classes, i.e. welding, medical billing, and human services) will be offered to students provide more opportunities to graduate with CTE credits.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

CNA: PROGS #8
 	
POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Formative: Ongoing needs assessment.
 	
    Summative: CTE credits and Certifications
    Staff Responsible for Monitoring: Principal
CTE Program Director
CTE Staff				

Strategy 3 Details	Reviews			
Strategy 3: Alternative or non-traditional schooling and delivery model options (e.g., blended learning, virtual learning, competency based credit opportunities with direct instruction) provide alternative avenues to credit earning and graduation, with programs paying special attention to the students individual and social needs, career goals, and academic requirements for obtaining a high school diploma and transitioning successfully to life beyond graduation.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

CNA: SA #1 PROGS #2, #8 DEMO #2
 	
POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Formative: Walkthroughs, Curriculum Alignment Document, Lesson Plans
 	
    Summative: EOC Test Results, IGC completion rates, reduced drop out and increased graduation rates
    Staff Responsible for Monitoring: Principal
Counselor
Department Chairs
Administrator for State Compensatory Education
 	
    Funding Sources: Misc Operating Costs - 199 Local funds - 199-11-6499-00-006-Y11-000-Y				

Strategy 4 Details	Reviews			
Strategy 4: BLA HS will provide Extended day tutorials for IGC as well as additional tiered instruction for students.	**Formative**			**Summative**
CNA: SA #3	**Oct**	**Jan**	**Mar**	**May**
POPULATION: ALL BLA HS AT-RISK STUDENTS				
TIMELINE: AUGUST 2021-MAY 2022				
Milestone's/Strategy's Expected Results/Impact: Formative: Walkthroughs, IGC session attendance and project completion rate Summative: IGC completion/ graduation results **Staff Responsible for Monitoring:** Principal Counselor Department Chairs				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 1: BISD students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).

Performance Objective 3: 80% of migrant students will be on grade level within 2 years and 70% will be at Approaches Grade Level for all STAAR assessments.

    Evaluation Data Sources: PBMAS Report, STAAR/EOC Assessments for Migrant students, Migrant Program participation reports

Strategy 1 Details	Reviews			
Strategy 1: Every 6 weeks the academic counselors will meet with the migrant BLA HS students.	**Formative**			**Summative**
CNA: SA #1 PROGS #6	**Oct**	**Jan**	**Mar**	**May**

TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Formative: sign in sheets, student progress reports, benchmarks, lesson plans and observations.
 	
    Summative: STAAR scores, our EOC scores, and completion/ graduation rates
    Staff Responsible for Monitoring: Principal
    Counselors				

Strategy 2 Details	Reviews			
Strategy 2: Migrant students will meet with Parent Liaison twice a year to address activities and supplemental services for all eligible students from all sub population groups.	**Formative**			**Summative**
CNA: SA #1 PROGS #4, #6 DEMO #2	**Oct**	**Jan**	**Mar**	**May**

TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Formative: Agendas, sign in sheets, parent sign in sheets
 	
    Summative: STAAR scores, our EOC scores, and completion/ graduation rates
    Staff Responsible for Monitoring: Principal
    Parental Involvement Coordinator
    Parent Liaison				

Strategy 3 Details	Reviews			
Strategy 3: In order to increase awareness of migrant student needs, BLA HS campus faculty and staff will be provided with appropriate migrant information so that timely and appropriate interventions are provided to migrant students.	Formative			Summative
	Oct	Jan	Mar	May
CNA: SA #1 PROGS #6 Population: campus administration, faculty, and staff TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: invitation, agenda, sign in sheets, student progress reports and benchmarks. Summative: STAAR scores, our EOC scores, and completion/ graduation rates **Staff Responsible for Monitoring:** Principal				

0% **No Progress**   100% **Accomplished**   → **Continue/Modify**   ✖ **Discontinue**

Goal 1: BISD students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).

Performance Objective 4: Increase number of students in co-curricular and extra-curricular advancing in Math, Science, Social Studies, ELA, Fine Arts, and CTE programs by 5% over 2019-2020 participation.

Evaluation Data Sources: Regional and state competition participation numbers.

Goal 2: The Board of Trustees, in collaboration with District Staff, Administration, Parents, and Community will ensure equity in availability of appropriate, well maintained, energy efficient facilities for a safe and orderly learning environment for all students. (Board Goal 2)

Performance Objective 1: All BISD facilities will implement energy savings plans; maintain and upgrade current facilities to provide a healthy and positive learning environment by scheduling renovation/upgrade/improvement of at least 20% of instructional facilities annually over the next 5 years. (Board Goal 2)

Evaluation Data Sources: New Energy Plan adopted by district, updated Five-year facilities renovation plan

Strategy 1 Details	Reviews			
Strategy 1: BLA HS will purposely promote energy savings activities on the campus to support implementation of the district's energy savings plan.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

CNA: Board Priority
 	
TIMELINE: AUGUST 2021-MAY 2022
 	
    Milestone's/Strategy's Expected Results/Impact: Complete implementation of the district energy savings plan which will result in decreased energy usage compared to prior year.
 	
