

BROOKS COUNTY ISD

District Improvement Plan

2022/2023



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BROOKS COUNTY ISD

Mission

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.

Vision

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

Nondiscrimination Notice

BROOKS COUNTY ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

Resources

Resource	Source
ARP HOMELESS II GRANT	Federal
CTE Perkins Reserve 2021-2022	Federal
Dyslexia Grant Federal	Federal
ESSA Title I, A Improving Basic Programs	Federal
ESSER II FUND 281	Federal
ESSER III 282 FUND	Federal
ESSER-266	Federal
G/T Ed Block Grant	Federal
IDEA-B Formula	Federal
IDEA-B Formula ARP ACT	Federal
IDEA-B Pre-School ARP ACT	Federal
IDEA-B Preschool	Federal
National Writing Project-287	Federal
PHD SCI	Federal
PKES Tier 3 Grant	Federal
STRONG FOUNDATION MATH & LIT	Federal
T1Part C-Migrant	Federal
T2Part A Teacher/Principal Training and Recruiting	Federal
T3Part A-LEP SSA, ESC1	Federal
TCLAS High Quality After Sch Grant	Federal
TCLAS- COVID ACCELERATED INST.	Federal
TCLAS-GR-State	Federal
TITLE I 1003 SCHOOL IMPROVEMENT	Federal
Title I, Part A Parental Engagement	Federal
Title IV, Part A	Federal
Title V, B, SP2,Rural & Low Income	Federal
Special Ed Local	Local

Resources

Resource	Source
Communities Foundation TX-ADSY/PEP-Non-Profit Foun	Other
UT Hogg Foundation Grant-Non-Profit Foundation	Other
Bilingual Ed Block Grant	State
Career and Technical Education	State
Dyslexia	State
Early Education Allotment	State
Gear Up-SSA/ESC1-Federal	State
Grow Your Own Grant-428	State
High School Allotment	State
Instructional Materials Allotment	State
Jobs & Education for Texans (JET)Grant(TWC)	State
PreK - Compensatory Ed	State
PreK - FSP	State
State Compensatory	State
State Compensatory / Learning Center	State
State Compensatory /DAEP	State
Technology Lending Grant-429	State

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Goal 1. (Academic Goal) By 2023, the students at Brooks County ISD will meet expectations and show progress in closing the achievement gaps in ELA, Mathematics, Science, and Social Studies as measured through benchmarks, common assessments and STAAR/EOC assessments.

Objective 1. By Spring 2023, the BCISD will support campuses to implement Reading, Writing, Math, Science and Social Studies STAAR and EOC strategies to increase student performances as measured by meets grade level standard. The District will focus on all grade levels and all subject areas and will monitor student progress and passing standards for All, Gender, Hispanic, White, and Eco Disadvantaged, At-Risk, Sp. Ed., Migrant, EL and Gifted and Talented.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District will monitor the Did not master, Approaches, Meets, and Masters level performance of students on tested areas checkpoints, common assessments, unit tests, and benchmarks through data meetings in PLCs data rooms. (Title I SW Elements: 1.1,2.2,2.5) (Target Group: All)	Administrators, Assistant Principal(s), Consultant(s), Curriculum Director, Director of Teaching & Learning	July 22-June 23		Criteria: STAAR/EOC Benchmarks Unit Test MAP Checkpoints 08/02/22 - Pending
2. The district will ensure campus administration as well as district instructional staff conduct vertical planning where the keen focus is on state assessments. Teachers and leaders will utilize approved curriculum as well as utilizing High Yield Strategies and differentiated instruction. (Title I SW Elements: 1.1,2.2) (Target Group: All)	Administrators, Assistant Principal(s), Curriculum Director, Director of Teaching & Learning, District Leadership Team	July 22-June 23		Criteria: STAAR/EOC/STAAR ALT./TELPAS MAP Benchmarks Unit Test Common Assessments 08/02/22 - Pending
3. Professional development opportunities will be provided to teachers to target specific needs of all populations in all content areas. (Target Group: All)	Administrators, Instructional Officers	July 22-July 23		Criteria: Formative Assessments Summative Assessments STAAR/EOC/TELPAS MAP Common Assessments
4. The district will collaborate continuously with SPED/504/MTSS/Bilingual/ESL Team to support the implementation of acceleration and enrichment with interventions, accommodations, with designed supports: PLCs focus, Inclusion Supports, Co-teaching, and differentiated instruction to improve achievement in all subject areas. (Target Group: SPED)	Administrators, Assistant Principal(s), Curriculum Director, Director of Teaching & Learning, District Leadership Team, Federal Programs Director, Special Education Director	July 22-July 23		Criteria: STAAR/EOC Meets and Masters Levels Benchmarks Unit Test Checkpoints
5. The district administration will conduct classroom visits and walkthroughs aligned to the T-TESS rubric in order to monitor and	Administrators, Assistant Principal(s), Director of Teaching & Learning, Special	July 22-July 23		Criteria: STAAR/EOC/TELPAS/STAAR Alt 2

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Objective 1. By Spring 2023, the BCISD will support campuses to implement Reading, Writing, Math, Science and Social Studies STAAR and EOC strategies to increase student performances as measured by meets grade level standard. The District will focus on all grade levels and all subject areas and will monitor student progress and passing standards for All, Gender, Hispanic, White, and Eco Disadvantaged, At-Risk, Sp. Ed., Migrant, EL and Gifted and Talented.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
support instructional practices with instructional accommodations, differentiated instruction, and Inclusion supports practices. Staff will be trained in accommodations and supplemental aides, and provide feedback to teachers in a timely manner. (Target Group: All)	Education Director			Benchmarks Unit Test Checkpoints
6. The district will provide the following resources to address learning loss: Mind Play, Fast Focus, Sharon Wells, Sirius, PhD Science, Odell, and Education Galaxy. (Target Group: All)	Administrators, Director of Teaching & Learning, Principal	July 22-July 23		Criteria: STAAR/EOC/TELPAS/STAAR ALT. Benchmarks Unit Test Six Weeks Common Assessments MAP Test
7. As per House Bill 4545, 3rd, 5th, and 8th grade students who did not meet satisfactory performance in the 2022 spring STAAR/EOC/STAAR Alt. will have an acceleration committee meeting with parent/guardian to devise a plan of action to meet the 30 hours of support in the content areas not mastered. (Target Group: 3rd,5th,8th)	Administrators, Instructional Officers	August 22-July 23		Criteria: STAAR/EOC/TELPAS/STAAR ALT. Benchmarks Unit Test MAP Common Assessments

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Objective 2. By Spring 2023, the BCISD will support campuses to implement EL strategies to increase student performance as measured by the meets grade level standard.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will monitor campuses through classroom visits, monthly audits, and program reports to ensure opportunities are provided for our Bilingual/ESL students through high yield strategies, differentiated instruction, and closely monitoring their engagement within a lesson cycle observed. (Target Group: BI,ESL)	Administrators, Instructional Officers	July 22-July 23		Criteria: STAAR/STAAR Alt./TELPAS/MAP Unit Test Common Assessments Checkpoints
2. Campus administrators will be trained in EL academies to gain insight of the implementation of sheltered instruction and SIOp strategies throughout a lesson. (Target Group: ESL)	Administrators, Instructional Officers	July 22-July 23		Criteria: TELPAS/STAAR/EOC
3. Summer school program will include our Bilingual/ESL to participate in enrichment classes to further expose our students to STEM activities as well as attending field trips connected to learning. (Target Group: BI,ESL)	Administrators, Instructional Officers	July 22-July 23		Criteria: STAAR/STAAR Alt. /TELPAS/MAP Unit Test Benchmarks Common Assessments Check points
4. LPAC non-passers will be closely monitored through meetings that will take place every six weeks on an as needed based on progress reports and six weeks grades to ensure students are on track to moving to next grade level or graduation. (Target Group: ESL)	Administrators, Counselor(s), Instructional Officers	July 22- July 23		Criteria: Progress Reports Report Cards

