BULLARD ISD
District Improvement Plan
2022/2023

Empower Today • Embrace Tomorrow

Contact Information
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Assistant Superintendent
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BULLARD ISD

Mission

Bullard ISD:

~ Building Relationships
~ Inspiring Learning
~ Serving our Community
~ Developing Character

Vision

Where every student is uniquely prepared for their future

Values:

- Building a strong and inclusive community
- Cultivating every student's unique potential
- Providing future-focused and growth-minded opportunities
- Developing meaningful relationships
- Achieving excellence through exceptional programs
- Modeling integrity, character, and service leadership
- Fostering safe and caring learning environments

BULLARD ISD Site Base

Name	Position
Albritton, Jodie	Middle School Principal
Allen, Stephanie	Teacher (PS)
Berry, Angie	BEC Counselor
Bickerstaff, Amy	Special Programs Director
Brannen, Angela	Teacher (ES)
Brasher, David	Parent
Brooks, Philip	Teacher (HS)
Brown, Scott	Community Member
Burrow, Amy	Teacher (ES)
Callaway, Scott	Athletic Director
Barkemeyer, Melanie	Instructional Coach
Carlile, Jennifer	Instructional Coach
Carson, Jamie	Parent
Conner, Cheryl	Bullard Middle School Counselor
Cook, Melynda	Teacher (BEC)
Dixon, John	Coordinator of Alternative Education
Dorsey, Jennifer	Teacher (HS
Dover, Kenley	Bullard Primary Principal
Flores, Will	Parent
Frederick, Pam	Community Member
Goode, Amanda	Bullard Early Childhood Principal
Goode, Jake	Bullard Middle School Assistant Principal
Harris, Meagan	Teacher
Hendrix, Cheryl	Assistant Superintendent
Hill, Jan	Community Member, Grandparent
Holt, Christina	Teacher (BEC)
Jones, John	Director of Safety

BULLARD ISD Site Base

Name	Position
Kasson, Jenny	Bullard Elementary Principal
Killian, Charla	Counselor
Jackson, Denise	Curriculum Specialist
Jordan, Gary	Fine Arts Director
Lee, Jack	Superintendent
Lee, Jessica	Curriculum Director
Martin, Story	Community and Business Member
Mckeethan, Amy	Teacher (HS)
Morris, Doug	Community Member and Parent
Murphy, Kim	Director of HR and Student Services
O'bannon, Kimberly	Curriculum Specialist
Pawlak, Amy	Director of Public Relations
Pinkerton, Shelley	Special Education Director
Powell, Carey	Teacher (IS)
Prince, Kory	Technology Director
Ridgley, Laurissa	Primary School Assistant Principal
Sleeper, Lee	Director of Operations
Stanley, Chad	Parent
Starks, Ramsey	Chief Financial Officer
Swinney, Brandy	Teacher (ES)
Suttion, CB	Parent
Wilson, Melissa	Teacher (IS)
Ventress, Monica	Bullard Early Childhood Assistant Principal

Comprehensive Needs Assessment

Demographics

Demographics Data Sources

DMAC
OnData Suite
PEIMS
STAAR
TAPR

Demographics Summary

Enrollment for Bullard ISD for 21-22 Fall Snapshot was 2,791 students.

Demographic percentages: (Fall Snapshot)

0.29% American Indian
0.47% Asian
4.01% African American
9.03% Hispanic
82.98% White
0.04% Native Hawaiian-Pacific Islander
3.19% who identify themselves as two or more races

Special Programs and Special Indicator percentages: (Fall Snapshot)

34.11% Economically Disadvantaged
28.77% At-Risk
12.93% Special Education Services
2.76% Emergent Bilingual
7.13% Gifted and Talented Services
6.02% Dyslexia Services
12.22% 504 Services

Student Achievement

Comprehensive Needs Assessment

Student Achievement Data Sources

CLI-PK
DMAC
Local Assessment Data
MAP Progress Monitoring
STAAR
STAAR EOC
TELPAS
TPRI
TX-KEA

Student Achievement Summary

Bullard ISD received an overall Accountability Rating of an A with a 95 Scale Score. The district received one Distinction Designation in Postsecondary Readiness. The district will continue to target areas in need of improvement which include, but not limited to math, special education and CCMR.

	Failed	Approaches	Meets	Masters	Performance Comparison
ELEMENTARY STAAR DATA 2022 COMPARED TO 2021					
STATE AVERAGE	25%	75%	50%	30%	(+18, +19, +17) '22 to State
3rd READING STAAR 2022	7% (13)	93% (178)	69% (131)	47% (90)	(+7, +6, +13) '22 to '21
3rd READING MOCK 2022	18% (34)	82% (155)	47% (88)	25% (48)	
3rd READING CKPT 2 2022	22% (42)	78% (145)	37% (70)	13% (25)	
3rd READING CKPT 1 2021	14% (26)	86% (161)	53% (99)	28% (53)	
3rd READING STAAR 2021	12% (26)	86% (157)	63% (115)	34% (62)	
STATE AVERAGE	30%	70%	41%	20%	(+14, +17, +10) '22 to State
3rd MATH STAAR 2022	16% (30)	84% (161)	58% (110)	30% (57)	(-5, +1, +6) '22 to '21
3rd MATH MOCK 2022	23% (43)	77% (147)	45% (85)	18% (34)	
3rd MATH CKPT 2 2022	37% (69)	63% (119)	25% (47)	9% (17)	
3rd MATH CKPT 1 2021	21% (40)	79% (147)	40% (74)	14% (26)	
3rd MATH STAAR 2021	11% (20)	89% (164)	57% (104)	24% (45)	
STATE AVERAGE	24%	76%	52%	28%	(+17, +22, +13) '22 to State
4th READING 2022	7% (13)	93% (175)	74% (139)	41% (76)	(+14, +16, +10) '22 to '21
4th READING MOCK 2022	10% (19)	90% (167)	55% (102)	31% (57)	
4th READING CKPT 2 2022	24% (44)	76% (139)	19% (35)	3% (5)	
4th READING CKPT 1 2021	28% (53)	72% (134)	43% (80)	14% (27)	
4th READING STAAR 2021	21% (44)	79% (162)	58% (120)	31% (63)	
STATE AVERAGE	32%	68%	41%	22%	(+23, +28, +19) '22 to State
4th MATH STAAR 2022	9% (16)	91% (172)	69% (129)	41% (77)	(+8, +4, -13) '22 to '21
4th MATH MOCK 2022	12% (23)	88% (163)	59% (109)	34% (64)	
4th MATH CKPT 2 2022	30% (54)	70% (129)	39% (71)	10% (18)	
4th MATH CKPT 1 2021	21% (39)	79% (149)	34% (63)	17% (32)	
4th MATH STAAR 2021	17% (35)	83% (172)	65% (134)	54% (112)	

INTERMEDIATE STAAR DATA 2022 COMPARED TO 2021					
	Failed	**Approaches**	**Meets**	**Masters**	**Performance Comparison**
STATE AVERAGE	20%	80%	56%	36%	(+8, +15, +13) '22 to State
5th READING STAAR 2022	12% (26)	88% (194)	71% (156)	49% (108)	(+1, +15, +16) '22 to '21
5th READING MOCK 2022	21% (45)	79% (171)	52% (112)	34% (73)	
5th READING CKPT 2 2022	15% (32)	85% (186)	51% (111)	28% (62)	
5th READING CKPT 1 2021	11% (23)	89% (194)	71% (153)	43% (94)	
5th READING STAAR 2021	13% (29)	87% (187)	56% (120)	33% (72)	
STATE AVERAGE	25%	75%	45%	23%	(+11, +13, +10) '22 to State
5th MATH STAAR 2022	14% (31)	86% (189)	58% (127)	33% (73)	(-2, -11, -9) '22 to '21
5th MATH MOCK 2022	19% (40)	81% (176)	59% (127)	38% (82)	
5th MATH CKPT 2 2022	25% (55)	75% (162)	51% (110)	28% (60)	
5th MATH CKPT 1 2021	31% (66)	69% (148)	43% (91)	14% (31)	
5th MATH STAAR 2021	12% (27)	88% (189)	69% (150)	42% (91)	
STATE AVERAGE	34%	66%	37%	17%	(+17, +24, +15) '22 to State
5th SCIENCE STAAR 2022	17% (37)	83% (183)	61% (135)	32% (70)	(-3, +12, +9) '22 to '21
5th SCIENCE MOCK 2022	20% (44)	80% (173)	48% (105)	19% (41)	
5th SCIENCE CKPT 2 2022	2% (4)	98% (214)	91% (199)	54% (118)	
5th SCIENCE CKPT 1 2021	16% (34)	84% (185)	53% (116)	19% (41)	
5th SCIENCE STAAR 2021	14% (30)	86% (185)	49% (105)	23% (49)	
STATE AVERAGE	31%	69%	42%	22%	(+20, +19, +10) '22 to State
6th READING STAAR 2022	11% (24)	89% (191)	61% (132)	32% (68)	(+8, +16, +18) '22 to '21
6th READING MOCK 2022	22% (47)	78% (163)	39% (81)	12% (26)	
6th READING CKPT 2 2022	22% (47)	78% (167)	33% (70)	7% (16)	
6th READING CKPT 1 2021	7% (16)	93% (203)	58% (128)	22% (48)	
6th READING STAAR 2021	19% (40)	81% (173)	45% (96)	14% (29)	
STATE AVERAGE	28%	72%	37%	15%	(+16, +20, +9) '22 to State
6th MATH STAAR 2022	12% (25)	88% (190)	57% (123)	24% (51)	(+4, -5, -10) '22 to '21
6th MATH MOCK 2022	14% (30)	86% (177)	50% (103)	27% (55)	
6th MATH CKPT 2 2022	21% (45)	79% (169)	43% (92)	24% (51)	
6th MATH CKPT 1B 2021	1B - 16% (35)	1B - 84% (185)	1B - 59% (129)	1B - 31% (68)	
6th MATH CKPT 1A 2021	1A - 26% (56)	1A - 74% (156)	1A - 40% (85)	1A - 19% (40)	
6th MATH STAAR 2021	8% (16)	92% (195)	62% (131)	34% (72)	