    Formative: Monthly comparison of energy usage
 	
    Summative: Annual comparison of energy usage
    Staff Responsible for Monitoring: Principal
Faculty and Staff
Facilities and Maintenance Staff				

| Strategy 2 Details	Reviews			
Strategy 2: Create and implement a systematic approach to the renovation/ upgrade/ improvement of facilities to include prioritizing based on safety and needs of the district.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
CNA: Board Priority TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Survey results from BLA will indicate prioritization of the renovation plans. Formative: Survey Summative: Evaluation/Analysis of Survey Data **Staff Responsible for Monitoring:** Principal Faculty and Staff Facilities and Maintenance Staff				
0% No Progress 100% Accomplished ➡️ Continue/Modify ❌ Discontinue				

Goal 3: The District will ensure effective and efficient use of all available funds in implementing a balanced budget which includes improved compensation for teachers and plans to recruit, retain and support highly qualified personnel. (Board Goal 3) (TEA Ch. 4, Obj. 6)

Performance Objective 1: The District will ensure effective and efficient use of 100% of available budgeted funds to be used to meet the needs of all students.

    Evaluation Data Sources: Fiscal reports for district, internal and external audit reports and FIRST ratings

Strategy 1 Details	Reviews			
Strategy 1: The campus will support programs in effective and efficient use of 100% of available budgeted funds based on the needs assessments.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

CNA: Board Priority
 	
 POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
 TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Funding reports will indicate all funds were expended based on prioritized needs.
 	
    Formative: monthly expenditure reports compared CIP
 	
    Summative: end of year expenditure CIP report
    Staff Responsible for Monitoring: Principal
    Faculty and Staff
    Facilities and Maintenance Staff
 	
    Funding Sources: General Supplies-Bilingual - 163 State Bilingual - 163-11-6399-00-006-Y25-000-Y				

0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 3: The District will ensure effective and efficient use of all available funds in implementing a balanced budget which includes improved compensation for teachers and plans to recruit, retain and support highly qualified personnel. (Board Goal 3) (TEA Ch. 4, Obj. 6)

Performance Objective 2: The District will commit to a balanced budget which includes improved compensation for 100% of teachers.

    Evaluation Data Sources: Compensation plan including improved funding for teachers.

Strategy 1 Details	Reviews			
Strategy 1: The campus will commit to a balanced budget which includes improved compensation for 100% of teachers based on the needs assessments.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

CNA: Board Priority
 	
POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Funding reports will indicate all funds were expended based on prioritized needs.
 	
    Formative: monthly expenditure reports compared CIP
 	
    Summative: end of year expenditure CIP report
    Staff Responsible for Monitoring: Campus Administration
Faculty
Staff facilities				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 3: The District will ensure effective and efficient use of all available funds in implementing a balanced budget which includes improved compensation for teachers and plans to recruit, retain and support highly qualified personnel. (Board Goal 3) (TEA Ch. 4, Obj. 6)

Performance Objective 3: The district and campuses will create and provide faculty and staff recognitions and activities to improve campus morale/climate and support retention of teachers and principals.

Evaluation Data Sources: Campus needs assessment surveys, district/campus climate surveys

Strategy 1 Details	Reviews			
Strategy 1: Give priority to teachers from high poverty/ high minority/ low performing campuses to participate in the Master of Education cohorts, establish Master Teacher Leaders, and explore financial incentives.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
CNA: Board Priority				
TIMELINE: AUGUST 2021-MAY 2022				
Milestone's/Strategy's Expected Results/Impact: Compensation plan will reflect incentives available for teachers at high poverty/ high minority/ low performing campuses.				
Formative: draft of revised compensation plan				
Summative: approved revised compensation plan				
Staff Responsible for Monitoring: Administration				
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Goal 4: All BISD programs and campuses will work closely and collaboratively with the BISD Public Information Office to expand public relations/marketing campaigns to further expand student enrollment/recruitment/ and retention efforts. (Board Goal 4)

Performance Objective 1: All District program areas and campuses will provide the BISD Public Information Office with features articles, recognition of students, co-/extra-curricular activities, and parent/community events.

    Evaluation Data Sources: Media records with Public Information Office, enrollment data

Strategy 1 Details	Reviews			
Strategy 1: The campus will promote the history and origins along with current accomplishments of each campus weekly through the B.I.S.D. Public Information Office, website and other media venues.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

CNA: PER #3 DEMO #3
 	
POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
TIMELINE: AUGUST 2021-MAY 2022
 	
    Milestone's/Strategy's Expected Results/Impact: Weekly news articles will indicate a new campus each week.
 	