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Objective 3. By Spring 2023, the BCISD will assist campuses to implement SPED STAAR and EOC supports to increase student performance as measured by the meets grade level standard.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Contact the regional service center and alternative programs regarding the need for highly qualified instructors in the special education areas. This includes the need for core content areas as well as bilingual certification. (Title I SW Elements: 1.1,2.6) (Target Group: SPED) (Strategic Priorities: 1)	Principal, Special Education Director	July 2022 - June 2023		Criteria: Highly Qualified Sp. Ed staff
2. Monitor the percent of Special Education students placed in ISS/DAEP/OSS/JJAEP on a monthly basis. (Title I SW Elements: 1.1,2.6) (Target Group: SPED) (Strategic Priorities: 2)	Campus Administrators, Principal, Special Ed Teachers, Special Education Director	July 2022 - June 2023		Criteria: ISS/DAEP/OSS JJAEP monthly Rosters
3. Ensure each campus crisis team is trained on CPI (Crisis Prevention Intervention) restraint training relative to all students. (Target Group: All,SPED) (Strategic Priorities: 1)	Administrators, Special Education Director	July 2022 - June 2023		Criteria: Training sign in sheets
4. Provide staff development opportunities for campus administrators, teachers and paraprofessionals to ensure implementation of differentiated lessons for instruction of students with special needs. (Title I SW Elements: 2.5,2.6) (Target Group: SPED)	Campus Administrators, ESC1 Consultants, Special Education Director	July 2022 - June 2023		Criteria: Staff development Trainings offered Sign in sheets
5. Provide career and technology education opportunities to Special Education students through partnerships with public post-secondary institutions (Texas workforce Solutions) and/or trade or technical schools. (Title I SW Elements: 2.5,2.6) (Target Group: SPED) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), CTE Director, Principal	July 2022 - June 2023		Criteria: Partnership commitments
6. Use DMAC and OnData Suite to assist with the data driven instructional decisions targeting Special Education students to determine appropriate IEP and placement. (Title I SW Elements: 2.2,2.4,2.5,2.6) (Target Group: ECD,ESL,Migrant,EB,SPED,AtRisk,FC) (Strategic Priorities: 2,4)	Administrators, Director of Teaching & Learning, Special Ed Teachers, Special Education Director, Teacher(s)	July 2022 - June 2023	(F)ESSER II FUND 281 - \$22,379	Criteria: DMAC and OnData Suite reports

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Objective 3. By Spring 2023, the BCISD will assist campuses to implement SPED STAAR and EOC supports to increase student performance as measured by the meets grade level standard.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. The Special Education department will increase awareness in the areas of Child Find, Referral Process and Identification of student with disabilities to families and the community members providing trainings and additional resources. (Title I SW Elements: 2.1,3.1) (Target Group: SPED) (Strategic Priorities: 4)	Special Education Director	July 2022 - June 2023		Criteria: Training Sign in sheets Informational Flyers
8. Through the MTSS/RTI and/or 504 committee, the district will notify parents or guardians of any recommendation to assess their students for dyslexia and/or special education services. Parents will be informed of their rights and parental permission will be obtained before any assessment will be administered. (Target Group: SPED) (Strategic Priorities: 2)	Campus Administrators, Special Education Director	July 2022 - June 2023		Criteria: referral documentation
9. All district campuses will implement Frontline program to ensure compliance with state regulations regarding the identification and implementation of MTSS/504, dyslexia and Special Education Programs. (Title I SW Elements: 2.6) (Target Group: SPED) (Strategic Priorities: 2,4)	Special Education Director	July 2022 - June 2023		Criteria: Frontline Reports
10. Continue to implement policies and procedures for the Special Education department to ensure uniformity of practices and including assessment procedures for evaluation. (Title I SW Elements: 2.2) (Target Group: SPED) (Strategic Priorities: 2,4)	Administrators, Special Education Director, Superintendent(s)	July 2022 - June 2023		Criteria: Copies of policies and procedures
11. Develop and monitor procedures for the Special Programs (ATRISK, dropouts, Homeless, MTSS/504, Dyslexia and Special Education) to ensure compliance with state and federal guidelines. (Title I SW Elements: 1.1) (Target Group: ECD,ESL,Migrant,SPED,AtRisk,HS,504)	Administrators, Special Education Director, Superintendent(s)	July 2022 - June 2023	(F)ARP HOMELESS II GRANT, (F)Dyslexia Grant Federal, (F)ESSA Title I, A Improving Basic Programs, (F)ESSER II FUND 281, (F)ESSER III 282 FUND, (S)State Compensatory	Criteria: Board Policy

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Objective 3. By Spring 2023, the BCISD will assist campuses to implement SPED STAAR and EOC supports to increase student performance as measured by the meets grade level standard.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Strategic Priorities: 2,4)				
12. Conduct classroom walk throughs to monitor, document and ensure inclusion support services, instructional accommodations and differentiated instruction being implemented in the classrooms to meet IEP requirements for each student. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: SPED) (Strategic Priorities: 2,4)	Campus Administrators, Consultant(s), Curriculum Director, Principal	July 2022 - June 2023		Criteria: Classroom walk-through documentation Lesson Plans
13. The district will implement the Max Scholar (curriculum) and Mind Play (Supplemental) programs to address dyslexia, and any student determined to have dyslexia or a related disorder shall be provided with reading support. (Title I SW Elements: 2.5) (Target Group: SPED) (Strategic Priorities: 2)	Campus Administrators, Special Education Director, Teacher(s)	July 2022 - June 2023		Criteria: Lesson Plans Online program reports
14. Early Childhood Special Education and Life Skills classroom special education teachers will continue to implement Unique learning system to increase student performance. (Title I SW Elements: 2.5,2.6) (Target Group: SPED) (Strategic Priorities: 2)	Principal, Special Ed Teachers, Special Education Director	July 2022 - June 2023		Criteria: Achievement data Unique Reports
15. The district will provide Resource/Inclusion teachers with access to general education grade level content lesson plans and instructional materials such as core textbooks in preparation for classroom instruction. (Title I SW Elements: 2.5,2.6) (Target Group: SPED) (Strategic Priorities: 2)	Principal, Special Ed Teachers, Special Education Director, Teacher(s)	July 2022 - June 2023		Criteria: Lesson Plans Instructional Materials

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- Goal 1.** (Academic Goal) By 2023, the students at Brooks County ISD will meet expectations and show progress in closing the achievement gaps in ELA, Mathematics, Science, and Social Studies as measured through benchmarks, common assessments and STAAR/EOC assessments.
- Objective 4.** By Spring 2023, the BCISD will support campuses to implement specific GT, STAAR, and EOC strategies to increase student performance as measured by the master's grade-level standard.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Gifted and Talented students will learn the independent investigation method and complete a project as outlines in the Texas Performance standards Project (TPSP) in GT camps. (Title I SW Elements: 1.1,2.5) (Target Group: GT) (Strategic Priorities: 2)	GT Teachers, Principal	July 2022-June 2023	(F)G/T Ed Block Grant	Criteria: Lesson Plans Sign in Sheets Completed Projects
2. gifted and talented students will be provided an opportunity to showcase their TPSP projects to parents and community members. (Title I SW Elements: 1.1,2.1) (Target Group: GT) (Strategic Priorities: 2,3)	GT Teachers, Principal	July 2022 - June 2023	(F)G/T Ed Block Grant	Criteria: Event flyer Sign in sheets
3. New staff members who are serving the G/T population will be provided 30 hours of G/T staff development as well as providing the six hour update which is required yearly. (Title I SW Elements: 1.1) (Target Group: GT) (Strategic Priorities: 1)	Principal, Teacher(s)	July 2022 - June 2023	(F)G/T Ed Block Grant	Criteria: Training Certificates
4. The district will monitor all identified gifted and talented students in grades 3 through 11 to determine mastery-level performance per subject tested. (Title I SW Elements: 1.1) (Target Group: GT) (Strategic Priorities: 2)	Administrators, GT Teachers, Principal	July 2022 - June 2023	(F)G/T Ed Block Grant	Criteria: STAAR Results achievement data