	Failed	Approaches	Meets	Masters	Performance Comparison
MIDDLE SCHOOL STAAR DATA 2022 COMPARED TO 2021					
STATE AVERAGE	22%	78%	54%	36%	(+15, +24, +19) '22 to State
7th READING 2022	7% (15)	93% (208)	78% (173)	55% (122)	(+6, +13, +21) '22 to '21
7th READING MOCK 2022	16% (35)	84% (187)	52% (116)	23% (52)	
7th READING CKPT 2 2022	27% (57)	73% (154)	27% (56)	3% (6)	
7th READING CKPT 1 2021	22% (48)	78% (170)	43% (94)	10% (22)	
7th READING STAAR 2021	13% (27)	87% (181)	65% (136)	34% (70)	
STATE AVERAGE	41%	59%	29%	12%	(+32, +35, +23) '22 to State
7th MATH 2022	9% (19)	91% (203)	64% (142)	35% (78)	(+6, +2, -3) '22 to '21
7th MATH MOCK 2022	17% (37)	83% (182)	54% (118)	26% (58)	
7th MATH CKPT 2 2022	13% (27)	87% (187)	64% (136)	25% (53)	
7th MATH CKPT 1 2021	11% (25)	89% (196)	61% (135)	21% (46)	
7th MATH STAAR 2021	15% (32)	85% (176)	62% (128)	38% (80)	
STATE AVERAGE	18%	82%	56%	36%	(+13, +19, +19) '22 to State
8th READING 2022	5% (11)	95% (208)	75% (165)	55% (120)	(+7, +9, +17) '22 to '21
8th READING MOCK 2022	11% (24)	89% (194)	62% (136)	33% (73)	
8th READING CKPT 2 2022	17% (37)	83% (181)	44% (97)	9% (19)	
8th READING CKPT 1 2021	12% (27)	88% (194)	44% (97)	15% (34)	
8th READING STAAR 2021	12% (25)	88% (191)	66% (143)	38% (81)	
STATE AVERAGE	31%	69%	38%	13%	(+10, +12, +9) '22 to State
8th MATH 2022	21% (32)	79% (119)	50% (75)	22% (33)	(-7, -18, +5) '22 to '21
8th MATH MOCK 2022	21% (31)	79% (119)	59% (89)	16% (24)	
8th MATH CKPT 2 2022	22% (31)	78% (113)	53% (77)	15% (22)	
8th MATH CKPT 1 2021	23% (34)	77% (117)	54% (81)	13% (19)	
8th MATH STAAR 2021	14% (23)	86% (138)	68% (110)	17% (28)	
STATE AVERAGE	26%	74%	46%	30%	(+26, +54, +66) '22 to State
8th ALGEBRA I 2022	0% (0)	100% (69)	100% (69)	96% (66)	(0, +4, +10) '22 to '21
8th ALGEBRA I MOCK 2022	0% (0)	100% (69)	100% (69)	87% (60)	
8th ALGEBRA I CKPT 2 2021	0% (0)	100% (68)	100% (68)	85% (58)	
8th ALGEBRA I CKPT 1 2021	0% (0)	100% (67)	100% (67)	85% (57)	
8th ALGEBRA I STAAR 2021	0% (0)	100% (56)	96% (54)	86% (48)	
STATE AVERAGE	27%	73%	43%	22%	(+22, +26, +23) '22 to State
8th SCIENCE 2022	5% (12)	95% (208)	69% (151)	45% (98)	(+10, +8, +10) '22 to '21
8th SCIENCE MOCK 2022	16% (36)	84% (183)	66% (144)	39% (86)	
8th SCIENCE CKPT 2 2022	20% (41)	80% (163)	60% (123)	35% (72)	
8th SCIENCE CKPT 1 2021	13% (28)	87% (194)	66% (147)	38% (84)	
8th SCIENCE 2021	15% (32)	85% (185)	61% (133)	35% (75)	
STATE AVERAGE	41%	59%	29%	17%	(+25, +22, +17) '22 to State
8th SOCIAL STUDIES 2022	16% (36)	84% (184)	51% (113)	34% (74)	(+8, +5, +11) '22 to '21
8th SOCIAL STUDIES MOCK 2022	16% (34)	84% (184)	51% (111)	27% (58)	
8th SOCIAL STUDIES CKPT 2 2022	19% (41)	81% (176)	54% (118)	39% (84)	
8th SOCIAL STUDIES CKPT 1 2021	11% (24)	89% (196)	70% (154)	56% (124)	
8th SOCIAL STUDIES STAAR 2021	24% (53)	76% (164)	46% (99)	23% (50)	

BHS EOC DATA 2022 COMPARED TO 2021					
	Failed	Approaches	Meets	Masters	Performance Comparison
STATE AVERAGE	37%	63%	48%	11%	(+19, +25, +7) '22 to State
ENGLISH I JUNE EOC	68% (17)	32% (8)	0% (0)	0% (0)	
ENGLISH I MAY EOC 2022	18% (43)	82% (198)	73%(176)	18% (44)	(+2, +5, -1) '22 to '21
ENGLISH I MOCK 2022	17% (40)	83% (193)	73% (169)	27% (62)	
ENGLISH I CKPT 1 2021	20% (46)	80% (188)	54% (126)	6% (14)	
ENGLISH I EOC 2021	20% (42)	80% (166)	68% (142)	19% (39)	
STATE AVERAGE	29%	71%	57%	9%	(+16, +22, +6) '22 to State
ENGLISH II JUNE EOC 2022	89% (9)	11% (1)	0% (0)	0% (0)	
ENGLISH II MAY EOC 2022	13% (27)	87% (182)	79% (166)	15% (32)	(+1, 0, -7) '22 to '21
ENGLISH II MOCK 2022	13% (25)	87% (174)	79% (158)	28% (56)	
ENGLISH II CKPT 1 2021	15% (32)	85% (176)	75% (157)	6% (12)	
ENGLISH II EOC 2021	14% (27)	86% (171)	79% (157)	22% (43)	
STATE AVERAGE	11%	89%	71%	44%	(+8, +20, +20) '22 to State
US HISTORY MAY EOC 2022	100% (1)	0% (0)	0% (0)	0% (0)	
US HISTORY MAY EOC 2022	3% (5)	97% (192)	91% (179)	66% (131)	(0, +1, 0) '22 to '21
US HISTORY MOCK 2022	3% (6)	97% (180)	84% (157)	55% (103)	
US HISTORY CKPT 1 2021	9% (11)	91% (108)	61% (73)	30% (36)	
US HISTORY EOC 2021	3% (5)	97% (184)	90% (171)	66% (124)	
STATE AVERAGE	18%	82%	57%	23%	(+7, +16, +5) '22 to State
BIOLOGY JUNE EOC 2022	33% (2)	67% (4)	0% (0)	0% (0)	
BIOLOGY MAY EOC 2022	5% (13)	95% (228)	73% (175)	28% (68)	(+5, +2, +1) '22 to '21
BIOLOGY MOCK 2022	8% (18)	92% (201)	68% (150)	25% (55)	
BIOLOGY CKPT 1 2021	19% (44)	81% (191)	46% (107)	8% (18)	
BIOLOGY EOC 2021	10% (21)	90% (190)	71% (150)	27% (58)	
STATE AVERAGE	26%	74%	46%	30%	(+15, +9, -1) '22 to State
ALGEBRA I JUNE EOC 2022	60% (3)	40% (2)	0% (0)	0% (0)	
ALGEBRA I MAY EOC 2022	11% (20)	89% (166)	55% (102)	29% (54)	(+2, -2, -2) '22 to '21
ALGEBRA I MOCK 2022	13% (23)	87% (159)	42% (76)	16% (30)	
ALGEBRA I CKPT 1 2021	14% (26)	86% (162)	63% (118)	35% (66)	
ALGEBRA I EOC 2021	13% (20)	87% (132)	57% (87)	31% (47)	

