

# **Brownsboro Independent School District**

## **District Improvement Plan**

**2023-2024**

**Accountability Rating: B**



**Board Approval Date:** October 9, 2023  
**Public Presentation Date:** October 9, 2023

# Mission Statement

BISD will encourage, empower, and equip all students to achieve their full potential.

## Vision

Better today.... greater tomorrow.

## Value Statement

We Believe:

- Every student is a perfect creation who deserves a chance
- Every child has value and deserves the very best we can give
- Everyone matters at Brownsboro ISD
- A small-town atmosphere leads to stronger relationships
- We are a family-community-first district
- The BISD community will support anything that benefits students
- We use different measures of success than just test scores
- Out of the box thinking excites students and teachers
- Facilities are not a measure of what can happen inside them
- We can be the “go to” district

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# Comprehensive Needs Assessment

Revised/Approved: September 14, 2023

## Needs Assessment Overview

### Needs Assessment Overview Summary

The DEIC met in November of 2022 and determined areas of need:

- Continue to provide additional curriculum support in Math and Reading for new teachers to ensure student needs are being met and to increase Math and Reading through utilizing intervention teachers, materials for Reading and Math programs (such as Read 180, Do The Math, Literacy Libraries, LLI kits ), and resources effectively with guidance from the district instructional coaches.
- Continue to implement SchoolCity to provide a similar, better-equipped, online testing/formative assessment for students to prepare for STAAR 2023.
- Continue to provide teacher support for technology implementation for Online Learning through District Instructional Technology Coach.
- Provide resources for the Social/Emotional needs of students through Campus Counseling Centers, Next Steps Counseling program and Sources of Strength program at secondary campuses as well as Behavior RtI teachers at elementary campuses.
- Due to ELL student population, continue to provide ESL teacher certification support and resources for the implementation of Content & Pull-Out based programs through training on Sheltered Instruction as well as training on the English Language Proficiency Standards.

# Student Achievement

## Student Achievement Summary

Staff in BISD are working hard to focus on the growth of every child. Schools are setting goals with students and helping students to track their data.

## Student Achievement Strengths

All BISD campuses met standard and showed growth in almost every academic area.

## Problem Statements Identifying Student Achievement Needs

**Problem Statement 1 (Prioritized):** 4th-grade reading scores are 5 points below the state average for approaches, 10 points below for meets, and 4 points below for masters.

**Problem Statement 2 (Prioritized):** SAT/ACT performance is 4 points below the state average for approaches level. **Root Cause:** Decrease number of student participation and test preparation

**Problem Statement 3 (Prioritized):** 8th grade Social Studies scores are 4 points the meets state average and 11 points below the masters state average.

## **District Culture and Climate**

### **District Culture and Climate Summary**

The following have been identified through strategic planning as strengths in the district:

- \*Community supports the schools and district
- \*Teachers and staff are committed to the success of every child and to the overall success of the district
- \*BISD Education Foundation fosters positive morale for all employees.

### **District Culture and Climate Strengths**

Strengths of the district include a focus on student growth for every child, strong tradition and commitment to the success of the district, small town feel where everyone helps and supports one another and an overwhelming amount of school pride.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

In Brownsboro ISD, teachers have an average number of 11.25 years teaching experience and an average of 7.6 years of experience with the district.

## Staff Quality, Recruitment, and Retention Strengths

Many people come back to Brownsboro to live, raise a family and teach because they want to give back to their community. This year, the district has implemented a Longevity & Retention stipend for returning employees to the district. Additionally, the district continues to incorporate a mentoring program, district-wide raises, covered the cost of the increase in insurance and offered 20 free lunches to staff in an effort to help staff feel appreciated and valued. Campus and district leadership are aware of the challenges with teacher recruitment and retention and are committed to addressing these concerns in a strategic manner. In addition, BISD submitted an application for Teacher Incentive Allotment in hopes of increasing teacher retention by compensation of recognized, exemplary, and master teachers in the district.

## Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

**Problem Statement 1 (Prioritized):** Teachers not holding a valid teacher certification in their content area (ESL, local certification) **Root Cause:** Teachers going through alternative certification, hiring industry experienced professionals

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

BISD is committed to hearing the voices of teachers especially in relation to curriculum and instruction. Based on feedback from teachers, BISD has added additional opportunities for professional learning such as Instructional Coach support through coaching days of observations and coaching sessions, and professional development at Region 7 ESC. Students continue to make progress in all areas and every campus met standards based on TEA accountability data.