    Formative: schedule of weekly articles
 	
    Summative: listing of all campuses that were presented in weekly articles
    Staff Responsible for Monitoring: Principal
Assistant Principal
Faculty and Staff				

Strategy 2 Details	Reviews			
Strategy 2: The campus will update websites at least monthly including showcasing student and community activities.	**Formative**			**Summative**
CNA: PER #3 DEMO #3	**Oct**	**Jan**	**Mar**	**May**
POPULATION: ALL BLA HS AT-RISK STUDENTS				
TIMELINE: AUGUST 2021-MAY 2022				
Milestone's/Strategy's Expected Results/Impact: Campus websites will be up-to-date on a monthly basis with all compliance postings and showcasing campus/program activities and successes. Formative: checklist of websites indicating are current Summative: report at end of year for monthly checklist results **Staff Responsible for Monitoring:** Principal Faculty and Staff				

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 4: All BISD programs and campuses will work closely and collaboratively with the BISD Public Information Office to expand public relations/marketing campaigns to further expand student enrollment/recruitment/ and retention efforts. (Board Goal 4)

Performance Objective 2: The District will continue the District of Innovation for the purpose of adjusting the school calendar to begin earlier in August to support opportunities for more learning time prior to assessments.

    Evaluation Data Sources: School calendar showing earlier start date.

Strategy 1 Details	Reviews			
Strategy 1: The school will provide information through various media on the unique opportunities BLA HS provides for all students.	**Formative**			**Summative**
	Oct	Jan	Mar	May
CNA: SA #1 PROGS #8 DEMO #1 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Media coverage/presentations on the unique opportunities BLA provides for all students. Formative: list of media distribution of information and questions asked at presentations/public venues Summative: report at end of year for monthly checklist results **Staff Responsible for Monitoring:** Principal Faculty and Staff				
Strategy 2 Details	Reviews			
Strategy 2: SBDM committee will provide multiple options to be considered by the Administration to submit to the showcase the campus accomplishments.	**Formative**			**Summative**
	Oct	Jan	Mar	May
CNA: PER #3 DEMO #1, #3 TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: draft calendars Summative: Calendars **Staff Responsible for Monitoring:** Principal SBDM committee				
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Goal 5: School campuses will maintain a safe and disciplined environment conducive to student learning. (TEA Ch. 4, Obj. 8)

Performance Objective 1: Discipline referrals for removals or placements to the Brownsville Academic Center (BAC) will decrease by 5%.

Evaluation Data Sources: BAC placement data for 2018-2019 and 2019-2020, PEIMS discipline report data, Review360 report data, Pupil Services, Police and Security Services, Guidance and Counseling Services and Special Services departmental data related to BAC placements

Strategy 1 Details			Reviews			
Strategy 1: The BLA HS campus will promote self discipline among students followed by counseling sessions.			**Formative**			**Summative**
CNA: PER #1, #2, #3			**Oct**	**Jan**	**Mar**	**May**
POPULATION: ALL BLA HS AT-RISK STUDENTS						
TIMELINE: AUGUST 2021-MAY 2022						
Milestone's/Strategy's Expected Results/Impact: Formative: Discipline referral documentation						
Summative: Counselors documentation						
Staff Responsible for Monitoring: Principal Counselor						
0% No Progress	100% Accomplished	Continue/Modify		Discontinue		

Goal 5: School campuses will maintain a safe and disciplined environment conducive to student learning. (TEA Ch. 4, Obj. 8)

Performance Objective 2: Disciplinary placements for In school suspension (ISS) and Out of school suspensions (OSS) will decrease by 5% for 2019-2020 and will not be disproportionate for any population.

Evaluation Data Sources: OSS reports for district and campus disaggregated by special served populations including ESL, Special Education, At-Risk and economically disadvantaged, Review360 or eSchool behavior RtI plans and monitoring reports, plans for addressing Bullying, Teen Violence, and others.

Strategy 1 Details	Reviews			
Strategy 1: Meet with BLA HS Parent Liaison twice a year to address activities and supplemental services for all eligible students from all sub-population groups.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
CNA: PER #1, #2 DEMO #2 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Agenda, Sign-in Sheets, Parent Sign in sheets Summative: STAAR Scores, completion/graduation rates **Staff Responsible for Monitoring:** Principal Parent Liaison Parental Involvement Coordinator				
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 5: School campuses will maintain a safe and disciplined environment conducive to student learning. (TEA Ch. 4, Obj. 8)

Performance Objective 3: Refine and implement all safety plans across the district to ensure students are safe in the event of a crisis.

    Evaluation Data Sources: Updated safety plan checklist, published district safety plans, Unsafe Schools PEIMS report.

Strategy 1 Details	Reviews			
Strategy 1: BLA will develop and maintain an Emergency Operations Plan. Plan must cover multiple hazards and must be reviewed and updated annually by the Campus Safety and Security designee.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

The following drills must be practiced periodically: Lock-down drills, shelter-in-place, reverse evacuation, drop & cover, Evacuation. In order to prevent, protect against, respond to, recover from, and mitigate the effects of incidents, regardless of cause, size, location, or complexity, in order to reduce the loss of life and property and the environment.
 	