Comprehensive Needs Assessment

School Culture and Climate

School Culture and Climate Data Sources

Attendance
CTE Cluster
Drop-out Rates
Extra Curricular Participation
Program Evaluations

School Culture and Climate Summary

Bullard ISD offers students an opportunity for school engagement through a variety of resources. Bullard ISD has a culture of high achieving extra-curricular activities for any student who wants to participate. The district offers programs through Fine Arts such as choir, band, drill team, dance teams, pom squad, twirling, theatre, and art. Students are also given the opportunity to participate in athletic events such as cross country, track, volleyball, football, soccer, basketball, fishing, cheerleading, softball, powerlifting, golf, tennis and summer athletic programs.

Students are encouraged to become involved in campus activities such a National Honor Society, Advanced Placement Courses, National Junior Honor Society, Academic Clubs and various other offerings that will enhance their ownership in campus life.

During middle school and high school, students have the option of becoming involved in the district Career and Technology programs. Some of the choices for CTE are: Agriculture, Food and Natural Resources; Arts, A/V Technology and Communication; Business Management and Administration; Career Development; Education and Training; Health Science; Hospitality and Tourism; Information Technology and Architecture.

Bullard ISD continues to work with students through Capturing Kid's Hearts and Choose Love Programs. Counseling services through the district LPC, campus counselors and Next Step are available to students throughout the school day.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Data Sources

Curriculum Consultants
Professional Development
Promotion/Retention Rates
STAAR

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Data Sources (Continued)

STAAR EOC

Staff Quality, Recruitment and Retention Summary

All teachers in Bullard ISD meet minimum state certification standards. The district seeks to retain our teachers and hire only the most qualified. The district offers support for our teachers in a variety of ways. Campuses engage in PLC and data meetings to collaborate and work with members of the curriculum department to improve their instruction and implement new strategies. The Reading Cohort specialist also uses data from Reading Academies and classroom observations to determine needs for professional development in grades K-3. The district is working diligently to ensure horizontal and vertical alignment PreK - 12.
Professional development is offered by Region 7, state conferences, the Bullard Curriculum Department and other outside consultants. Bullard ISD Curriculum department supports teachers through on campus meetings, creation of resources, coaching teachers, providing professional development, team teaching or model teaching lessons and reaching out to teachers to inquire if they need support. Core content areas have common planning time or PLC time to analyze data and coordinate lessons.
For retention, staff are given a retention bonus at Christmas time for all staff members and at the beginning of the school year. The Human Resource Department and Finance Department have worked to restructure the salary schedule to increase teacher salaries. Stipends are offered in high needs areas, including Foreign Language, Math, Science, CTE and Special Education.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Data Sources

CLI-PK
Curriculum Consultants
DMAC
iStation
Local Assessment Data
MAP Progress Monitoring
OnData Suite
Professional Development
RTI Data
STAAR
STAAR EOC
TELPAS
TPRI

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Data Sources (Continued)

TX-KEA
Walkthroughs

Curriculum, Instruction and Assessment Summary

Bullard ISD has a number of strengths in Curriculum and Assessment. The district requires each campus to complete academic check points and data analysis groups on a regular and scheduled basis. Teachers are given opportunities throughout the year to pursue staff development through local, state and regional offerings. Title II funds are used to support the ongoing professional growth for teachers and principals.

The district continues to offer daily support for our teachers and staff through collaboration with the following positions:

- Assistant Superintendent
- Curriculum Director
- Director of Special Program and CTE
- Special Education and 504 Director
- Reading Cohort Specialist
- Curriculum Specialists
- Curriculum Coaches

Family and Community Involvement

Family and Community Involvement Data Sources

Community Input
Director of Public Relations
Federal Program Guidelines
Parental Involvement Policy
Staff/Parents/Community/ Business members involved w/SBDM

Family and Community Involvement Summary

Bullard ISD offers families and the community the opportunity to participate in district/campus activities in a variety of ways, including, but not limited to the following:

Comprehensive Needs Assessment

Family and Community Involvement Summary (Continued)

- Parent Square
- Bullard ISD webpage
- Facebook
- Panther Partners
- Meet the Teacher
- Family Information Nights
- Title I Campus Meetings
- FAFSA Information Night
- Parent Skyward Access
- PTO
- Booster Clubs
- Student Mentor Program
- CTCU
- Hospitality ER
- Bullard Education Foundation
- Children's Advocacy Center of Smith County
- Campus Grandparent Days
- Campus Holiday Celebrations

Bullard ISD continues to seek new and innovative ways to involve our families and community in the daily activities of the district.

Technology

Technology Summary

Bullard ISD offers a variety of technology resources to students at all grade levels. Bullard Early Childhood and Bullard Primary School have access to computer labs, Chromebook carts and iPad carts, Bullard Elementary School and Bullard Intermediate School are 1:1 with Chromebook carts in all core classrooms, and Bullard Middle School and Bullard High School provide 1:1 Chromebooks to all students. All classrooms are outfitted with fast internet access, interactive whiteboards and document cameras.

BULLARD ISD

Goal 1. (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

Objective 1. (Attendance Rate) Increase attendance rates for all students within BISD to 97% or above.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ongoing monitoring of attendance reports. The district will require each campus to have systems for monitoring attendance. (Title I SW Elements: 1.1,3.1) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent(s), Director of PEIMS, Superintendent(s)	Per campus C.I.P.	(L)Attendance Reports, (L)PEIMS Data, (L)Student Handbook	05/11/23 - Some Progress
2. Implement district wide truancy prevention plan to increase student attendance. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 2)	Campus Attendance Clerk, Campus Attendance Committee, Principals, Superintendent(s)	Six weeks reporting periods	(L)Attendance Reports, (L)Skyward	05/11/23 - Completed

BULLARD ISD

Goal 1.   (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

Objective 2.   (Academic Performance) Increase the performance for all students and all demographic groups in English Language Arts and/or Reading, Mathematics, Science and Social Studies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Assure that all teachers are trained in Fundations Program PK-2. (Title I SW Elements: 1.1,2.5) (Target Group: PRE K,K,1st,2nd) (Strategic Priorities: 2)	Assistant Superintendent, District Curriculum Director, Principals, Reading Cohort Specialist	Fall 2022	(F)Title I, (L)Fundations Curriculum	06/07/23 - Discontinued
2. Utilize Professional Learning Communities on each campus to plan instruction in core areas. (Title I SW Elements: 1.1,2.4,2.5,2.6) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent(s), District Curriculum Director, District Curriculum Specialists, Instructional Coach, Principals	Weekly	(L)Checkpoints, (L)DMAC, (L)Edgenuity, (L)Region 7 ESC	06/07/23 - Completed
3. Train teachers on Response to Intervention. (Title I SW Elements: 1.1,2.5,2.6,3.1) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent(s), Director of Special Education and 504, Director of Special Programs and CTE, District Curriculum Director	Year Process	(F)Title IIA Principal and Teacher Improvement, (L)Region 7 ESC	06/07/23 - Significant Progress
4. Seek and provide opportunities for ELAR, math, science and social studies teachers to attend professional development. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 1,2)	Assistant Superintendent(s), Director of Elementary Curriculum and Instruction, Director of Human Resources, Director of Secondary Curriculum and Instruction, District Curriculum Specialists, Principals, Secondary Instructional Specialist	2022-23 School Year	(F)Title IIA Principal and Teacher Improvement, (L)Local Professional Development, (L)Region 7 ESC, (L)Webinars	06/07/23 - Completed
5. Support differentiated instruction in reading, writing, math, science and social studies for all students including students in special programs such as dyslexia, special education, gifted and talented, ESL, 504 and at risk. (Title I SW Elements: 1.1,2.2,2.4,2.5,2.6) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent, Curriculum Team Members, Principals	Daily	(F)Title IIA Principal and Teacher Improvement, (L)Checkpoints, (L)DMAC, (L)Instructional Coaching, (L)Professional Development, (L)Report Cards, (S)STAAR, (S)TELPAS	06/07/23 - Some Progress
6. Provide training and implementation support for all K-12 core content teachers in TEKS Resource System. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 2)	Curriculum Team Members, Principals	Fall 2022	(F)Title IIA Principal and Teacher Improvement, (L)Region 7 ESC	06/07/23 - Completed
7. Ensure that all evaluators are T-TESS	Assistant Superintendent,	2022 Fall	(L)Kreuz Consulting Group,	06/07/23 - On Track