## Curriculum, Instruction, and Assessment Strengths

BISD has several strengths in the areas of curriculum and instruction. To help provide a guide for teachers the district is using the TEKS Resources system which is helpful in planning and alignment. The district is also continuing with SchoolCity as an online testing platform and NWEA Map as a student progress measure tool that will assist teachers with instruction. In the past, the district has worked with a literacy consultant at both elementary and intermediate schools. This year the district has committed funds to utilize a math consultant to support math teachers at the K-6 level to build a strong and consistent math program in BISD. Additional programs incorporated district-wide include Fountas & Pinnell, Units of Study, Think Up, Maneuvering the Middle, Target Math Board, StemScopes, and Do the Math.

## Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

**Problem Statement 1 (Prioritized):** STAAR/EOC Readiness of new online item types such as open ended responses, hot text, drag and drop etc. **Root Cause:** TEA STAAR redesign

# Parent and Community Engagement

## Parent and Community Engagement Summary

The community and district work together as partners to support one another and provide an experience for students that is focused on quality educational practices, collaboration and school pride. Stakeholders are involved through strategic planning and help to provide a voice for the students, parents and community. The small town atmosphere values building relationships, working alongside one another and doing what is best for students.

## Parent and Community Engagement Strengths

BISD is a strong community that is extremely supportive of the district as well as staff and students. Teachers collaborate with parents to ensure the best educational experience for every student. The district has also streamlined parent and community communication by implementing ParentSquare and continuing to use social media outlets such as Facebook and Instagram to keep parents informed and share the great things happening in the district.

## Problem Statements Identifying Parent and Community Engagement Needs

**Problem Statement 1 (Prioritized):** Decrease or lack of parental involvement at district/campus level. **Root Cause:** Lack of knowledge of events, time, interest.

# Technology

## Technology Summary

Over the last 5 years, BISD has purchased hundreds of Chromebooks, Ipads, and laptops to keep up with the changing world of technology. The students and teachers are utilizing a wide range of technology in the classrooms including various devices, digital learning through Region 7 ESC, Data Disaggregation program, and software programs to increase student achievement.

## Technology Strengths

Technology use, as well as the purchasing of equipment, has increased steadily over the last few years. Wifi radios have been upgraded allowing for faster connectivity across the district. The district server was recently updated to increase bandwidth and processing speed. Impero and Classwize are also being used to monitor student use of Chromebooks. In addition, all staff complete annual online Cybersecurity training.

## Problem Statements Identifying Technology Needs

**Problem Statement 1 (Prioritized):** STAAR/EOC Readiness of new online item types such as open ended responses, hot text, drag and drop etc. **Root Cause:** TEA STAAR redesign

# Priority Problem Statements

**Problem Statement 1:** 4th-grade reading scores are 5 points below the state average for approaches, 10 points below for meets, and 4 points below for masters.

**Root Cause 1:**

**Problem Statement 1 Areas:** Student Achievement

**Problem Statement 2:** SAT/ACT performance is 4 points below the state average for approaches level.

**Root Cause 2:** Decrease number of student participation and test preparation

**Problem Statement 2 Areas:** Student Achievement

**Problem Statement 3:** 8th grade Social Studies scores are 4 points the meets state average and 11 points below the masters state average.

**Root Cause 3:**

**Problem Statement 3 Areas:** Student Achievement

**Problem Statement 4:** Teachers not holding a valid teacher certification in their content area (ESL, local certification)

**Root Cause 4:** Teachers going through alternative certification, hiring industry experienced professionals

**Problem Statement 4 Areas:** Staff Quality, Recruitment, and Retention

**Problem Statement 5:** STAAR/EOC Readiness of new online item types such as open ended responses, hot text, drag and drop etc.

**Root Cause 5:** TEA STAAR redesign

**Problem Statement 5 Areas:** Curriculum, Instruction, and Assessment - Technology

**Problem Statement 6:** Decrease or lack of parental involvement at district/campus level.

**Root Cause 6:** Lack of knowledge of events, time, interest.

**Problem Statement 6 Areas:** Parent and Community Engagement

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## **Improvement Planning Data**

- District goals
- Campus goals
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- State and federal planning requirements

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations

## **Student Data: Assessments**

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT
- Running Records results
- Observation Survey results

## **Student Data: Student Groups**

- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Pregnancy and related services data

## **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data

#### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

#### **Parent/Community Data**

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

#### **Support Systems and Other Data**




- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results






# Goals

**Goal 1:** We will provide rigorous learning opportunities and curricula that exceed state and national standards to improve the achievement of each student while meeting their individual needs and aspirations.