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Objective 5. By Spring 2023, the BCISD will support campuses to implement high yield instructional strategies for Migrant Students on STAAR and EOC in order to increase student performance as measured by the meets grade-level standard.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Migrant Coordinator will track the academic progress of migrant students by collaborating with the testing director to monitor benchmarks and STAAR assessments for Migrant students. Information will be shared with principals concerning the migrant population. (Title I SW Elements: 1.1) (Target Group: Migrant) (Strategic Priorities: 2)	Campus Administrators, Migrant Coordinator, Testing Coordinator	July 2022 - June 2023		Criteria: Achievement Data
2. Migrant students will be provided an opportunity to repair/recover their core subject credits and improve attendance by attending Migrant Saturday Academies (Title I SW Elements: 1.1,2.4,2.5) (Target Group: Migrant) (Strategic Priorities: 2)	Campus Administrators, Migrant Coordinator, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Migrant Saturday Academies Sign in Sheets
3. Migrant students will be provided an opportunity to repair/recover their core subject credits and improve attendance by attending Migrant After school Academies. (Title I SW Elements: 1.1,2.5) (Target Group: Migrant) (Strategic Priorities: 2)	Campus Administrators, Migrant Coordinator, Teacher(s)	June 2022 - July 2023		Criteria: Migrant After school sign in sheets Achievement Data
4. The District will monitor the plan of action for the identification and recruitment of migrant families. (Title I SW Elements: 2.6) (Target Group: Migrant) (Strategic Priorities: 2,4)	Migrant Coordinator, Principal	July 2022 - June 2023		Criteria: Migrant Plan of Action

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Goal 2. (College and Career Goal) BCISD will implement a college dual credit and career readiness program that will prepare students to succeed in college and/or other post-secondary educational opportunities as well as preparing students for career readiness through career and technical courses and certifications.

Objective 1. The District will provide college and university information to students, staff, and parents.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District will help WINGS Academy disseminate information about the need to prepare for post-secondary educational financial opportunities as described by the Texas Grant Program to students, teachers, counselors, and parents. (Title I SW Elements: 2.6) (Target Group: ECD,AtRisk) (Strategic Priorities: 3)	Counselor(s), Credit Recovery Teacher, Principal	July 2022 - June 2023		Criteria: FASFA Info
2. The District will ensure that Falfurrias High School schedules year round TSIA2 testing dates as the High School is now a TSIA2 testing area. (Target Group: All) (Strategic Priorities: 3)	Counselor(s), Director of Teaching & Learning, District Leadership Team, Principal	July 2022 - June 2023		Criteria: Testing Calendar
3. Falfurrias High School will provide information about available scholarships o the senior students and their parents through flyers, announcements, parent phone calls, senior parent meetings, mass text message to parents and on-line social media. (Target Group: All) (Strategic Priorities: 3)	Counselor(s), Principal	July 2022-June 2023		Criteria: Number of students receiving scholarships
4. The District will help Falfurrias High School to increase percent of graduating seniors taking the ACT and SAT as measured by the TAPR report Publicity will be done through the following activities: announcements, posters, news articles, counselor group sessions, assemblies, parent session during parent conference, and the district website. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: Number of students taking the ACT and SAT
5. Falfurrias High School and Falfurrias Jr. High will provide information to students and parents on the availability of earning college credit while enrolled at the high school, this information will be provided through website, social media, counselors, Freshman	Campus Administrators, Counselor(s), Principal	July 2022 - June 2023		Criteria: Number of students enrolled in dual credit courses/college courses

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Objective 1. The District will provide college and university information to students, staff, and parents.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Orientation Camp, etc. (Target Group: All) (Strategic Priorities: 3)				
6. Falfurrias High School will provide information about higher education to the student and the student's parent or guardian according to Section 33.007 of TEC (ie. College transitions and transcripts, college readiness). (Target Group: All) (Strategic Priorities: 3)	Counselor(s), Principal	July 2022 - June 2023		Criteria: Informational Flyers, college pamphlets, etc.
7. The PSAT/PLAN will be made available to all 9th and 10th grade students. (Target Group: 9th,10th) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal	July 2022 - June 2023		Criteria: PSAT and PLAN info
8. Falfurrias High School will offer a course in Financial Literacy and College Readiness for junior and senior students. (Title I SW Elements: 1.1,2.1,2.4) (Target Group: 11th,12th) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Federal Programs Director, Principal, Teacher(s)	July 2022 - June 2023	(F)ESSA Title I, A Improving Basic Programs, (F)TCLAS-GR-State	Criteria: Course offerings Number of students enrolled in course

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Objective 2. The District will ensure rigorous instructional strategies are implemented for post-secondary success for college and career readiness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will ensure that Falfurrias High School will provide academies/classes to help prepare students for the ACT/SAT and college readiness projects to help improve students' performance to match state and national scores. (Target Group: All) (Strategic Priorities: 2,3)	Campus Administrators, Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: Number of students taking ACT/SAT Scores of students taking ACT/SAT
2. Falfurrias High School will offer and encourage dual enrollment classes taught by Del Mar College, TAMUK and Coastal Bend College adjunct professors. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: Number of students enrolled in Dual Credit courses
3. TEKS related to personal financial literacy are to be embedded in mathematics instruction at all campuses K-8. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Lesson plans
4. CTE department will hold an "I got the Job" Contest during the months of September through December. This activity provides instruction on job interview skills, resume writing, and cover letter writing. Instruction will be done through the courses. (Target Group: CTE) (Strategic Priorities: 3)	CTE Director, Principal, Teacher(s)	July 2022 - June 2023		Criteria: CTE lesson plans

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Objective 3. The District will ensure events are scheduled that promote awareness for post-secondary opportunities for students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Falfurrias High School will provide college nights for parents and students to inform them about graduation plans, financial information, college applications, scholarships, and access to college representatives presentations. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: College Night Flyer/ Agenda Sign in sheet
2. The District will encourage all campuses to host a career/college day that involves members of the community. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: College and Career Day Flyer Agenda/Participants
3. All campuses will schedule college representatives to visit the campus and/or provide students with virtual college field trips and/or watch videos in order to share information with students concerning post-secondary educational opportunities. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: Campus lists of College representatives scheduled throughout the year.
4. Falfurrias Jr. High 7th and 8th grade students will participate in a visitation to a college campus, attend virtual field trips, and/or watch college videos to increase their awareness of post-secondary educational opportunities. (Target Group: 7th ,8th) (Strategic Priorities: 3)	Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: Calendar with visitation/video dates listed
5. Falfurrias High School and Falfurrias Jr. High will provide presentations for pre-registration to incoming 9th grade and 6th grade students. Campus orientation will be provided for incoming 9th grade students. (Target Group: 6th,9th) (Strategic Priorities: 3)	Campus Administrators, Counselor(s)	July 2022 - June 2023		Criteria: Sign in sheets agendas flyers
6. Falfurrias High School and Wings Academy will provide several opportunities for all seniors to participate in a FASFA orientation. (Target	Campus Administrators, Counselor(s), Principal	July 2022 - June 2023		Criteria: Flyer advertising FASFA presentation Sign in sheet

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Goal 2. (College and Career Goal) BCISD will implement a college dual credit and career readiness program that will prepare students to succeed in college and/or other post-secondary educational opportunities as well as preparing students for career readiness through career and technical courses and certifications.

Objective 3. The District will ensure events are scheduled that promote awareness for post-secondary opportunities for students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Group: All) (Strategic Priorities: 3)				agenda
7. All seniors will participate in completing a college application. (Target Group: 12th) (Strategic Priorities: 3)	Counselor(s), Principal	July 2022 - June 2023		Criteria: Number of applications completed

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Objective 4. The District will establish staff/counselor intervention strategies to further promote student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The counselors will explain graduation plans to eighth grade students at pre-registration and will be available to confer with parents as needed. (Target Group: 8th) (Strategic Priorities: 3)	Counselor(s), Principal	July 2022 - June 2023		Criteria: Sign in sheets Number of parents requesting info on graduation plans
2. Falfurrias High School and Wings Academy will promote and support increased participation in programs leading to technical certification. (Target Group: CTE) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), CTE Director, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Number of students receiving certifications