BULLARD ISD

Goal 1. (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

Objective 2. (Academic Performance) Increase the performance for all students and all demographic groups in English Language Arts and/or Reading, Mathematics, Science and Social Studies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
certified and continue T-TESS calibration training and practice for all evaluators. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 2)	Director of Human Resources	Semester	LLC, (L)Region 7 ESC	
8. Continue NWEA MAP progress monitoring and utilize the data to drive instructional decisions. (Title I SW Elements: 2.4,2.5,2.6) (Target Group: K,1st,2nd,3rd,4th,5th,6th,7th ,8th,9th,10th,11th,12th)	Assistant Principal(s), Assistant Superintendent, Curriculum Team, Principals	2022-2023 School Year	(F)ESSER Grant	06/07/23 - On Track
9. Continue a professional development teacher needs assessment to plan for district professional development opportunities. (Title I SW Elements: 1.1) (Strategic Priorities: 1)	Curriculum Team	2022-2023 School Year	(L)Surveys	
10. Support campus/district peer observations for instructional/behavioral learning opportunities.	Curriculum Team, Principals	2022-2023 School Year		
11. Implement a District Wide Learning showcase. (Title I SW Elements: 2.1,2.5) (Target Group: All) (Strategic Priorities: 2)	Principals, Superintendent(s)	2022-2023 School Year	(O)District Strategic Plan	
12. Provide district instructional coach positions to support teacher growth, planning and implementation of research based instructional strategies that will support horizontal and vertical alignment PreK - K. (Title I SW Elements: 2.5,2.6)	Assistant Superintendent, District Curriculum Director, District Curriculum Specialists	2022-2023 School Year	(F)ESSER Funds	06/07/23 - Completed

BULLARD ISD

Goal 1. (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

Objective 3. (College, Career and Military Readiness) Ensure all students meet College, Career and Military Readiness requirements

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Support Bullard High School when necessary to serve as a testing site for PSAT, SAT, and ACT exams. (Title I SW Elements: 1.1) (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 3)	Counselor(s), Principals	2022-2023 School Year	(L)College Board, (L)Testing Information	
2. Collaborate with high school counselors and the Director of Special Programs and CTE, in monitoring CCMR data. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Assistant Superintendent, Counselor(s), Director of Special Programs and CTE, Principals	2022-2023 School Year	(L)Lead4ward, (L)PEIMS Data, (L)Region 7 ESC, (S)CCMR	05/22/23 - On Track 09/28/22 - Some Progress 09/28/22 - On Track
3. Support the Director of Special Programs and CTE in efforts to raise the district CCMR scores. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Assistant Superintendent, Counselor(s)	2022-2023 School Year	(L)Region 7 ESC, (S)CCMR, (S)TEA guidelines/website	05/22/23 - On Track
4. Provide support to the Director of Special Programs and CTE in seeking additional career pathways to expand our CTE opportunities for students. (Strategic Priorities: 3)	Assistant Superintendent, Director of Special Programs and CTE, Principals	2022-2023 School Year	(L)Region 7 ESC	09/28/22 - Significant Progress

BULLARD ISD

Goal 1. (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

Objective 4. (Special Education) Special Education: Increase progress measures on STAAR assessments for all special education students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide instructional support to special education teachers in specially designed instruction of TEKS Resource System. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: SPED) (Strategic Priorities: 2)	Curriculum Team, Director of Special Education and 504, Director of Special Programs and CTE	Fall 2022	(L)Region 7 ESC	Criteria: Sign-in sheets for Reading Academy Sign-in sheets for curriculum department training Certificates of attendance from Region 7 Student progress monitoring 05/16/23 - On Track
2. Train special education teachers in Reading by Design, LLI Kits and Unique Learning Systems for Self-Contained teachers. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: SPED,Dys) (Strategic Priorities: 2)	Director of Special Education and 504, District Curriculum Director, Reading Cohort Specialist	2022-2023 School Year	(S)Reading By Design	Criteria: New teachers in special education will receive training in Reading by Design curriculum by October 2020. 05/12/23 - Completed
3. Provide guidelines and support to campuses to implement effective inclusion and co-teach strategies. (Title I SW Elements: 2.2,2.6) (Target Group: SPED) (Strategic Priorities: 2)	Director of Special Education and 504, District Curriculum Director, District Curriculum Specialists, Principals	2022-2023 School Year	(L)Checkpoints, (L)Lesson Plans, (L)Local Professional Development, (L)Region 7 ESC	Criteria: Sign in sheets for training Certificates for training Student progress monitoring ARD committee deliberations 05/16/23 - On Track
4. Provide training for general education teachers on research based strategies on teaching students with disabilities. (Title I SW Elements: 2.5) (Target Group: SPED,Dys,504) (Strategic Priorities: 1,2)	Director of Special Education and 504, Director of Special Programs and CTE, District Curriculum Director, District Curriculum Specialists	2022-2023 School Year	(L)Professional Development, (L)Region 7 ESC	Criteria: Sign in sheets for professional development Student progress monitoring 05/16/23 - On Track

BULLARD ISD

Goal 1. (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

Objective 5. (G/T) GT: Evaluate, improve and broaden the gifted and talented program and students impacted.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure learning opportunities are commensurate with the abilities of gifted and talented students and that emphasize content in the four core academic areas. (Title I SW Elements: 1.1) (Target Group: GT) (Strategic Priorities: 2,3)	Director of Special Programs and CTE, GT Teachers, Principals	Fall 2022	(L)College Board, (L)Region 7 ESC	
2. Provide parents with information on eligibility, curriculum, learning opportunities, policies and annual program evaluation. (Title I SW Elements: 3.1) (Target Group: GT)	Assistant Superintendent, Counselor(s), GT Teachers, Principals	2022-2023 School Year	(L)BISD Policy and Procedures, (L)Region 7 ESC, (L)Webpage	
3. Verify that GT teachers are up to date on training requirements. (Target Group: GT) (Strategic Priorities: 2,3)	Director of Special Programs and CTE	August/September 2022	(L)Region 7 ESC	09/28/22 - Completed
4. Implement and utilize the Texas Performance Standards Projects in G/T pull out classes. (Target Group: GT,K,1st,2nd,3rd,4th)	Director of Special Programs and CTE, GT Teachers	2022-2023 School Year		09/28/22 - On Track

BULLARD ISD

Goal 1. (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

Objective 6. (ESL) ESL: BISD will continue to serve all eligible students for the ESL program at each grade level.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor communication between regular education and ESL teachers to develop language acquisition strategies for identified ESL students. (Title I SW Elements: 1.1,2.5) (Target Group: ESL) (Strategic Priorities: 2)	ESL District Lead, ESL Teachers, Principals, Teacher(s)	Progress report timeline	(L)ESL Lead Teacher, (L)ESL Teachers, (L)Teachers	09/28/22 - Significant Progress
2. Monitor ESL student progress toward successful performance on TELPAS and STAAR. (Title I SW Elements: 1.1,2.4,2.5,2.6) (Target Group: ESL) (Strategic Priorities: 2)	ESL District Lead, ESL Teachers, Principals, Teacher(s)	Progress report timelines	(L)DMAC, (L)ESL Teachers, (L)Teachers, (L)TELPAS Academy	06/04/23 - Completed
3. Implement Summit K-12 with ESL students through a pull out model. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: ESL) (Strategic Priorities: 2)	Director of Special Programs and CTE, ESL District Lead, Principals	2022-2023 School Year	(L)DMAC, (L)Region 7 ESC, (S)ESL State Funding Allocation	06/04/23 - Discontinued 09/28/22 - Significant Progress
4. Audit ESL student folders and make changes as needed to surpass minimal state requirements. (Title I SW Elements: 2.4,2.6) (Target Group: ESL) (Strategic Priorities: 2)	Director of Special Programs and CTE, ESL District Lead	2022-2023 School Year	(L)DMAC, (L)Region 7 ESC	09/28/22 - Completed
5. Schedule district events to support parent and family engagement. (Target Group: ESL)	Director of Special Programs and CTE, ESL District Lead, Principals	2022-2023 School Year	(S)ESL State Funding Allocation	09/28/22 - Significant Progress