**Performance Objective 1:** 1.1 Provide students with the opportunity for career exploration, attainment of college credit, industry certification, and other post-secondary options while obtaining a high school diploma.

**Evaluation Data Sources:** Evidence will be student data related to college credit, students in CTE etc.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All schools will promote a college/career culture by providing at least two strategies to highlight college and career awareness <b>Strategy's Expected Result/Impact:</b> Campus is seen as clearly promoting higher education; principal walk-throughs, documented activities <b>Staff Responsible for Monitoring:</b> Principal and Counselor	Formative			Summative
	Nov	Jan	Mar	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Secondary schools will ensure that all students graduate from high school and do not drop out. <b>Strategy's Expected Result/Impact:</b> TAPS evidence of all students graduating from high school; campus snapshots conferences <b>Staff Responsible for Monitoring:</b> Principal and Counselors	Formative			Summative
	Nov	Jan	Mar	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The Intermediate, Junior High, and High Schools will continue to offer rigorous levels of educational opportunities including college preparatory, career, and technical education. <b>Strategy's Expected Result/Impact:</b> Course registration and monitoring <b>Staff Responsible for Monitoring:</b> Director of CTE, Director of Fed. programs, Campus Principals	Formative			Summative
	Nov	Jan	Mar	May
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> The High School will ensure that every senior has a post-secondary plan leading to college or career that coordinates and integrates academic and career and technical education content through coordinated instructional strategies. <b>Strategy's Expected Result/Impact:</b> Completed plans and monitoring <b>Staff Responsible for Monitoring:</b> Principal, Counselor and Director of CTE	Formative			Summative
	Nov	Jan	Mar	May
	N/A	N/A	N/A	
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> The High School will continue to provide opportunities for interested students to earn industry certifications. <b>Strategy's Expected Result/Impact:</b> Completed Certifications <b>Staff Responsible for Monitoring:</b> Principal,Counselor, and Director of CTE	Formative			Summative
	Nov	Jan	Mar	May
	N/A	N/A	N/A	
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> The High School will increase access to early college high school or dual or concurrent enrollment opportunities or career counseling to identify interests and skills. <b>Strategy's Expected Result/Impact:</b> Evidence of enrollment and interest inventories. <b>Staff Responsible for Monitoring:</b> Principal, Counselor and Director of CTE	Formative			Summative
	Nov	Jan	Mar	May
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 1:** We will provide rigorous learning opportunities and curricula that exceed state and national standards to improve the achievement of each student while meeting their individual needs and aspirations.

**Performance Objective 2:** 1.2 Increase the number of students taking AP/Pre-AP and the ACT/SAT by 40% and the student scores will exceed the national average by May 2023.

**Evaluation Data Sources:** Documented evidence of the number of students registered for ACT/SAT test and documentation of scores.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The High School will implement a minimum of two strategies to prepare students for the taking the ACT/SAT. <b>Strategy's Expected Result/Impact:</b> Achieve a 50% participation rate of graduating class taking the ACT/SAT; "masters grade level" performance percent increases on STAAR tests. <b>Staff Responsible for Monitoring:</b> Principal, Counselors, District Testing Coordinator	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The Junior High and High Schools will develop and implement effective plans to identify, recruit, and support students of underrepresented populations in AP/Pre-AP classes so that student enrollment is representative of overall district student enrollment <b>Strategy's Expected Result/Impact:</b> Identification and recruiting plans; increased of underrepresented groups taking AP/Pre-AP classes <b>Staff Responsible for Monitoring:</b> Principal; Pre-AP teachers; Counselors; Campus GT committee; District GT Coordinator	Formative			Summative
	Nov	Jan	Mar	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				






**Goal 1:** We will provide rigorous learning opportunities and curricula that exceed state and national standards to improve the achievement of each student while meeting their individual needs and aspirations.