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Objective 5. The District will implement strategies to facilitate effective transitions for students through coordination with institutions of higher education and other local partners.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Elementary campuses will coordinate with Head Start personnel to provide parents with information for transitioning PK 3 to PK 4 full-day and PK4 from Head Start to Kinder full-day at their campus that includes a walk through the campus to help familiarize students with the facilities. (Target Group: PRE K,K) (Strategic Priorities: 3)	Campus Administrators, Outside Agency, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Orientation Flyer Agenda / schedule
2. Falfurrias Elementary will coordinate with Falfurrias Jr. High to provide parents of fifth grade students going 6th grade with information for transitioning from elementary to jr. high that includes a tour of the facilities for the students. (Target Group: 5th) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal	July 2022 - June 2023		Criteria: Date of transition orientation Agenda
3. Falfurrias Jr. High will coordinate with Falfurrias High School to provide parents of 8th grade students going to 9th grade with information for transitioning from Jr. high to high school that includes a tour of the high school facilities for students. (Title I SW Elements: 2.1) (Target Group: 8th) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal	July 2022 - June 2023		Criteria: dates of transition orientation agenda
4. Falfurrias High School will coordinate with institutions of higher education to assist students in transitioning to post-secondary education that includes career counseling to identify student interests and skills, parent meetings, FASFA nights and college aid nights with college representatives to assist students with college applications. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal	July 2022 - June 2023		Criteria: Dates of FASFA Nights, College Aid Nights, College Application Nights, etc. Sign in Sheets
5. Brooks County ISD will partner with area districts to offer and participate in the following programs of study: BCISD offers, Welding and	Campus Administrators, Counselor(s), CTE Director, Director of Teaching & Learning,	July 2022 - June 2023		Criteria: Number of students enrolled in the courses offered Number of students successfully

BROOKS COUNTY ISD

Goal 2. (College and Career Goal) BCISD will implement a college dual credit and career readiness program that will prepare students to succeed in college and/or other post-secondary educational opportunities as well as preparing students for career readiness through career and technical courses and certifications.

Objective 5. The District will implement strategies to facilitate effective transitions for students through coordination with institutions of higher education and other local partners.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Electrical, Premont offers Grow Your Own and STEM, and Freer offers Next Gen Nursing Academy. (Target Group: All) (Strategic Priorities: 3)	District Leadership Team, Principal			completing the courses offered by the various districts

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Goal 2. (College and Career Goal) BCISD will implement a college dual credit and career readiness program that will prepare students to succeed in college and/or other post-secondary educational opportunities as well as preparing students for career readiness through career and technical courses and certifications.

Objective 6. The District will create a college going atmosphere from grades PK-12 to instill a college and career readiness culture for our students

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All campuses will adopt a college/university and will decorate accordingly. Some campuses will do door decorations or bulletin boards that display college information. Campuses will hang up college banners throughout their campuses. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: College going environment decorations
2. All campuses will have a career fair that will include industry partners as well as college representatives. (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: Career Fair Flyer Agenda Sign in Sheets
3. Secondary students will be provided opportunities to visit local area colleges and universities through various field trips. (Target Group: 6th,7th ,8th,9th,10th,11th,12th) (Strategic Priorities: 3)	Campus Administrators, Counselor(s), Principal	July 2022 - June 2023		Criteria: Schedule and roster of field trips Sign up sheets List of colleges/universities visited
4. For PK-4 "Future Career" Certificates will be given to those students who showed the values of that particular career during an awards ceremony. (Target Group: PRE K) (Strategic Priorities: 3)	Principal, Teacher(s)	July 2022 - June 2023		Criteria: Career Certificates
5. College and career lessons will be provided in PK-5th grade classes once a month. (Target Group: PRE K,K,1st,2nd,3rd,4th,5th) (Strategic Priorities: 3)	Principal, Teacher(s)	July 2022 - June 2023		Criteria: Lesson Plans
6. Teacher educational journey posters will be made and posted outside each classroom to show students the educational journey their teacher made. (Target Group: All) (Strategic Priorities: 3)	Principal, Teacher(s)	July 2022 - June 2023		Criteria: Educational Journey Posters
7. "Class of..." banners will be made to be posted up on the hallways of each grade level	Campus Administrators, Principal, Teacher(s)	July 2022 - June 2023		Criteria: "Class of..." banners

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Goal 2. (College and Career Goal) BCISD will implement a college dual credit and career readiness program that will prepare students to succeed in college and/or other post-secondary educational opportunities as well as preparing students for career readiness through career and technical courses and certifications.

Objective 6. The District will create a college going atmosphere from grades PK-12 to instill a college and career readiness culture for our students

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
so that students can start imagining their graduation goal. (Target Group: All) (Strategic Priorities: 3)				
8. Endorsement and career posters will be placed around jr. high and high school campuses for better visual explanations of career paths and choices. (Target Group: 6th,7th ,8th,9th,10th,11th,12th) (Strategic Priorities: 3)	Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: Number of Posters
9. Thursday is designated as College T-Shirt Day (as a celebration of colleges) where all campuses will be invited to participate. (Target Group: All) (Strategic Priorities: 3)	Administrators, Principal	July 2022 - June 2023		Criteria: Number of students and staff wearing college t-shirts

BROOKS COUNTY ISD

Goal 3. (Technology Goal) BCISD will implement a technology program and world class education that will prepare students to succeed in today's technological society and become global citizens.

Objective 1. The District will identify and apply strategies for supporting the use and integration of technology in learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Falfurrias High School will utilize Edgenuity and Wings Academy will utilize A+ software for credit recovery. (Title I SW Elements: 2.5,2.6) (Target Group: All) (Strategic Priorities: 2)	Campus Administrators, Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: Software usage reports Number of students recovering credits
2. The campuses will utilize Education Galaxy, Mind Play, Edgenuity, Prodigy, A+, Accelerated Reader and other web-based grade appropriate computer applications. (Target Group: All) (Strategic Priorities: 2)	Director of Teaching & Learning, Director of Technology, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Software programs usage reports
3. The District will continue to utilize and integrate current technology such as IPADs, computers, tablets, document cameras, chrome books, newline interactive televisions to enhance instructional practices. (Title I SW Elements: 2.5) (Target Group: All)	Director of Technology, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Hardware and software usage
4. The District will utilize Testhound software which will increase the efficiency and the accuracy of the coordination of standardized tests at all campuses. (Target Group: All)	Director of Teaching & Learning, Director of Technology, Principal, Testing Coordinator	July 2022 - June 2023		Criteria: Testhound reports
5. The District will utilize DMAC and OnData Suite software programs for data disaggregation (STAAR, TELPAS, etc.), generate, administer and report on TEKS-based local assessments and for teacher appraisals (T-TESS, T-PESS). (Target Group: All)	Campus Administrators, Director of Teaching & Learning, Director of Technology, Principal	July 2022 - June 2023		Criteria: Data Reports
6. The District will provide students and parents with technology training on the use of Google Suite. (Target Group: All)	Director of Teaching & Learning, Director of Technology	July 2022 - June 2023		Criteria: Training sessions Sign in sheets
7. Students Pk-3-4 and Kinder will be provided with an Ipad for instruction while students 1st - 12th will be provided with either a chromebook or laptop. (Target Group: PRE K,K)	Director of Technology, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Laptops, I pads, Chromebooks

BROOKS COUNTY ISD

Goal 3. (Technology Goal) BCISD will implement a technology program and world class education that will prepare students to succeed in today's technological society and become global citizens.

Objective 1. The District will identify and apply strategies for supporting the use and integration of technology in learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. The Technology department will make available a Technology Help-Desk to provide students with technological support for their device. (Target Group: All)	Director of Technology	July 2022 - June 2023		Criteria: Technology Help-Desk Log
9. The district will provide students with intervention and enrichment resources. (Title I SW Elements: 2.4) (Target Group: GT,AtRisk) (Strategic Priorities: 2)	Campus Administrators, Director of Technology, Principal, Teacher(s)	July 2022 - June 2023		Criteria: List of intervention resources Enrichment resources
10. The District will implement additional communication resources to support the parents through the following methods: Class Dojo, Zoom, Google Meets, Social Media, Website, Remind, District Website, Google Voice, Band App, etc. (Title I SW Elements: 2.1) (Target Group: All)	Director of Teaching & Learning, Director of Technology	July 2022 - June 2023		Criteria: List and usage of communication resources Increase in positive parent responses on parent surveys
11. The District will provide Google Classroom for students in 1st - 12th grades. (Title I SW Elements: 2.5) (Target Group: All)	Director of Teaching & Learning, Director of Technology, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Google Classroom usage report
12. The District will provide the Elementary campus and Jr. High campus with a STEM Lab for use with coding, esports, and other STEM related activities. (Title I SW Elements: 2.5) (Target Group: 1st,2nd,3rd,4th,5th,6th,7th ,8th)	Administrators, Superintendent(s)	July 2022 - June 2023		Criteria: Student Academic Growth
13. The District will purchase Play LU projection to be used in the gym during PE courses so that students can receive content enrichment and physical activity. (Title I SW Elements: 2.5) (Target Group: All)	Director of Teaching & Learning, Director of Technology, PE Coach(s)	July 2022 - June 2023		Criteria: Usage report Increased student academic growth

BROOKS COUNTY ISD

Goal 3. (Technology Goal) BCISD will implement a technology program and world class education that will prepare students to succeed in today's technological society and become global citizens.