BULLARD ISD

Goal 1.   (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

Objective 7.   (Dyslexia) Dyslexia: BISD will continue to identify and serve all eligible students for the Dyslexia program at each grade level.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide required annual dyslexia training to staff to increase the understanding of identification and dyslexia instruction. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2)	Director of Special Education and 504, Director of Special Programs and CTE, Dyslexia Teachers	Fall 2022		09/28/22 - Significant Progress
2. Support the campus RTI team in analyzing assessment data for dyslexia identification. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 2)	Counselor(s), Director of Special Education and 504, Dyslexia Teachers, Principals, RTI Teachers, Teacher(s)	2022-2023 School Year	(L)DMAC, (L)Success Ed	Criteria: RtI meeting minutes Signed, written consent for Full Initial and Individual Evaluation Completed Full Initial and Individual Evaluations for students 05/16/23 - On Track 05/16/23 - Pending
3. Monitor systems of dyslexia identification from campus to campus. (Target Group: All)	Director of Special Education and 504, Principals	2022-2023 School Year	(O)District Dyslexia Handbook	05/12/23 - On Track

BULLARD ISD

Goal 1. (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

Objective 8. (Implementing Texas Reading Academies) Implementing Texas Reading Academies

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. In correspondence to HB3, all K-3 teachers will be required to have completed the Texas Reading Academy Certification or complete it within their first year of employment with Bullard ISD. (Target Group: K,1st,2nd,3rd)	Reading Cohort Specialist	2022-2023 School Year	(L)Texas Reading Academy Modules	05/26/23 - Completed
2. All K-12 Life Skills and Resource teachers will complete their Texas Reading Academy Certification to ensure student reading success across all grade levels. (Target Group: SPED)	Reading Cohort Specialist	2022-2023 School Year	(L)Texas Reading Academy Modules	05/26/23 - On Track
3. All K-4 Principals and Assistant Principals will be required to complete their Texas Reading Academy Certification to ensure support for a strong foundation for reading instruction on all elementary campuses. (Target Group: 1st,2nd,3rd,4th)	Reading Cohort Specialist	2022-2023 School Year	(L)Texas Reading Academy Modules	05/26/23 - On Track
4. All ELAR Instructional Specialists and Coaches will obtain their Texas Reading Academy Certification (Target Group: All)	Reading Cohort Specialist	2022-2023 School Year	(L)Texas Reading Academy Modules	05/26/23 - On Track

BULLARD ISD

Goal 2. (Communication) Communicate and collaborate with all stakeholders.

Objective 1. (Parent, Community and Student Involvement) Encourage and increase student, parent and community involvement throughout the district.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Develop and implement a student and parent survey at all campuses to measure student need/choice in courses and programs. (Title I SW Elements: 1.1,2.1,3.1) (Target Group: All)	Assistant Superintendent(s), Director of Public Relations, Principals	2022-2023 School Year	(L)Surveys, (O)Public Relations Coordinator	06/07/23 - On Track
2. Form a team to coordinate and define community service and connections opportunities for students. (Title I SW Elements: 1.1,2.1,2.3) (Target Group: All)	Director of Public Relations, Superintendent(s)	2022-2023 School Year	(O)District Strategic Plan	06/07/23 - Some Progress
3. Develop a public relations team to support modernizing communication efforts. (Target Group: All)	Public Relations Coordinator	2022-2023 School Year	(L)Parent Square, (L)Webpage, (O)Public Relations Coordinator	06/07/23 - On Track 06/07/23 - On Track
4. Create an annual stakeholder satisfaction survey for communications. (Target Group: All)	Public Relations Coordinator	2022-2023 School Year	(O)Public Relations Coordinator	06/07/23 - Completed

BULLARD ISD

Goal 2. (Communication) Communicate and collaborate with all stakeholders.

Objective 2. (Program Compliance and Staff Support) Support staff to ensure compliance and program effectiveness for Special Education, Federal/State programs, and state mandates.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue training for updated legalities and TEA mandates associated with Special Programs, Special Education and Dyslexia. (Title I SW Elements: 1.1,2.6) (Target Group: All)	Assistant Superintendent, Curriculum Team Members, Director of Special Education and 504, Director of Special Programs and CTE	2022-2023 School Year	(F)ESSA, (L)BISD Policy and Procedures, (L)Operating Guidelines, (L)Principal/Teacher Conference, (L)Region 7 ESC, (S)TEA guidelines/website, (S)THEO	05/12/23 - On Track
2. Update district handbooks for special populations. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent, Curriculum Team Members, Director of Special Education and 504, Director of Special Programs and CTE	Fall 2023	(F)Title I, (L)ESL Progress Reports, (L)Progress Reports, (L)Report Cards, (L)Special Education Operating Procedures, (S)State Comp Ed	Criteria: Implementation of Operating Procedures for Special Education, Section 504, GT and ESL Campus handbooks District handbook 05/12/23 - Significant Progress
3. Update special populations information on the Bullard ISD website on a regular basis. (Title I SW Elements: 2.1,2.3) (Target Group: ESL,SPED,GT,Dys)	Assistant Superintendent, Director of Special Education and 504, Director of Special Programs and CTE, District Curriculum Director	2022-2023 School Year	(L)Webpage	Criteria: TEA Updates Website updates 05/12/23 - On Track

BULLARD ISD

Goal 2. (Communication) Communicate and collaborate with all stakeholders.

Objective 3. (College and Career Opporuntities) Inform parents/students concerning college and career opportunities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Support campuses in promoting and providing awareness of college and career opportunities through a variety of programs and initiatives. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 3)	Counselor(s), Director of Special Programs and CTE, PRIDE Coordinator, Principals	2022-2023 School Year	(L)College Visitations, (L)College/Career Fairs, (L)Community College and Universities	05/22/23 - On Track
2. Collaborate with Bullard High School administration to ensure that all students meet CCMR state requirements. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Assistant Superintendent, Counselor(s), Director of Special Programs and CTE	2022-2023 School Year	(F)CTE Cluster, (L)ACT/SAT Curriculum Prep Class, (L)College Board, (L)Military Recruitment, (L)TJC, (L)TSI, (L)Vocational Certifications, (O)ACT/SAT, (S)CCMR, (S)PEIMS	05/22/23 - On Track
3. Collaborate with students, teachers and stakeholders for the purpose of expanding CTE pathways. (Strategic Priorities: 3)	Director of Special Programs and CTE	2022-2023 School Year	(L)Collaborative Comprehensive Needs Assessment, (L)Parent and Staff Surveys, (L)Surveys	05/22/23 - Pending

BULLARD ISD

Goal 3.   (Technology) Transform through technology

Objective 1.   (Technology Updates) Support technology integration on all campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Replace district technology devices as determined by the district replacement plan. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3)	Director of Technology, Technology Staff	2022-2023 School Year	(F)Chief Financial Officer, (L)District funding 410	06/07/23 - On Track
2. Purchase and support technology devices for online state testing. (Target Group: All) (Strategic Priorities: 2)	Director of Technology	Fall 2022		05/11/23 - Completed

BULLARD ISD

Goal 3.   (Technology) Transform through technology

Objective 2.   (Technology Integration) Increase technology integration in all classrooms.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish a district committee to explore, evaluate and provide innovative learning spaces on each campus. (Target Group: All) (Strategic Priorities: 2,3)	Assistant Superintendent, Curriculum Team, Director of Technology	2022-2023 School Year	(L)Curriculum Staff, (L)Principals, (L)Technology Staff	06/07/23 - No Progress

BULLARD ISD

Goal 3. (Technology) Transform through technology

Objective 3. (Technology Access) Increase student access to current technologies and learning resources.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to update inventory that identifies the district's current technology available for student use. (Target Group: All)	Director of Technology	2022-2023 School Year	(L)Technology Staff	06/07/23 - On Track
2. Conduct a needs assessment that identifies the resources and instructional technology staff needed to implement curriculum goals and objectives. (Target Group: All)	Director of Technology, District Curriculum Director	2022-2023 School Year	(L)Curriculum Staff, (L)Surveys, (L)Technology Staff	06/07/23 - No Progress
3. Continually explore federal, state and local programs to help students have internet access at home. (Target Group: All)	Director of Technology	2022-2023 School Year	(L)Technology Staff	06/07/23 - On Track

BULLARD ISD

Goal 4. (Provide safe, secure and healthy learning environments.) Provide safe, secure and healthy learning environments.