CNA: Board Priority
 	
POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Formative: sign-in sheets, visual inspections
 	
    Summative: Evaluations and audits
    Staff Responsible for Monitoring: Principal
    Faculty and Staff
    BLA HS Security				

0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Goal 6: The Board of Trustees, in collaboration with District Staff, Administration, Parents, and Community will provide required support and resources for the attainment of educational excellence and equity. Parents will be full partners with educators in the education of their children. (TEA Ch. 4, Obj. 1)

Performance Objective 1: There will be a 10% increase of parents involved in campus/district parental involvement activities from to 2018-2019 to 2019-2020

   Evaluation Data Sources: Completed Title I-A Parental Involvement Compliance Checklist, Campus CNA and Title I Parent Survey, Parent Meeting Attendance Rates

Strategy 1 Details	Reviews			
Strategy 1: Schedule Parental Involvement meetings. Communication will be through flyers given to students for their parents, through School Messenger and the web site as well as announcements in the classrooms. Refreshments will be provided to parents and students who attend. A Needs Survey will be conducted once per year.	**Formative**			**Summative**
	Oct	Jan	Mar	May
CNA: PER #1, #4, #5 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Agendas, rosters and sign-in Sheets Summative: Faculty response to parent issues resulting from survey **Staff Responsible for Monitoring:** Principal Parent Liaison CIS Social Worker				

Strategy 2 Details	Reviews			
Strategy 2: BLA HS Parent Liaison along with Administration will conduct an annual Title I meeting to inform parents of the many services provided through Title I.	Formative			Summative
	Oct	Jan	Mar	May
CNA: PER #2, #4, #5 DEMO #2 POPULATION: ALL BLA HS AT-RISK STUDENTS AND PARENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Fliers, School Messenger record, agendas, minutes, evaluations Summative: End of Year Survey, Graduation Rate, Certificate Completion **Staff Responsible for Monitoring:** Principal Parent Liaison				

Strategy 3 Details	Reviews			
Strategy 3: Parent Liaison will provide ample parental education opportunities through parent conferences and parent training sessions:	Formative			Summative
	Oct	Jan	Mar	May

Dropout prevention
Drug awareness
Graduation requirements
Importance of Attendance
College opportunities
FAFSA

CNA: PER #4, #5

POPULATION: ALL BLA HS AT-RISK STUDENTS

TIMELINE: AUGUST 2021-MAY 2022

Milestone's/Strategy's Expected Results/Impact: Formative: Fliers, School Messenger record, Evaluations, Title I Parental Involvement Checklist - Compliance

Summative: End of the Year Survey, Drop-out Rate, Completion Rate, Graduation Rate, Test Results

Staff Responsible for Monitoring: Principal
Parent Liaison
Counselors

Strategy 4 Details	Reviews			
Strategy 4: BLA HS will conduct a Title I Parent Survey to evaluate the effectiveness of the campus parental involvement program.	Formative			Summative
	Oct	Jan	Mar	May

CNA: PER #2, #4, #5

POPULATION: ALL BLA HS AT-RISK STUDENTS

TIMELINE: AUGUST 2021-MAY 2022

Milestone's/Strategy's Expected Results/Impact: Formative: Completed surveys, Title I Parental Involvement
Compliance Check-List, Drop-out Rate, Completion Rate, Certificate completion, Test scores

Summative: End of the Year Survey results, Graduation Rate, Test Scores
Staff Responsible for Monitoring: Principal
Parent Liaison

| 0% No Progress | 100% Accomplished | → Continue/Modify | ✗ Discontinue |

Goal 7: Educators will keep current with the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning. (TEA Ch. 4 Obj. 9)

Performance Objective 1: Academic related professional development will improve teacher effectiveness in providing student centered instruction to meet the needs of all students, including those receiving special education, dyslexia, second language and At-Risk supports to improve academic performance and engagement as evidenced by classroom observations.

    Evaluation Data Sources: Professional development system (PDS) session attendance and evaluation reports, Feedback/Walkthrough report data, T-TESS evaluations

Strategy 1 Details	Reviews			
Strategy 1: Professional Development opportunities will be provided to improve teacher effectiveness in providing student centered instruction.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
CNA: SA #5 PROGS #1, #2 POPULATION: ALL BLA HS TEACHERS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: On going needs assessment. Summative: Professional development system (PDS) session attendance and evaluation reports, Feedback/Walkthrough report data, T-TESS evaluations **Staff Responsible for Monitoring:** Principal				
0% No Progress 100% Accomplished ➡ Continue/Modify ✗ Discontinue				

Goal 7: Educators will keep current with the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning. (TEA Ch. 4 Obj. 9)

Performance Objective 2: The CTE Department will provide on-going professional development for CTE teachers, so that extended leaning opportunities, with the use of research-based programs and activities, are provided to students to ensure more opportunties to be college and career ready.