Objective 2. The District will provide training for administrators, teachers, staff, and parents in educational technology.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers at all campuses will develop and implement strategies to integrate technology as available to them such as Ipad applications, iPads, Newline Interactive televisions, chromebooks, Google Suite and Google classroom (as per Technology Plan). (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2)	Director of Technology, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Technology integration noted on lesson plans
2. Teachers at all campuses will increase students' proficiencies in Technology Applications by utilizing on-line library resources, Google applications, and other web-based programs. (Target Group: All) (Strategic Priorities: 2)	Director of Technology, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Increase in students' technology skills Technology integration in teacher lessons
3. The District will provide updated Access points throughout the district. (Target Group: All)	Director of Technology	July 2022 - June 2023		Criteria: Increased number of access points throughout the campuses.

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Goal 3. (Technology Goal) BCISD will implement a technology program and world class education that will prepare students to succeed in today's technological society and become global citizens.

Objective 3. The District will provide all principals/directors their allocated budget for staff development for technology including state and federal funds.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District Central Office will develop yearly budget amounts for campuses/departments. In addition, the District will coordinate a meeting between the business office with principals and directors to receive their campus/department technology budgets. (Target Group: All)	Director of Finance, Director of Technology, Principal	July 2022 - June 2023		Criteria: Budget Allocations

BROOKS COUNTY ISD

Goal 4. (Culture and Climate Goal) BCISD will maintain and enhance the school climate, safety, well-being, and nurturing culture for students, teachers, parents, and community members. Success will be measured by respondents answering positively on the annual surveys and decrease in discipline referrals.

Objective 1. The BCISD will promote programs that communicate with students, parents, staff, and community in a positive way.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will provide incentives to encourage submission of parental surveys. (Title I SW Elements: 1.1,3.1) (Target Group: All) (Strategic Priorities: 2)	Campus Administrators, Principal, Superintendent(s)	July 2022 - June 2023		Criteria: Number of completed parent surveys
2. The district will review the responses to questions on parental surveys to determine if we are at or above 90% positive. (Title I SW Elements: 2.1,3.1) (Target Group: All)	Administrators	July 2022 - June 2023		Criteria: Number of positive responses
3. The district will provide the parental survey online in addition to providing a paper survey as requested. (Title I SW Elements: 3.1) (Target Group: All)	Administrators	July 2022 - June 2023		Criteria: Parent Survey results

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Goal 4. (Culture and Climate Goal) BCISD will maintain and enhance the school climate, safety, well-being, and nurturing culture for students, teachers, parents, and community members. Success will be measured by respondents answering positively on the annual surveys and decrease in discipline referrals.

Objective 2. The percentage of attendance for each six weeks at each campus will be at least 96% or above and the dropout rate for Falfurrias High School, and Falfurrias Jr. High will be less than 1%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District will compile an attendance report and will provide information to the Superintendent for the purpose of discussing strategies to improve or maintain attendance. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 2)	Campus Administrators, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Attendance Report
2. The District will monitor the attendance percentage by campus each six weeks (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 2)	Campus Administrators, PEIMS Clerk, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Attendance Reports
3. The District will ensure all campuses provide attendance incentives to students every six weeks. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 2,4)	Campus Administrators, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Attendance Incentives

BROOKS COUNTY ISD

Goal 4. (Culture and Climate Goal) BCISD will maintain and enhance the school climate, safety, well-being, and nurturing culture for students, teachers, parents, and community members. Success will be measured by respondents answering positively on the annual surveys and decrease in discipline referrals.

Objective 3. BCISD will promote a safe and disciplined environment at each campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District will update the character education program. Each campus will monitor and evaluate the use of the character education program by reviewing teacher's lesson plans as well as monitoring the increase or decrease of student referrals. (Target Group: All)	Administrators, Principal	July 2022 - June 2023		Criteria: Character Ed Program Lesson plans
2. The District will implement the Anti-Bullying Policy district-wide to include new law updates on cyberbullying. All administration and staff will be trained on the plan. Systems and procedures will be implemented to support the needs of our students. Campus counselors will provide counseling for students on bullying and violence prevention. (Target Group: All) (Strategic Priorities: 4)	Campus Administrators, Counselor(s), Principal	July 2022 - June 2023		Criteria: Anti-bullying Policy Log of Counseling lessons on bullying
3. The campuses will develop strategies that support compensatory skills in students to address unwanted verbal aggression, drug and violence prevention, sexual harassment, suicide prevention, pregnancy-related services, dating violence and other forms of bullying including social media. Local law enforcement and agencies will assist in presenting information that addresses these topics. (Target Group: All)	Campus Administrators, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Lesson Plans Event Flyers
4. The district will provide staff development to assist with developing a unified behavior management approach towards discipline to reduce the overuse of discipline practices that remove students from the classroom. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 2)	Administrators, Superintendent(s)	July 2022 - June 2023		Criteria: Staff Development Agendas Sign in sheets
5. The district will continue to enforce policies and procedures that promote a safe, orderly	Administrators, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Copies of policies for safe schools

BROOKS COUNTY ISD

Goal 4. (Culture and Climate Goal) BCISD will maintain and enhance the school climate, safety, well-being, and nurturing culture for students, teachers, parents, and community members. Success will be measured by respondents answering positively on the annual surveys and decrease in discipline referrals.

Objective 3. BCISD will promote a safe and disciplined environment at each campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
and secure environment. (Target Group: All)				
6. The District will require that all campuses provide information to students so that they possess the knowledge and skills necessary to make nutritious and enjoyable food choices for a lifetime. during each school day, the district will provide breakfast and lunch for all students. Each school shall encourage all students to participate in these meal opportunities. The district will ensure that educational nutrition information will be shared with families and the general public to positively influence the health of students and community members. (Target Group: All)	Campus Administrators, Principal, Teacher(s)	July 2022 - June 2023		Criteria: Nutrition Information Flyers
7. The District will ensure that a local school health advisory council meets to assist the district in ensuring that local community values are reflected in the district's health education instruction. (Title I SW Elements: 2.1) (Target Group: All)	Principal, School Nurse	July 2022 - June 2023		Criteria: SHAC Agendas Sign in Sheets
8. The District will provide CPR, Stop the Bleeding Trauma Training and First aid training for UIL staff, safety team members, coaches, administrators, teachers and paraprofessionals as appropriate. (Target Group: All) (Strategic Priorities: 1)	Administrators, School Nurse	July 2022 - June 2023		Criteria: Sign in sheets Certificates of completion
9. The District shall assess the physical fitness of students enrolled in grades 3 through 12 annually and report summary results to TEA. (Target Group: All)	PE Coach(s), Principal	July 2022 - June 2023		Criteria: Fitness Gram Reports
10. The District will ensure that the Emergency Management Plan is reviewed, edited, implemented annually at each campus. (Target Group: All)	Campus Administrators, City Officials, Outside Agency	July 2022 - July 2023		Criteria: Emergency Management Plan Sign in Sheets of Meetings

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Goal 4. (Culture and Climate Goal) BCISD will maintain and enhance the school climate, safety, well-being, and nurturing culture for students, teachers, parents, and community members. Success will be measured by respondents answering positively on the annual surveys and decrease in discipline referrals.