Objective 1. (Provide a Safe Environment) Maintain a safe environment for students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue safety related training based on the Standard Response Protocol as recommended by the Texas School Safety Center. (Target Group: All)	Campus and district administrators, Director of Security and Safety	2022-2023 School Year	(L)ALICE, (L)Texas School Safety Center, (S)TASB	08/18/22 - Completed
2. Train all new staff on stop-the-bleed and CPR. (Target Group: All)	Director of Security and Safety	Fall 2022		03/28/23 - Completed
3. Continue to research and provide students with a vaping awareness and prevention program. (Target Group: All)	Director of Security and Safety, District Police Chief, Principals	2022-2023 School Year	(F)Title IV, (O)SHAC Committee	04/04/23 - Significant Progress
4. Director of Safety and Security will continue to evaluate, advise, update and direct the District's ongoing Covid response protocols/procedures based on guidance from TEA, CDC, Northeast Texas Health Department and standing lawful orders, including the posting of the RIPICS plan. (Target Group: All)	Assistant Superintendent, Director of Student Safety	Every six months	(F)ESSER Grant, (L)Texas School Safety Center, (S)TEA guidelines/website	03/28/23 - Completed

BULLARD ISD

Goal 4.   (Provide safe, secure and healthy learning environments.) Provide safe, secure and healthy learning environments.

Objective 2.   (Security of Buildings) Secure all buildings.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain, update or add video surveillance camera systems as needed. (Target Group: All)	Director of Security and Safety, Director of Technology	Fall 2022	(L)Local funding	03/28/23 - Completed

BULLARD ISD

Goal 4. (Provide safe, secure and healthy learning environments.) Provide safe, secure and healthy learning environments.

Objective 3. (Mental Health) BISD will put in place best practices to promote mental health awareness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to provide students with Next Step Counseling. (Title I SW Elements: 1.1,2.2,2.3,2.6) (Target Group: All)	Counselor(s), Director of Student Services, Principals	2022-2023 School Year	(S)Local Funds	05/12/23 - Completed (S) 11/15/22 - On Track
2. Provide training and development on the SEL district/campus expectations. (Target Group: All)	Director of Student Services	2022-2023 School Year	(F)Title IV Safe and Drug Free, (L)Guidance Sessions, (L)Online Curriculum, (S)Local Funds	11/15/22 - Some Progress
3. All campuses will be served by the addition of a district Licensed Professional Counselor. (Target Group: All)	Assistant Superintendent, Principals	2022-2023 School Year		11/15/22 - Completed

BULLARD ISD

Goal 4. (Provide safe, secure and healthy learning environments.) Provide safe, secure and healthy learning environments.

Objective 4. (SB 1707) BISD will adhere to the requirements of SB 1707

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Bullard Police Department will follow the guidelines set forth by SB 1707. (Target Group: All)	District Police Chief	2022-2023 School Year	(L)Texas Commission on Law Enforcment	03/28/23 - Completed

BULLARD ISD

Goal 4. (Provide safe, secure and healthy learning environments.) Provide safe, secure and healthy learning environments.

Objective 5. (Facility Improvement) Improve facility aesthetics and maintenance to foster a high level of stakeholder pride and satisfaction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Association of Physical Plant Administrators' levels of cleanliness adopted with a Level 3 target. (Target Group: All)	Director of Operations	Weekly	(O)District Strategic Plan, (S)Local Funds	06/07/23 - Significant Progress
2. Conduct an external facilities study to establish a maintenance and renovation cycle based on identified needs. (Target Group: All)	Director of Operations, Superintendent(s)	Fall 2022	(L)Local funding, (O)District Strategic Plan	Criteria: Facilities audit scheduled for the 2023-2024 academic year will provide a baseline. 06/07/23 - Significant Progress
3. Evaluate stakeholder satisfaction with facilities. (Target Group: All)	Director of Operations	Every three months	(L)Local funding, (L)Surveys, (O)District Strategic Plan	06/07/23 - Some Progress
4. Provide and implement a training program for all operation employees. (Target Group: All)	Director of Operations	Monthly	(L)Local funding, (O)District Strategic Plan	06/07/23 - On Track

BULLARD ISD

Goal 4. (Provide safe, secure and healthy learning environments.) Provide safe, secure and healthy learning environments.

Objective 6. (Provide safe, clean and healthy facilities.) Provide safe, clean and healthy environments at all facilities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Association of Physical Plant Administrators' standards adopted for maintenance and grounds. (Target Group: All)	Director of Operations	Weekly	(L)Local funding, (O)District Strategic Plan	Criteria: Facilities audit scheduled for the 2023-2024 academic year will provide a baseline. 06/07/23 - Some Progress
2. Conduct an internal facilities study to identify problem areas and create an action plan. (Target Group: All)	Director of Operations	Fall 2022	(L)Local funding, (O)District Strategic Plan	06/07/23 - Significant Progress
3. Evaluate stakeholder satisfaction with facilities. (Target Group: All)	Director of Operations	Every three months	(L)Local funding, (O)District Strategic Plan	06/07/23 - Pending
4. Provide and implement a training program for custodial personnel. (Target Group: All)	Director of Operations	Monthly	(L)Local funding, (O)District Strategic Plan	06/07/23 - On Track

BULLARD ISD

Goal 4.   (Provide safe, secure and healthy learning environments.) Provide safe, secure and healthy learning environments.

Objective 7.   (Teen Dating Violence Prevention and Policy) Teen Dating Violence Prevention and Policy

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training to students, grades 6-12, on dating violence. (Target Group: 9th,10th)	Counselor(s), Director of Student Safety, Director of Student Services	Spring 2023	(L)Play It Safe	06/08/23 - Completed

BULLARD ISD

Goal 4.   (Provide safe, secure and healthy learning environments.) Provide safe, secure and healthy learning environments.

Objective 8.   (Handle with Care Training) Selected staff members from each campus will receive training in Handle with Care for verbal de-escalation techniques and physical intervention for students in crisis.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Selected staff members from each campus will receive Handle with Care training for verbal de-escalation and physical intervention for students in crisis. (Target Group: All)	Behavioral Specialist, Director of Special Education and 504, Licensed Specialist in School Psychology	June 2023	(L)Handle With Care	Criteria: Sign-in sheets Number of referrals Restraint logs 05/16/23 - Completed

BULLARD ISD

Goal 4. (Provide safe, secure and healthy learning environments.) Provide safe, secure and healthy learning environments.

Objective 9. (Trauma-Informed Care) The district shall adopt and implement a policy requiring the integration of trauma-informed practices in each school environment. FFBA(LOCAL)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Each campus will be trained in trauma-informed care. (Title I SW Elements: 2.1,2.6,3.1) (Target Group: All)	Assistant Superintendent, Director of Student Services, Principals		(O)Child Advocacy Center	06/07/23 - On Track

BULLARD ISD

Goal 5.   (Recruit and Retain) Recruit and Retain Highly Effective Staff

Objective 1.   (Recruiting) Recruit highly effective teachers and staff.

| Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Attend university and college job fairs to recruit teachers. (Strategic Priorities: 1)	Director of Human Resources	2022-2023 School Year	(L)Community College and Universities, (L)Region 7 ESC	05/12/23 - Completed
2. Utilize the Public Relations Department to promote job openings and qualities of the district. (Strategic Priorities: 1)	Director of Human Resources	2022-2023 School Year		05/12/23 - Completed

BULLARD ISD

Goal 5.   (Recruit and Retain) Recruit and Retain Highly Effective Staff

Objective 2.   (Retaining) Retain highly effective staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Train and develop mentors to support the growth of teachers new to BISD. (Strategic Priorities: 1)	Director of Human Resources, District Curriculum Director	August and September 2022	(L)Curriculum Staff, (O)District Strategic Plan	05/12/23 - Completed (S)
2. Continue to monitor the competitiveness of the district salary plan. (Strategic Priorities: 1)	Chief Financial Officer, Director of Human Resources, Superintendent(s)	2022-2023 School Year	(O)District Strategic Plan	11/15/22 - Completed 09/01/22 - Pending
3. Continue to implement employee retention bonuses. (Strategic Priorities: 1)	Superintendent(s)	2022-2023 School Year	(F)ESSER Funds, (S)Local Funds	11/15/22 - Completed
4. Evaluate and measure the connectedness of staff between campus levels through a staff survey.	Director of Human Resources	2022-2023 School Year	(L)Surveys	05/12/23 - Completed (S) 11/15/22 - Some Progress
5. Continue an employee of the month recognition system based on evidence of the mission and vision. (Strategic Priorities: 1)	Director of Human Resources	2022-2023 School Year		05/12/23 - Completed (S) 11/15/22 - On Track

Resources

Currency
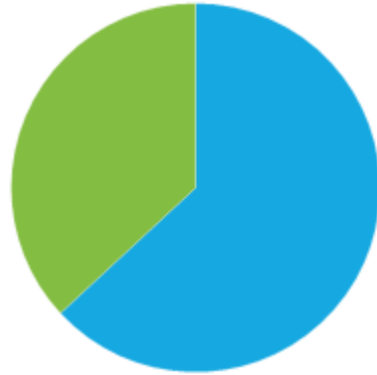
Total		$1,445,554
	Federal	$912,223
	State	$533,331
	Local	$0
	Other	$0

Resource	Source	Budget Code	Amount
Carl Perkins	Federal		$22,437
IDEA Special Education	Federal		$476,024
Title I	Federal		$318,073
Title IIA Principal and Teacher Improvement	Federal		$66,339
Title IV Safe and Drug Free	Federal		$29,350
State Comp Ed	State		$533,331

Bullard Independent School District

2022-2023 Priority for Service (PFS) Action Plan
for Migrant Students

As part of the Every Student Succeeds Act (ESSA), the Priority for Service (PFS) Action Plan is a required program activity for the Migrant Education Program. In providing services with funds received under this part, each recipient of such funds shall give priority to migratory children who have made a qualifying move within the previous 1-year period and who are failing, or most at risk of failing, to meet the challenging State academic standards; or have dropped out of school. [§1304 [20 U.S.C. 6394](d)].