    Evaluation Data Sources: Professional development records for CTE, numbers of students in under-served pathways, survey data

Goal 8: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration. (TEA Ch. 4 Obj. 10)

Performance Objective 1: All schools will show a 5% increase in all four key areas of the Star Chart: 1. Teaching and Learning 2. Educator Preparation and Development 3. Leadership, Administration and Instructional Support 4. Infrastructure for Technology

All schools will show a 5% increase in all four key areas of the Star Chart: 1. Teaching and Learning 2. Educator Preparation and Development 3. Leadership, Administration and Instructional Support 4. Infrastructure for Technology

Evaluation Data Sources: EOY Student grades, electronic portfolios, StarChart Survey Results, T-TESS, Professional Development System Summary Reports, Fixed Assets inventory Expenditure reports

Strategy 1 Details	Reviews			
Strategy 1: Microsoft Office software and PDF software will be provided to increase integration of technology in instruction and build technology application skills of students.	**Formative**			**Summative**
	Oct	Jan	Mar	May
CNA: SA #2 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Software usage reports, student report cards, benchmark results Summative: STAAR/EOC scores, graduation/completion rates **Staff Responsible for Monitoring:** Principal Teachers **Funding Sources:** SOFTWARE-PDF - 162 State Compensatory - 162-23-6395-65-006-Y26-000-Y, GENERAL SUPPLIES-COMPUTER SUPPLIES - 162 State Compensatory - 162-23-6399-65-006-Y26-000-Y				

Strategy 2 Details	Reviews			
Strategy 2: TST will consistently monitor the computer labs and classrooms where computers are used to be sure the software is appropriately installed ready for teacher and student use.	Formative			Summative
	Oct	Jan	Mar	May
CNA: SA #1 PROGS #9, #10 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Technology Department utilization report Summative: Improved test scores and passing rates of all students. **Staff Responsible for Monitoring:** Principal Teachers Technology Department **Funding Sources:** Misc Contracted Services - 164 State Career and Technical Education - 164-11-6299-62-006-Y22--000-Y, Supplies and Materials - 164 State Career and Technical Education - 164-11-6395-62-006-Y22-000-Y, General Supplies - 164 State Career and Technical Education - 164-11-6399-01-006-Y22-000-Y, Misc Operating Costs-Fees - 164 State Career and Technical Education - 164-11-6497-00-006-Y22-000-Y, Textbooks - 164 State Career and Technical Education - 164-11-6321-00-006-Y22-000-Y				

0% **No Progress**   100% **Accomplished**   → **Continue/Modify**   ✗ **Discontinue**

Goal 9: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)

Performance Objective 1: Increase the overall district attendance rate to 96.8% with a target of 97.5% for elementary schools, 97% for middle schools and 96% for high schools and improve At-Risk Student Attendance Rate by 10% over prior year attendance

    Evaluation Data Sources: District and campus attendance rates, At-Risk Student Attendance.

Strategy 1 Details	Reviews			
Strategy 1: The counselors at BLA HS will monitor and coordinate intervention programs for students classified as At-Risk.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

CNA: SA #1 DEMO #1
 	
POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Formative: Daily Average, daily attendance report, student progress reports, benchmark scores
 	
    Summative: STAAR, EOC, Graduation rate, completion rate, drop-out rate
    Staff Responsible for Monitoring: Principal
    Counselor
    Testing Coordinator
    Department Chairs
    Administrator for State Compensatory Education				

Strategy 2 Details	Reviews			
Strategy 2: Recognize and award incentives to students who meet attendance goals and who get at least 4 credits per semester to promote increased attendance.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
CNA: PER #3 DEMO #1, #3 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Student Progress Report, attendance reports Summative: Attendance Rate, EOC , Graduation rate, completion rate, drop-out rate **Staff Responsible for Monitoring:** Principal PEIMS Supervisor Department Chairs Administrator for State Compensatory Education **Funding Sources:** EMPLOYEE OUT OF DISTRICT TRAVEL - 162 State Compensatory - 162-13-6411-23-006-Y26-000-Y, ADMINISTRATORS OUT OF DISTRICT TRAVEL - 162 State Compensatory - 162-23-6411-23-006-Y26-000-Y, PARENT LIAISON TRAVEL - 162 State Compensatory - 162-61-6411-00-006-Y26-000-Y, Misc Operating Costs-Awards - 164 State Career and Technical Education - 164-31-6498-00-006-Y22-000-Y, MISC. OPERATING COSTS - 162 State Compensatory - 162-61-6499-53-006-Y30-WTF-Y, GENERAL SUPPLIES - 162 State Compensatory - 162-61-6399-00-006-Y30-WTF-Y, EMPLOYEE IN-DISTRICT MILEAGE - 162 State Compensatory - 162-13-6411-00-006-Y-26-000-Y				

Strategy 3 Details	Reviews			
Strategy 3: Implement the School Messenger notification system procedures for effective monitoring of student attendance, to keep parents informed and maximize public knowledge of our instructional goals.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
CNA: PER #2 DEMO #1 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Student Progress and Attendance Reports Summative: Attendance Rate **Staff Responsible for Monitoring:** Principal Attendance Clerk				

Strategy 4 Details	Reviews			
Strategy 4: Promote awareness and notification of Student Code of Conduct (SCC) to students, parents, staff & community through campus distribution of SCC and campus presentations to ensure all students are afforded due process and are aware of their rights.	**Formative**			**Summative**
	Oct	Jan	Mar	May
CNA: PER #2, #5 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: SCC Acknowledgement Forms Summative: Agendas and Sign-in forms **Staff Responsible for Monitoring:** Principal Counselors Parent Liaison Teachers Data Entry/Registrar				