Objective 3. BCISD will promote a safe and disciplined environment at each campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. The district will provide metal detectors at all campus front entrances to enhance safety precautions. (Target Group: All)	Director of Operations, Maintenance/Transportation Personnel	July 2022 - June 2023		Criteria: Metal Detectors in use
12. The District will provide Emergency First Aid Kits for all campuses. (Title I SW Elements: 1.1) (Target Group: All)	Administrators, Director of Operations	July 2022 - June 2023		Criteria: Emergency Kits
13. The District will hire a Safety Coordinator to facilitate all safety process and procedures for the district. (Title I SW Elements: 1.1) (Target Group: All)		July 2022 - June 2023		Criteria: Emergency Operations Plan Safety Meeting Agendas Sign In Sheets

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Goal 4. (Culture and Climate Goal) BCISD will maintain and enhance the school climate, safety, well-being, and nurturing culture for students, teachers, parents, and community members. Success will be measured by respondents answering positively on the annual surveys and decrease in discipline referrals.

Objective 4. The District will promote and provide social emotional support to address individual needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District will research and implement practices for supporting social emotional learning (SEL) and conflict resolution through monthly lessons/presentations. In addition, the District will build a team of trained staff who are prepared to recognize and respond to SEL needs of all learners. The district will continue to implement the "Seven Pillars" curriculum to grades PK-12th grades. (Target Group: All) (Strategic Priorities: 2)	Campus Administrators, Counselor(s), Principal, Teacher(s)	July 2022 - June 2023		Criteria: Lesson Plans
2. The District will increase the amount of security cameras installed at the campuses for security and safety purposes. Software will also be updated as well as hardware. (Target Group: All)	Administrators, Principal	July 2022 - June 2023		Criteria: Number of Cameras
3. The District will increase the amount of analog/digital radios at all campuses for security and safety purposes. (Title I SW Elements: 2.2) (Target Group: All)	Administrators, Director of Technology	July 2022 - June 2023		Criteria: Number of radios

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Goal 4. (Culture and Climate Goal) BCISD will maintain and enhance the school climate, safety, well-being, and nurturing culture for students, teachers, parents, and community members. Success will be measured by respondents answering positively on the annual surveys and decrease in discipline referrals.

Objective 5. The District will utilize strategies to attract and retain highly qualified professional staff and provide opportunities to build leadership capacity.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. To retain highly qualified personnel, the District will provide incentives such as paid health and life insurance, experience increment monetary award, and stipends for teachers in areas of high need (Bilingual, special Education, Secondary Math/Science), stipends for a Master's degree in the assigned content area, and provide opportunities for professional staff members to attend staff development sessions. (Target Group: All) (Strategic Priorities: 1)	Director of Finance, HR Department, Principal, Superintendent(s)	July 2022 - June 2023		Criteria: Business office records
2. The District will identify and address, as required under State plans as described in section 1111(g)(I)(B), any disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective inexperienced, or out-of-field teachers by reviewing data of students that failed any STAAR assessments to ensure that they are placed with an experienced teacher the following school year. (Title I SW Elements: 2.4,2.6) (Target Group: All) (Strategic Priorities: 2,4)	Campus Administrators, Counselor(s), Principal	July 2022 - June 2023		Criteria: Teacher Certifications
3. The District will ensure that administrators attend professional development training at least once every three years regarding disciplinary procedures. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 1)	Principal, Teacher(s)	July 2022 - June 2023		Criteria: Sign in Sheets

BROOKS COUNTY ISD

Goal 4. (Culture and Climate Goal) BCISD will maintain and enhance the school climate, safety, well-being, and nurturing culture for students, teachers, parents, and community members. Success will be measured by respondents answering positively on the annual surveys and decrease in discipline referrals.

Objective 6. The District will ensure staff receives training as required in stature on Bloodborne Pathogens, Child Maltreatment Responsibilities, bullying Prevention for School Personnel, Diabetes Management in Schools, Sexual Harassment for Educators, Suicide Awareness and Prevention, Teen Dating Violence for Educators, and Cybersecurity Awareness for Educators.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District will purchase Eduhero, a professional development on-line training platform, for all teachers and staff across the district to utilize for required staff development training. (Title I SW Elements: 3.2) (Target Group: All)	Director of Teaching & Learning, Director of Technology	July 2022 - June 2023		Criteria: Eduhero usage logs Staff Development Certificates of Completion 08/12/22 - Pending

BROOKS COUNTY ISD

Goal 5. (Parent and Community Engagement Goal) BCISD will continue to support and increase family engagement and community involvement in schools, as measured by authentic engagement in district events and on annual parent and community surveys.

Objective 1. The District will continue to expand and support the Family and Community Engagement in the District.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District will actively recruit members throughout the school year (i.e. DPC, PTO, and Volunteers). (Title I SW Elements: 2.1) (Target Group: All)	Community Members, Counselor(s), Principal	July 2022 - June 2023		Criteria: Number of Volunteers, members, participants
2. The District will continue to update the district website and social media and campus flyers to keep parents and community members informed on district events. (Title I SW Elements: 2.1,2.3) (Target Group: All)	Director of Technology	July 2022 - June 2023		Criteria: Media Postings on District Webpage and Social Media Informational Flyers

BROOKS COUNTY ISD

Goal 5. (Parent and Community Engagement Goal) BCISD will continue to support and increase family engagement and community involvement in schools, as measured by authentic engagement in district events and on annual parent and community surveys.

Objective 2. The District will promote and support volunteers to increase levels of participation through events such as; Meet the Teacher Night, Curriculum Nights, literacy nights, Report Card Nights, Campus Marquees, and athletic events.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will host district-wide parent and family engagement events such Literacy Night, Math Fairs, Meet the Teacher Night, etc in an effort to involve parents in the their child's education. (Title I SW Elements: 2.1,2.3) (Target Group: All)	Administrators, Director of Teaching & Learning, District Leadership Team	July 2022 - June 2023		Criteria: Number of parents participating Sign in Sheets
2. The District will encourage all campuses to host at least two parent and family engagement events each semester to promote strong parental involvement. (Title I SW Elements: 2.1,2.3,3.2) (Target Group: All)	Administrators, Director of Teaching & Learning, District Leadership Team	July 2022 - June 2023		Criteria: Event Flyers Sign in Sheets Website postings

BROOKS COUNTY ISD

Goal 5. (Parent and Community Engagement Goal) BCISD will continue to support and increase family engagement and community involvement in schools, as measured by authentic engagement in district events and on annual parent and community surveys.

Objective 3. The District will implement community centers at each campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District will provide classes for parents on the district's curriculum provided by our parent liaisons in the family engagement centers. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 4)	Administrators, Instructional Officers, Principal	Aug. 2022-July 2023		Criteria: Parental Sign Ins Parental Surveys
2. The District will host parental/community meetings to provide information on the various programs offered by the district: a. Social Emotional b. Rti c. Title I d. FAFSA e. STAAR 2.0 f. Assisting with Homework g. The importance of attendance (Title I SW Elements: 2.1) (Target Group: All)	Administrators	Aug. 2022-July 2023		Criteria: STAAR/EOC/TELPAS Attendance Parental Surveys Parental Sign-ins
3. The District will continue to increase and recruit members throughout the year (District Committee, SBDM, and volunteers. (Title I SW Elements: 2.1) (Target Group: All)	Administrators, Campus Administrators, Community Members, Counselor(s)	July 2022- July 2023		Criteria: Parental Surveys Comprehensive Needs Assessment Parental Participation
4. The District will increase communication via text messages and emails during the school year through the parent portal. (Title I SW Elements: 2.1) (Target Group: All)	Director of Teaching & Learning, Director of Technology, District Leadership Team	July 2022-June 2023		Criteria: Parental Surveys Parental sign-ins CNA Parent Participation
5. The District will host Trunk or Treat and College and Career Tailgates. (Title I SW Elements: 2.1) (Target Group: All)	Administrators, Director of Teaching & Learning, District Leadership Team	July 2022-July 2023		Criteria: Parental Sign-ins Parental Involvement Parental Surveys CNA
6. The District will host a Community Literacy Summit. (Title I SW Elements: 2.1) (Target	Administrators, Director of Teaching & Learning, District	July 2022- July 2023		Criteria: Parent Volunteers Parent Sign-ins

BROOKS COUNTY ISD

Goal 5. (Parent and Community Engagement Goal) BCISD will continue to support and increase family engagement and community involvement in schools, as measured by authentic engagement in district events and on annual parent and community surveys.