The Priority for Service Report on NGS must be used to determine who to serve first and foremost with MEP funds. Students are identified as PFS if they meet the following criteria:

Priority for Service Criteria	
Grades 3-12, Ungraded (UG) or Out of School (OS)	• Who have made a qualifying move within the previous 1-year period; AND • Have failed one or more of the state assessments (STAAR), or were granted a EB Postponement, were Absent, Not Tested or were not enrolled in a Texas school during the state assessment testing period for their grade level.
Grades K-3	• Who have made a qualifying move within the previous 1-year period; AND • Have been designated EB in the Student Designation section of the Texas New Generation System (TX-NGS) Supplemental Program Component; or • For students in grades K-2, who have been retained, or are over age for their current grade level.

The following document is provided by TEA for districts to help document efforts that are being conducted on behalf of Priority for Service students. It contains all of the required components as described in Part 4 of the ESSA Application in the Provisions and Assurances, but also allows room for districts to add additional activities. Each district's plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.

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NOTE: *This document can be obtained electronically in MS Word format from the regional ESC MEP Coordinator.*

School District: Bullard ISD	**Priority for Service (PFS) Action Plan**	Filled Out By: Tara Evans
Region: 7	School Year: 2022-2023	Date:

Note: *Title I, Part C Coordinator or MEP staff will include the PFS Action Plan in the District Improvement Plan as a separate section appropriately labeled or identified (e.g., "Migrant PFS Action Plan Section"), rather than integrating the action plan elements with other DIP sections that focus on other student population groups (e.g., bilingual, ESL, economically disadvantage).*

<u>Goal(s):</u>	<u>Objective(s):</u>
100% of eligible migratory, Priority for Service Students will be entered in to the TX-NGS data system by the TX-NGS data technician. These students will be monitored, and needs will be assessed and addressed throughout the school year and in the summer school program.	To ensure 100% of the PFS students are prepared to transition to the next grade level through supports offered at the campus level.

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Required Strategies	Timeline	Person(s) Responsible	Documentation
Monitor the progress of MEP students who are on PFS.			
▪ Monthly, run TX-NGS Priority for Service (PFS) reports to identify migrant children and youth who require priority access to MEP services**.**	Before the end of each month, August 2022-July 2023	NGS Specialist	PFS tracking report
▪ Before the first day of school, develop a PFS Action Plan for serving PFS students. The plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.	Before 1st Day of School	MEP contact	PFS report
Additional Activities			
▪			

Required Strategies	Timeline	Person(s) Responsible	Documentation
Communicate the progress and determine needs of PFS migrant students.			
▪ During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide campus principals and appropriate campus staff information on the Priority for Service criteria and updated NGS Priority for Service reports.	ongoing	district migrant contact, principal, teacher or district assigned personnel	PFS reports/ completed student reviews
▪ During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide parents of PFS information on the Priority for Service criteria.	end of each grading period	district staff	emails, posts, flyers, parent meeting sign-ins, report cards, state assessment letters
▪ During the academic calendar, the district's Title I, Part C Migrant Coordinator or MEP staff will make individualized	ongoing	MEP staff	calendars, meeting notes

Bullard Independent School District

home and /or community visits to update parents on the academic progress of their children.			
Additional Activities			
▪			

Provide services to PFS migrant students.			
▪ The district's Title I, Part C Migrant Coordinator or MEP staff will use the PFS reports to give priority placement to these students in migrant education program activities.	ongoing as student enrolls in school	MEP staff	Bright Beginning documentation, class rosters
▪ The district's Title I, Part C Migrant Coordinator or MEP staff will ensure that PFS students receive priority access to instructional services as well as social workers and community social services/agencies.	ongoing	MEP staff	PFS student review forms, attendance reports, appointment documentation
▪ The district's Title I, Part C migrant coordinator or MEP staff will determine what federal, state, or local programs serve PFS students.	ongoing	MEP staff	PFS student review forms
Additional Activities			
▪			

_____   _____

      LEA Signature   **Date Completed**

Strategy 1: Professional Development   Districts will participate in effective professional development activities in order to accurately and effectively identify and recruit migrant students and out of school youths.

Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
Meet federal requirements for annual Identfication and Recruitment (ID&R) training	Participate in training	Migrant Contact	Before TEA deadline	State ID&R training, ID&R manual	Certificate
ID&R training for any new ESC or district Migrant staff and other non-migrant staff	Participate in training	Migrant Contact	As requested	State ID&R training, ID&R manual	Certificate
Updates from TEA and Education Service Center (ESC)	Receive updated information	ESC Migrant Specialist	As updates become available	Emails	Copies of updates
Migrant Education Program Advisory Council	Required activity to develop: Needs Assessment Plan, Priority for Service Action Plans, Review Statewide Delivery Plan, ID&R Planning and quality control plan	BISD and ESC Migrant Contacts	September, 2020 and April, 2021	District data, plan	Certificate, PFS Action Plan, ID&R Plan
Migrant Education Program Advisory Council will develop Priority for Service Action Plan Template, ID&R Action Plan Template and Needs Assessment Plan.	ESC 7 MEP Advisory Council Workshop	BISD and ESC Migrant Contacts	September, 2022 and April, 2023	Action Plan Templates, PowerPoint	Certificate, PFS Action Plan Template and ID&R Action Plan Template

Strategy 2: Identification and Recruitment Process   ESC 7 and districts will actively, accurately and effectively identify and recruit migrant students and out of school youths.

Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation

Created: 04/01/2015

Revised: 03/24/2022

	Meeting community members, churches, Chambers of Commerce, businesses	ESC OSY Recruiter, ESC Migrant Specialist, ESC Migrant Recruiter	Ongoing	Flyers, Newspapers	Agendas, flyers, newspaper
Actively and safely recruit Out of School Youth (OSY)	Employers surveyed	ESC OSY Recruiter	Ongoing	Employer survey	Completed surveys
	ESC Recruiters follow ESC7 Safety Procedures	ESC Recruiters	Ongoing	ESC7 Procedures	Procedures reviewed with Recruiters
	Contact potentially eligible migrant families by conducting family surveys during school registration and throughout the year.	BISD and ESC	Year round	Family survey	TX-NGS district reports, completed surveys
Identification of children and youth who are under the age of 22, moved across school district lines alone or with parents in order to obtain temporary or seasonal agricultural employment due to economic necessity.	Screening family surveys	BISD and ESC	Upon enrollment or identfication	Family survey	TX-NGS district reports, completed surveys
	Use Texas New Generation System and Migrant Student Interstate Exchange (TX-NGS and MSIX) to verify previously eligible Migrant students	Project districts and ESC	Upon enrollment or identfication	Family survey	TX-NGS district reports, completed surveys
	Tracking late enrollment, early withdrawal	BISD and ESC	Upon enrollment and withdrawal	Family surveys and withdrawals	TX-NGS district reports, completed surveys
Required Activity	**Method**	**Responsible Staff**	**Estimated Time Frame**	**Materials**	**Method of Evaluation**
Complete Electronic Certificate of Eligibility (ECOE)	Recruiter completes COE and Supplemental Documentation Form (SDF) during family interview. Submit completed COE and SDF to designated reviewer for review	ESC Recruiters	Within 5 days of parent signatures	ECOEs	Completed ECOE

Review ECOEs	Reviewer reviews ECOE and SDF, returns ECOE and SDF to recruiter if additonal information is needed, then submits to Texas New Generation System (TX-NGS) Terminal Site for entry into to TX-NGS.	Recruiter, Reviewer, TX-NGS data entry personnel	Within 7 days of parent signature.	ECOEs	Completed ECOE with 2 signatures and TX-NGS report.
Conduct Residency Verification	Verify continued residency for all currently eligible migrant children who have not made a new qualifying move during the curent reporting period. Recruiter will request school record to verify enrollment and/or obtain parent signature for unenrolled youth.	District Migrant Contact, ESC Migrant Department	September 1, 2022-November 1, 2023. For 2 yr old turning 3, on or after 3rd birthday	ECOEs, School records	Updated ECOE, parent signature, TX-NGS residency verification report
Notify the school district when students qualify for the Migrant Education Program	Letter and a copy of the ECOE is sent to District Migrant Contact and to PEIMS Coordinator	ESC7 Migrant Department	Within 7 days of entry into TX-NGS.	ECOE, letter	District's receipt of letter

Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
Maintain a strong system of Quality Control	Eligibilty Review-Forward ECOEs with more than one comment to ESC for review. Follow protocol for ECOEs that warrant further review by the ESC and/or State MEP as outlined in the ID&R Manual. Project Districts send a copy of ECOEs to ESC.	Recruiters, Reviewers, MEP administrators, ESC MEP contact	Ongoing	Documentation forms, re-interview documentation	Completed documentation forms, Re-interview documentation
	Work with the ESC to provide training support to MEP recruiters, designated reviewers and other MEP staff as specific needs are observed throughout the year.	All MEP staff	Ongoing	Manual, Documentation forms	Certificate

Annual Evaluation of ID&R Program	Analyze data	ESC and districts	May, 2022	TX-NGS forms	Completed TX-NGS forms
Maintain up-to-date records on file	Maintain updated active and inactive records. Retain records for seven (7) years.	ESC and districts	Ongoing	ECOEs	ECOE records
Coordinate with ESC for annual eligibility validation	Validate eligibility through re-interview process according to instructions set forth by TEA	ESC, MEP staff, previously identified children selected by State MEP	January - June, 2022	ECOEs, TEA guidance	TEA report

Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
Maps, intraregional networking and interagency coordination	Recruiter is in contact with growers regarding hiring practices, crops and growing seasons.	OSY Recruiter	Ongoing	Data	Data
	Develop maps for recruiters	All MEP staff	Ongoing	Map	Map
	Coordinate/network with local/regional organizations that provide services to migrant workers and their families by meeting with staff and sharing information with entities listed on the back of the ECOE.	MEP staff	Ongoing	List of entities	Calendars, agendas, data

Strategy 3: Family and Community Relations and Coordination   Region 7 Project and SSA districts will actively, accurately and effectively work with families and community members.

Required Activities	Activity	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
Parent Advisory Committee (PAC)	Parent questionaire	ESC and BISD	September - October 2022	Questionaire and listserv	Completed questionaire
	Gather data	ESC and BISD	November, 2022	Documentation	Completed documentation
	Provide appropriate meeting based on data	ESC and BISD	Fall Semester and Spring Semester	Data, determined by needs, invitations, announcements	Agenda, sign in sheets, invitations
Business Relations and Coordination	Meet with Chambers of Commerce, churches, community members and businesses	ESC Migrant staff	Ongoing	Determined by needs, invitations, announcements	Documentation of meeting, time accounting
	Invite Community and Businesses to PAC	ESC and BISD	Fall Semester and Spring Semester	Determined by needs, invitations, announcements	Agenda, sign in sheets, invitations
Services	Provide school supplies and Summer Education Program materials as determined by needs assessment to Migrant Students.	ESC Migrant staff	Ongoing	NGS enrollment report, supplies, books	Signature on Delivery form

BULLARD
Independent School District

Site-Based Decision Making Committee Meeting Agenda
Formative Review CIP/DIP
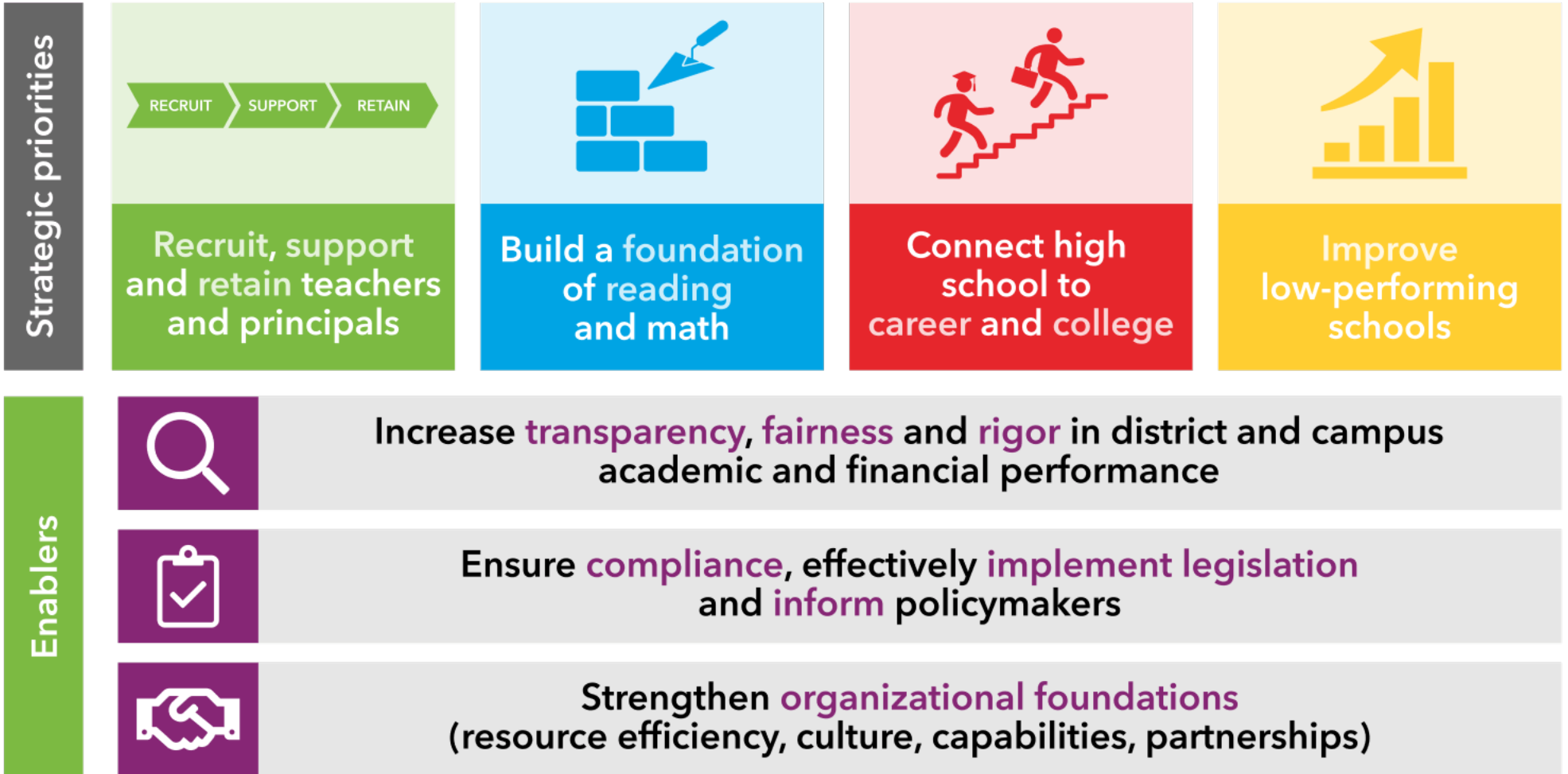December 8, 2022
1:00 pm
Bullard ISD Administration Building

1. Welcome and introductions

2. Purpose of meeting
    a. As part of our continuous improvement cycle, we will review our progress on the goals, performance objectives, strategies, and activities outlined in our District Improvement Plan.
    b. We will review program evaluations

3. Review of District Goals
    a. Review performance objectives listed under each goal
    b. Review each strategy or activity to determine progress.
    c. For each activity or strategy the committee will determine a percentage rate for completion of said activity or strategy.
    d. For each activity or strategy the committee will include quantitative or qualitative data to support their determination.
    e. The committee will determine if any activities or strategies need to be revised since the creation of the DIP.

4. Groups will conduct program evaluations for Title I, II and IV, as well as State Comp Ed

Basically:

1 - Review a goal and the objectives and strategies and complete the document

2 - Review a funding source and complete the document

Every child, prepared for success in college, a career or the military.

Strategic priorities

Recruit, support and retain teachers and principals
RECRUIT → SUPPORT → RETAIN

Build a foundation of reading and math

Connect high school to career and college

Improve low-performing schools

Enablers

Increase **transparency**, **fairness** and **rigor** in district and campus academic and financial performance

Ensure **compliance**, effectively **implement legislation** and **inform** policymakers

Strengthen **organizational foundations** (resource efficiency, culture, capabilities, partnerships)

adapted from TEA Strategic Plan - https://tea.texas.gov