Strategy 5 Details	Reviews			
Strategy 5: The custodians will ensure the instructional setting is conducive to learning by ensuring the classrooms and general areas are safe and clean.	**Formative**			**Summative**
	Oct	Jan	Mar	May
CNA: School Culture/Climate #5,#6,#7 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Evaluation of common areas and classroom Summative: Observations **Staff Responsible for Monitoring:** Custodians Principal Administrator for State Compensatory Education **Funding Sources:** CUSTODIAL SUPPLIES FOR JANITORIAL USE - 162 State Compensatory - 162-51-6315-00-006-Y26-000-Y, CUSTODIAL SUPPLIES - 162 State Compensatory - 162-51-6319-00-006-Y26-000-Y				

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 9: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)

Performance Objective 2: Increase the High School Graduation Rate to 91.3%

    Evaluation Data Sources: Drop-out and Graduation rate reports.

Strategy 1 Details	Reviews			
Strategy 1: BLA HS will provide Extended Day tutorials for IGC as well as additional tiered instruction for students.	**Formative**			**Summative**
CNA: SA #1, #3	**Oct**	**Jan**	**Mar**	**May**
POPULATION: ALL BLA HS AT-RISK STUDENTS				
TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Walkthroughs, IGC session attendance and project completion rate Summative: Drop-out and Graduation rate reports. **Staff Responsible for Monitoring:** Principal Counselor Department Chairs				

Strategy 2 Details	Reviews			
Strategy 2: Students who meet IGC criteria in the Fall of 2018 will be recommended to attempt IGC project completion by Fall 2018.	**Formative**			**Summative**
CNA: SA #1, #3	**Oct**	**Jan**	**Mar**	**May**
POPULATION: ALL BLA HS AT-RISK STUDENTS				
TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Increase Graduation Rates by 10% **Staff Responsible for Monitoring:** Principal Teachers				

Strategy 3 Details	Reviews			
Strategy 3: Promote awareness to students and parents of pregnancy related services available within BISD in order to keep students in school and meet graduation requirements.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
CNA: PER #2, #5 DEMO #2 POPULATION: ALL BLA HS AT-RISK STUDENTS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Student Progress Reports, Attendance Reports, and number of students who receive PRS services Summative: Drop-out and Graduation rate reports. **Staff Responsible for Monitoring:** Principal Counselor Department Chairs Administrator for State Compensatory Education				

Strategy 4 Details	Reviews			
Strategy 4: BLA HS teachers will review student credit completion forms to assist students in continuing to make timely progress towards graduation.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
CNA: SA #1 POPULATION: ALL BLA HS AT-RISK TEACHERS TIMELINE: AUGUST 2021-MAY 2022 **Milestone's/Strategy's Expected Results/Impact:** Formative: Credit Completion Form progress rates Summative: EOC Test Results, IGC completion rates, reduced drop out and increased graduation rates **Staff Responsible for Monitoring:** Principal Counselor Department Chairs				

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 9: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)

Performance Objective 3: All campuses will develop prevention and intervention strategies that increase At-Risk student achievement on STAAR by 10%.

    Evaluation Data Sources: STAAR/EOC reports disaggregated for At-Risk students.

Strategy 1 Details	Reviews			
Strategy 1: BLA HS teachers will review student credit completion forms to assist students in continuing to make timely progress towards graduation.	**Formative**			**Summative**
	Oct	Jan	Mar	May
CNA: SA #1				
POPULATION: ALL BLA HS AT-RISK STUDENTS				

TIMELINE: AUGUST 2021-MAY 2022
  Milestone's/Strategy's Expected Results/Impact: Formative: Credit Completion Form progress rates
  Staff Responsible for Monitoring: Principal
Counselors
Department Chairs				

Strategy 2 Details	Reviews			
Strategy 2: Extended year/summer classes will be provided to improve graduation rates.	**Formative**			**Summative**
CNA: SA #1	Oct	Jan	Mar	May
POPULATION: ALL BLA HS AT-RISK STUDENTS				

TIMELINE: AUGUST 2021-MAY 2022
  Milestone's/Strategy's Expected Results/Impact: Increase Graduation Rates by 10%
  Staff Responsible for Monitoring: Principal				

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 9: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)

Performance Objective 4: Brownsville Learning Academy will support the district in reducing the dropout rate to less than 1% and increase the High School Completion rate to 95% and the Graduation Rate to 80%

Evaluation Data Sources: Graduation Rate, Completion Rate, Dropout Rate

Strategy 1 Details	Reviews			
Strategy 1: The campus counselors will monitor student progress in order to decrease the dropout rate and increase the completion and graduation rate.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

CNA: PER #3 SA #1 DEMO #1, #3
 	
POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Formative: Counselor logs, Weekly Dropout Logs, and Student Progress reports, Benchmark Scores
 	
    Summative: Graduation Rate, Completion Rate, Dropout Rate
    Staff Responsible for Monitoring: Principal
    Dean of Instruction
    Counselor				

Strategy 2 Details		Reviews			

Strategy 2: The campus head counselor will attend trainings and drop out prevention meetings centered around working with graduation cohorts and dropout prevention in order to ensure students graduate within four years. Counselor will also support extended year to prevent drop outs.
 	