Objective 3. The District will implement community centers at each campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Group: All) (Strategic Priorities: 2,4)	Leadership Team			Parental Surveys CNA
7. The District will provide parents with a calendar of tentative dates for events through social media, websites, text, emails, and flyers throughout the community. (Title I SW Elements: 2.1) (Target Group: All)	Administrators, Director of Teaching & Learning, District Leadership Team	July 2022 to June 2023		Criteria: Parent Sign-ins Parental Surveys CNA
8. The District will continue to provide community members access to the Jersey Care Centers and Communities in Schools food bank. (Title I SW Elements: 2.1) (Target Group: All)	Administrators, Campus Administrators	July 2022- July 2023		Criteria: Parental Sign-ins Parent Volunteers Surveys CNA
9. The District will implement Summer Reading Picnic Events for families to promote and encourage reading at home. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 4)	Administrators, Director of Teaching & Learning, District Leadership Team	July 2022- June 2023		Criteria: Parent Sign-ins Parent Surveys Attendance Grades
10. The District will host a hero event recognizing and honoring a family member who has made an impact in their life. (Title I SW Elements: 2.1) (Target Group: All)	Administrators, Campus Administrators, Instructional Officers	July 2022-June 2023		Criteria: Sign-In to event Parent participation Parental Surveys CNA
11. The district host an Easter Hunt in collaboration with the city, county, and non-profit organizations serving our families. (Title I SW Elements: 2.1) (Target Group: All)	Administrators, Campus Administrators	July 2022-June 2023		Criteria: Parent Sign-in Parent Surveys Parent Participation Numbers CNA
12. The District conducts an annual Family Engagement Summit providing sessions	Administrators, Director of Teaching & Learning, District	July 2022- June 2023		Criteria: Parent Sign-in Parent Surveys

BROOKS COUNTY ISD

Goal 5. (Parent and Community Engagement Goal) BCISD will continue to support and increase family engagement and community involvement in schools, as measured by authentic engagement in district events and on annual parent and community surveys.

Objective 3. The District will implement community centers at each campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
related to academics, social emotional, college and career, and community support services. (Title I SW Elements: 2.1) (Target Group: All)	Leadership Team, Instructional Officers			Parent Participation CNA

BROOKS COUNTY ISD Site Base

Name	Position
Garcia, Ricardo	Special Programs Director
Rivera, Cristina	H.S. Principal
Cortez, Louella	Jr. High Principal
Rodriguez-Casas, Maria	Superintendent, Chair Person
Guerra, Arnulfo	Lasater Elementary
Solis, Isabel	FES Principal
Munoz, Amanda	H.S. Counselor Non-Teaching Professional
Munoz, Chasity	H.S. Non-Teaching Professional
Perez, Doryann	H.S. Representative
Garcia, Angela	Jr. High Representative
Lopez, Nora	Jr. High Non-Teaching Professional
Garza, Daisy	Elementary Representative
Arevalo, Donna	Elementary Representative
Garcia, Gabriella	Elementary Representative
Garza, Julie	Elementary Representative
Lara, Lisa	Lasater Teacher
Sanchez, Araceli	Lasater Nurse
Olivarez, Armando	Business Representative
Guerra, Domi	Parent Representative
Villarreal, Dixie	Parent Representative
Gates, Carson	Community Representative
Mohair, Sharis	Community Representative

Comprehensive Needs Assessment

Demographics

Demographics Strengths

The Brooks County Independent School District (BCISD) is a rural district located in Falfurrias, TX. It is comprised of four schools that serve approximately 1435 students grades PK-12. With regards to ethnic distribution, BCISD is 97.9% Hispanic, 1.5% White and 0.1% other ethnicity. 86.0% of all students are classified as economically disadvantaged, with 57.9% also being classified as At-Risk. The district offers the following programs with the following student enrollment percentages: ESL Education (2.0%), Career & Technology Education (----%), Career & Technology Education (9-12 grades only) (-----%), GT Education (2.6%) and Special Education (14.1%). These students are served by 210.1 total staff members, 48.8% of which are teachers, 10.0% of which are support staff, 2.4% of which are campus admin, 1.6% of which are central admin, 12.1% of which are educational aides and 25.0% of which are auxiliary staff. With regards to teachers, BCISD is composed of 91.2% Hispanics and 6.8% White, with 29.8% being males and 70.2% being females. Lastly, BCISD has 9.3% beginning teachers, 33.3% teachers with 1-5 years of experience, 14.4% teachers with 6-10 years of experience, 20.5% teachers with 11-20 years of experience and 22.7% teachers with 20 years or more experience.

Demographics Weaknesses

The District has a population of economically disadvantaged students that is 26.3% above the state average.

The District has a population of At-Risk Students that is 8.7% above the state average.

The District has 6.4% higher than the state average for teachers with over 20 years' experience

The District has 1.2% higher than the state average for years' experience of principals

Turnover rate for teacher is 11.2% higher than state average

Demographics Needs

The District must continue to focus on providing support to At-Risk students through the creation of intervention plans.

The District must also focus on providing the right type of differentiated instruction to all students.

There is a gap in academic performance between All Students and the Economically Disadvantaged Students

The number of students in Special Education is 3.0% above the state average

Comprehensive Needs Assessment

Demographics Summary

The District must continue to focus on providing support to At-Risk students through the creation of intervention plans.

The District must also focus on providing the right type of differentiated instruction to all students.

Allocate funding to increase teachers' salaries

Student Achievement

Student Achievement Data Sources

Attendance Reports
Benchmark Data
Classroom Walkthroughs
Differentiated Strategies
State Assessment Data
Texas Academic Performance Report

Student Achievement Strengths

The District is focusing on getting students college ready, starting in the early grade levels

The role of assistant principals has evolved to making them Instructional Officers

The District showed high reporting period passing rates at all campuses, even among special population student groups

Student Achievement Weaknesses

The number of students in the meet and masters ranges for STAAR is below 30% on average

Writing scores across the district were significantly lower than the previous year

There was a large disparity among reporting period passing rates and benchmark results

There was also a large disparity in several content classes with high passing rates and state assessment performance, especially in English Language Arts (ELA), Social

Comprehensive Needs Assessment

Student Achievement Weaknesses (Continued)

Studies and Writing

Student Achievement Needs

Teachers must be trained to understand the rigor necessary for students to achieve the meets and masters level of assessments

Provide staff development to teachers in the areas of instructional strategies and differentiated instruction

Implement changes to District grading policy to include specific writing requirements across all grade and content levels

Implement a writing curriculum and/or writing software to support students

It is important for the District to set clear guidelines for what can be used as a Unit Assessment/Curriculum Based Assessment and benchmarks, with special attention to rigor
The District also needs to ensure that data is being analyzed through DMAC to identify how students are performing not just on benchmarks (STAAR release test), but on Unit Exams

Student Achievement Summary

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School Culture and Climate

School Culture and Climate Data Sources

Attendance Reports

Climate Surveys

CNA Committee Data Collections

Parent Engagement

Student Surveys

Comprehensive Needs Assessment

School Culture and Climate Data Sources (Continued)

Teacher Surveys

School Culture and Climate Strengths

Every campus houses an armed security officer

Every campus is facilitating a curriculum to help students with mental, social and emotional well being

There are set procedures for handling discipline referrals at every campus and the TASB model is used for guidance

Data supplied from student surveys indicated that a large majority of students felt physically safe at school and respected their teachers

Surveys indicated that teachers felt safe and secure at all campuses across the district

School Culture and Climate Weaknesses

The overall attendance needs to be increased to at least 95% at every campus

The number of discretionary alternative disciplinary placements need to be reduced

There is a proof that students who did have consistent discipline issues struggled academically, especially those who served in District Alternative Education Program (DAEP) and had extended In School Suspension (ISS) time

More direct instruction from content teachers needs to occur in DAEP and ISS

There needs to be more communication to achieve parental support with regards to discipline issues

There needs to be more pride building activities within the campuses

Discipline initiatives must include the motivation (why) along with the punitive

School Culture and Climate Needs

Increase parental engagement and awareness to facilitate increased attendance

Behavioral Interventionists and units need to be utilized for students who are repeat offenders but not committing violations that mandate mandatory alternative placements (use of mental, social and emotional curriculums)

The district needs to create and monitor the expectation that students in DAEP are receiving the appropriate opportunities for direct instruction

Bring in more motivational speakers and activities to boost self-esteem and pride in the student body and the parents

Provide teachers with more professional development opportunities to help them deal with students who present consistent discipline issues

There needs to be a focused effort to build relationships with parents of students who present discipline issues to provide a unified opposition to that type of disruptive behavior

Comprehensive Needs Assessment

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Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Data Sources

CNA Committee Data Collections

Teacher Surveys

Texas Academic Performance Report

Staff Quality, Recruitment and Retention Strengths

There was a concerted effort to attend job fairs to recruit strong candidates.

There are sign-on bonuses and retention stipends available.

Staff Quality, Recruitment and Retention Weaknesses

The district must provide financial incentives (sign-on bonuses and content stipends) to retain strong teachers and personnel

The district must continue to offer district wide PD in differentiated instruction and delivery of instruction to help retain staff

The district must expand its reach with regards to job fairs and alternative certification organizations

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Needs

The district must develop and facilitate PD for all district employees in areas of high need (delivery of instruction, literacy, writing etc.)
District staff need continual and specific professional development on researched based strategies and best practices
The district must continue to emphasize the importance of actively recruiting teachers throughout the year from various organizations
Provide financial incentives such as signing bonuses and retention stipends to retain quality staff
Provide additional non-financial incentives such as child care through Head Start programs

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Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Data Sources

Benchmark Data
Classroom Walkthroughs
CLI
Differentiated Strategies
Discipline Reports
DMAC
Grading Period Results
Lesson Plans
MAPS
PK Curriculum
Professional Development
SBDM Input
State Assessment Data
TELPAS Reports

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Data Sources (Continued)

Texas Academic Performance Report
Vertical Alignment Documents
Year at a Glance Documents

Curriculum, Instruction and Assessment Strengths

The TEKS Resource System, Lexia, Eureka Amplified, Edusmart, MAPS PHD Science is being utilized in the district to establish scope and sequence The IFD component is also being used to provide specificity for learners
The TEKS Resource System is aligned to state standards
There is full implementation of MCP strategies district wide
Every campus participates in PLCs to plan, discuss benchmarks and assessment data
There are 2 major benchmarks, one every semester to gauge student progress

DMAC is available districtwide to assist in analyzing student assessment data(benchmarks, state assessments,unit tests)

Curriculum, Instruction and Assessment Weaknesses

The district must provide teachers with planning and vertical alignment opportunities
Vertical alignment must be intra-campus as well as inter- campus
Writing must show significant improvement across all grade levels in the district through implementation of a writing curriculum and/or writing program
MCP must be carried out with true fidelity
DMAC needs to be utilized more by all teachers, not just admin and department heads
The TEKS Resource System IFD must be better utilized to ensure lessons are delivered with appropriate rigor
Benchmarking process needs to be more uniform across the district
More higher level questions must be part of the instructional delivery process

Curriculum, Instruction and Assessment Needs

The district has to provide training for teachers on using the IFD in the TEKS Resource System to ensure that what is happening in the classroom on a daily basis is on par with rigor (specificity of learner outcomes)
The district must create opportunities for the campuses to engage in conversation and vertical alignment planning.

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Needs (Continued)

The district must provide continuous training in MCP to get everyone up to speed, especially teachers that will be new to the district and teachers who struggled with consistent implementation

There needs to be some training on the importance of how DMAC can be used and how to use it

Curriculum, Instruction and Assessment Summary

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Family and Community Involvement

Family and Community Involvement Data Sources

Climate Surveys

Family and Community Involvement Strengths

There is a District Site Based Decision Making Committee that is made up of staff, parents and community members

The District holds various parental engagement meetings and has established an annual parental conference

Parents are notified of special events and important messages via the District website, automated calling system and the local radio station

The campuses offer informational and educational meetings and open houses for parents and the community

Family and Community Involvement Weaknesses

The District needs to create more opportunities to meet and discuss with parents how they can specifically support academics

Comprehensive Needs Assessment

Family and Community Involvement Weaknesses (Continued)

The District also needs to create opportunities to discuss student health and hygiene

While the opportunities are created for parents to come to the District, there needs to be more parental and community support

There needs to be more positive reinforcement used with parents and community members that do participate actively

Family and Community Involvement Needs

The District has to continue giving parents and community members opportunities to come to the campuses for interaction

The District has to allow parents and community members to be active participants in certain aspects of the decision making process

There is a communication chart in place to help guide District employees for support and assistance

There has to be a financial commitment to offer incentives for parents and community members to come to the District and be involved where appropriate

The District should explore a way to create a part time paid position at every campus that can be a liaison to parents and the community

The District should create opportunities to offer parent/community education classes to help merge them into the academic process

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School Context and Organization

School Context and Organization Data Sources

Climate Surveys

Comprehensive Needs Assessment

School Context and Organization Data Sources (Continued)

CNA Committee Data Collections
Master Schedules
Professional Development
SBDM Input
Teacher Surveys

School Context and Organization Strengths

The District has weekly administration meetings with superintendent, directors and principals
There is an organizational chart in place for the district
Campuses also hold staff and department head meetings
The District has a District Site Based Decision Making Committee made up of campus and district level personnel
Each campus has its own Site Based Decision Making Committee

School Context and Organization Weaknesses

District personnel need a clear picture of how the organizational chart flows
Better communication is needed to disseminate information discussed in meetings where not all personnel are involved
A major need is time, time to meet in the various committees and complete tasks such as data disaggregation and improvement plans

School Context and Organization Needs

Encourage all personnel to freely communicate needs and concerns that are being experienced without fear of reprisals while maintaining chain of command
The District must encourage an open door policy with open lines of communication through home visits, phone calls and parent involvement meetings
To ensure proper focus is given to academics, the role of instructional officer and associate principal (discipline) should be fulfilled by 2 people respectably
The District will have to financially support the campuses to make it possible for them to find substitutes and part-time help to free up some time for personnel to participate in district meetings and the various committees that exist

School Context and Organization Summary

Comprehensive Needs Assessment

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Technology

Technology Data Sources

Classroom Walkthroughs
CNA Committee Data Collections
Differentiated Strategies
Lesson Plans
SBDM Input
Teacher Surveys

Technology Strengths

The District provides a great deal of technology to every campus (computers, laptops, iPads, Chrome books, smartboards, etc.)
The technology department does a great job of assisting with technical issues and providing support to campus staff
The District possesses a sufficient amount of bandwidth to allow a large number of students on wireless devices simultaneously

Technology Weaknesses

The District could use an instructional technologist to assist in the delivery of PD with regards to how to use technology appropriately and efficiently
The District needs to have multiple opportunities to provide PD on new technology
The District has to keep up with how quickly technology becomes obsolete, there by needing to be replaced

Comprehensive Needs Assessment

Technology Needs

The District must maintain clear and current inventory logs for all pieces of technology at all campuses and departments
The District must develop a plan and designate personnel to ensure that technology gaps are filled as needed and that technology devices are updated appropriately
The District must have a specific and consistent process for addressing technical issues that arise with technology in the district
The major priority for technology is to ensure that it is being used and used effectively in the learning environment
The District needs to ensure that training is provided for any and all technology that is purchased
The District must also provide the necessary infrastructure to make technology effective

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Other

Comprehensive Needs Assessment Data Sources

Attendance Reports
Benchmark Data
Class Assignments & Rosters
Classroom Walkthroughs
CLI
Climate Surveys
CNA Committee Data Collections
Differentiated Strategies
Discipline Reports
DMAC
Grading Period Results
Lesson Plans
MAPS
Master Schedules
Parent Engagement
PEIMS Records
PK Curriculum
Pre K Guidelines
Previous Years CIP
Professional Development
SBDM Input
Stanford testing
State Assessment Data
Student Surveys
Support Personnel
Targeted Improvement Plan
Teacher Surveys
TELPAS Reports
Texas Academic Performance Report
TxEIS Reports
Vertical Alignment Documents
Year at a Glance Documents