CNA: SA #1 DEMO #1, #3
 	
POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Formative: ERO Session Evaluation Report and Student Progress Reports; Activity Card Use, Participation in Clubs
 	
    Summative: STAAR, EOC, Graduation Rate, Completion Rate, and Dropout Rate
    Staff Responsible for Monitoring: Principal
 	
    Funding Sources: Employee Travel-Out of District - 162 State Compensatory - 162-31-6411-23-006-Y26-000-Y
		Formative			**Summative**

		Oct	**Jan**	**Mar**	**May**

Strategy 3 Details		Reviews			

Strategy 3: Accelerated instruction in the foundation curriculum will be provided, in order to improve at-risk student achievement, graduation rate, completion rate, and decrease the retention rate and dropout rate.
 	
CNA: PER #3 SA #1 DEMO #1, #3
 	
POPULATION: ALL BLA HS AT-RISK STUDENTS
 	
TIMELINE: AUGUST 2021-MAY 2022
    Milestone's/Strategy's Expected Results/Impact: Formative: eSchoolPLUS, Classroom
 	
    Summative: Observations, eSchoolPLUS At-Risk Progress Report, Benchmark Scores, Student Progress Reports; Student Participation in Programs
    Staff Responsible for Monitoring: Principal
    Counselor
    Department Chairs
    Administrator for State Compensatory Education
		Formative			**Summative**

		Oct	**Jan**	**Mar**	**May**

Strategy 4 Details	Reviews			
Strategy 4: Communities in Schools (CIS) Social Worker is available to help homeless and unaccompanied youth with food items, hygiene products, school supplies, and clothes as needed to improve At- Risk students' achievement, attendance, graduation rate, completion rate, and decrease the retention rate and dropout rate.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

CNA: PER #1

POPULATION: ALL BLA HS AT-RISK STUDENTS

TIMELINE: AUGUST 2021-MAY 2022

Milestone's/Strategy's Expected Results/Impact: Formative: Pantry and Clothes Closet Inventory, Pantry and Clothes

Summative: Closet Distribution Log, Benchmark Scores, Student Progress Reports

Staff Responsible for Monitoring: Principal
CIS Social Worker
Counselor
Department Chairs
Administrator for State Compensatory Education
Nurse
Homeless Youth Coordinator,
Administrator for State Compensatory
Education,
Administrator for Special Programs

Strategy 5 Details	Reviews			
Strategy 5: Professional development opportunities will be provided to BLA staff to enhance the provision of services for at-risk students in order to improve academic achievement, graduation rate, completion rate, and de-crease the retention rate and dropout rate. Professional development opportunities include:	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Identification of at-risk students via state and local criteria, graduation rate, completion rate, and dropout rate, graduation cohorts, Identification and immediate enrollment of homeless children and unaccompanied youth via the McKinney-Vento Act, and Budget
and Program Compliance

CNA: SA #1, #5 PROGS #1, #2

POPULATION: ALL BLA HS AT-RISK STUDENTS

TIMELINE: AUGUST 2021-MAY 2022

    Milestone's/Strategy's Expected Results/Impact: Formative: PDS Session Evaluation Report and Session
    Attendance
    Report, Verified Homeless and/or Unaccompanied Youth
    Enrollment Letter, eSchoolPLUS Special Programs Report

    Summative: eSchoolPLUS At-Risk Progress Report, Benchmark Scores, Student Progress Reports

    Staff Responsible for Monitoring: Principal
    Counselor
    Department Chairs
    Administrator for State Compensatory Education
    Administrator for State Compensatory Education
    Administrator for Special Programs
    Curriculum & Instruction Specialists

Strategy 6 Details	Reviews			
Strategy 6: Brownsville Learning Academy will provide highly qualify teachers, counselor, staff, and administrative support to increase at-risk student performance and decrease drop out rate and also increase graduation rate.	Formative			Summative
	Oct	Jan	Mar	May
Milestone's/Strategy's Expected Results/Impact: 5% increase attendance rate .5% decrease in drop out rate 2% increase graduation rate **Staff Responsible for Monitoring:** Principal Counselor **Funding Sources:** State Comp. Teacher Salaries - 162 State Compensatory - 162-11-6119-00-006-Y-26-000-Y, State Comp. Administration Salaries - 162 State Compensatory - 162-23-6119-00-006-Y-26-000-Y, State Comp. Counselor Salary - 162 State Compensatory - 162-31-6119-00-006-Y-26-000-Y, State Comp. Custodial Salaries - 162 State Compensatory - 162-51-6129-00-006-Y-26-000-Y, Security Officers - 162 State Compensatory - 162-52-6129-00-006-Y-26-000-Y, State Comp. Parent Liaison - 162 State Compensatory - 162-61-6129-00-006-Y-26-000-Y				

Strategy 7 Details	Reviews			
Strategy 7: BLA will provide contracted services through CIS for at-risk students to reduce drop out rate and to increase graduation rate and to increase at-risk student academic performance.	Formative			Summative
	Oct	Jan	Mar	May
Milestone's/Strategy's Expected Results/Impact: 5% increase attendance rate .5% decrease in drop out rate 2% increase graduation rate **Staff Responsible for Monitoring:** Principal Counselor **Funding Sources:** Communities in Schools - 162 State Compensatory - 162-32-6299-00-006-Y-26-CIS-Y				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 10: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration. (BISD Future Ready Technology Action Plan) (TEA Ch. 4 Obj. 10)

Performance Objective 1: Technology-based instruction using hardware and software to address the gaps in students at risk of dropping out, as well as gaps in teachers skills, through adaptive, personalized, flexible and supplemental learning will increase when compared to comparable data for 2019-2020. (Future Ready Curriculum, Instruction, and Assessment)

Evaluation Data Sources: Learning Management System for usage reports, Walkthroughs, Professional Development session data

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Performance Objective 2: Increase opportunities for student learning to any time of day, from home, school, and/or community, as well as provide authentic job-embedded student internships in aerospace, robotics, coding and technology compared to 2019-2020, leveraging human capital in personalized learning. Future Ready Use of Space and Time

    Evaluation Data Sources: Classroom projects, competition enrollments, walkthroughs, personnel assignments

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Performance Objective 3: Improve high speed network connectivity for all stakeholders to ensure the success of the plan implementation to support blended learning at all grade levels.
Future Ready Robust Infrastructure

    Evaluation Data Sources: Network connectivity, 1:1 ratios, Score Cards

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Performance Objective 4: Review update, and implement policies that guide students, staff, parents and community members that ensure safety, privacy and security within our data systems.
Future Ready Data and Privacy

   Evaluation Data Sources: Updated policies, reports of data breaches

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Performance Objective 5: Increase community and business-oriented partnerships, and create a database of leaders with expertise in Educational Technology that will facilitate planning, classroom level partnerships, and access to skills to support students as they prepare to enter the workforce.
Future Ready Community Partnerships

   Evaluation Data Sources: Numbers of partnerships, Database of leaders in Ed. Tech, campus partnership listing

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Performance Objective 6: Provide competency and research-based professional development, leverage Media Specialists, Deans, Tech Administrators Technology Support Teachers at every campus, develop Professional Learning Communities (PLCs), offer District Technology Conferences, promote and establish innovative partnerships (MIE, Apple Certified Educator, and Google Certified Teacher) and provide technology resources and PD that support personalized, flexible, blended learning across all content areas.
Future Ready Personalized Professional Learning

    Evaluation Data Sources: Professional development records, walkthrough reports, classroom observations

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Performance Objective 7: Allow accessibility to software and platforms, and define accountability metrics that support an efficient planning process across multiple budgets.
Future Ready: Budget and Resources

    Evaluation Data Sources: Listing of available software and platforms with usage reports, District budgets for licenses and software.

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Performance Objective 8: Conduct the BISD Future Ready Framework Technology Survey annually to assess the level of implementation of each Future Ready gear.
Future Ready Collaborative Leadership

   Evaluation Data Sources: BISD Future Ready Framework survey results

State Compensatory

Budget for Brownsville Learning Academy High School

Total SCE Funds: $0.00
Total FTEs Funded by SCE: 22
Brief Description of SCE Services and/or Programs

Personnel for Brownsville Learning Academy High School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Araujo, Eduardo	Math Teacher	1
Betancourt, Leticia	Clerical Assistant II	1
Brown, Catalina	Science Teacher	1
Chapa, Mark	Counselor	1
Crixell, Elsa	English Teacher	1
Custodians	1 head Custodian / 3 Custodians	4
Galarza, Eduardo	Math Teacher	1
Garcia, Maria Ofelia	Parent Liaison	1
Guerrero, Rosa	Secretary	1
Mejia, Alfredo	Custodian	1
Meraz-Mendoza, Blanca	Custodian	1
Nevarez, Martin	Custodian	1
Olivares, Dora	Data Management Clerk	1
Salazar, Candice	STARS Teacher	1
School Administration	Principal	1
Ude, Dr. Edward	Principal	1
Vacancy	History	1
Villarreal, Alma	Custodian	1
Young, Patricia C.	English Teacher	1

2022-2023 Site Based Decision Making Committee

Committee Role	Name	Position
Administrator	Teresa De Saro	Principal
Meeting Facilitator	Hector Zamarripa	Assistant Principal
District-level Professional	Randy Park	Pupil Services Administrator
Paraprofessional	Virginia Scott	Secretary
Classroom Teacher	Elsa Crixell	ELA Teacher
Non-classroom Professional	Mark Chapa	Counselor
Classroom Teacher	Eduardo Araujo	Math Teacher
Classroom Teacher	Catalina Brown	Sience Teacher
Classroom Teacher	Sarah Crixell	SS Teacher
Parent	Lorena Escobedo	Parent
Community Representative	Emilio Crixell	Emilio Crixell and Border Soul
Business Representative	Gracie Saenz	Manager
Business Representative	Frank Cisneros	Marketing
Student	Karin Garza	Student
Community Representative	Gerardo Mascorro	