**Performance Objective 3:** 1.3 a Improve the reading/ELA student performance of all student groups at the "Meets" and "Masters" performance level as measured by state, district, and classroom assessments with a target of at least 50% performing at the "Meets" level and 30% at "Masters" level at each grade level by May 2023

1. 3 b Improve Student Growth performance in Reading as measured by the "Academic Growth" Measure

**Evaluation Data Sources:** Evidence of increased performance at the "Meets" and "Masters" on state, districts and classroom assessments.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All schools will develop and implement SMART goals and actions plans to improve the performance of all student groups in STAAR reading and in CBA's at the "Meets" and "Masters" level based on needs identified by individual grade level PLC's <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results, data day analysis by PLC's each nine weeks <b>Staff Responsible for Monitoring:</b> Principal, Teachers, RTI team, Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All schools will develop and implement SMART goals and action plans to improve the "masters grade level" performance of all student groups in STAAR reading and on CBA's based on needs identified by individual grade level PLC's. <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results; data day analysis by PLC's each nine weeks <b>Staff Responsible for Monitoring:</b> Principal, Teachers, RTI Team, Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All schools will utilize technology to support instruction and increase student performance. <b>Strategy's Expected Result/Impact:</b> Weekly lesson plans, walk throughs, student formative and summative assessment results <b>Staff Responsible for Monitoring:</b> Principal and Teachers	Formative			Summative
	Nov	Jan	Mar	May

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Campuses that did not meet system safeguards in one or more areas will meet each nine weeks to review student data, needs assessments, implementation of actions plans and monitoring of action plans. <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results, nine week CBA data, campus improvement plan monitoring, meeting agendas <b>Staff Responsible for Monitoring:</b> Campus leadership and Teachers, Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	May
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> State and Federal funds are coordinated to maximize the impact of programs to improve student success. <b>Strategy's Expected Result/Impact:</b> First Report; Annual Audit Report <b>Staff Responsible for Monitoring:</b> Director of Federal Programs, Executive Director of Finance	Formative			Summative
	Nov	Jan	Mar	May
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> The district will provide literacy support to K-8 ELAR teachers focused on quality reading and writing instruction. <b>Strategy's Expected Result/Impact:</b> Increase in student reading levels, teachers knowledge and application of reading and writing best practices and consistency among K-6 campuses. <b>Staff Responsible for Monitoring:</b> Instructional Coaches, Campus administrators, Consultants	Formative			Summative
	Nov	Jan	Mar	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				





**Goal 1:** We will provide rigorous learning opportunities and curricula that exceed state and national standards to improve the achievement of each student while meeting their individual needs and aspirations.

**Performance Objective 4:** 1.4 Improve the math student performance of all students and student sub-groups at the "Meets" and "Masters" level as measured by state, district, and classroom assessments with at least 50% of students performing at the "Meets" level and the 30% at "Masters" level in each grade level by May 2023

Improve Student Growth performance in Math as measured by the "Academic Growth" Accountability Measure

**Evaluation Data Sources:** Evidence of increased performance at the "Meets" and "Masters" performance level on state, districts, and classroom assessments.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All schools will develop and implement SMART goals and actions plans to improve the performance of all student groups in STAAR math and on CBAs based on needs identified by individual grade level PLCs <b>Strategy's Expected Result/Impact:</b> Students formative and summative assessment results; data day each nine weeks <b>Staff Responsible for Monitoring:</b> Principal, Teachers, RTI Team	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All schools will develop and implement SMART goals and action plans to improve "masters grade level" performance of all student groups in STAAR math and on CBAs based on needs identified by individual grade level PLCs. <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results; data day analysis by PLC's each nine weeks <b>Staff Responsible for Monitoring:</b> Principal, Teachers and RTI Team	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All schools will utilize technology to support instruction and increase the performance of all student groups in STAAR math. <b>Strategy's Expected Result/Impact:</b> Weekly lesson plans, walk throughs, student formative and summative assessment results <b>Staff Responsible for Monitoring:</b> Principal and Teachers	Formative			Summative
	Nov	Jan	Mar	May





Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Campuses that did not meet system safeguards in math will meet each nine weeks to review student data, needs assessments, implementation of actions plans and monitoring of action plans. <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results, nine week CBA data, campus improvement plan monitoring, meeting agendas <b>Staff Responsible for Monitoring:</b> Campus leadership team and teachers		Formative			Summative
		Nov	Jan	Mar	May
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>					

**Goal 1:** We will provide rigorous learning opportunities and curricula that exceed state and national standards to improve the achievement of each student while meeting their individual needs and aspirations.

**Performance Objective 5:** 1.5 a. Improve the science student performance of all students and student sub-groups at the "Meets" and "Masters" level as measured by state, district and classroom assessments with at least 50% of 5th & 8th graders performing at the "Meets" level and 30% of 5th & 8th graders at the "Masters" level.

**Evaluation Data Sources:** Evidence of increased performance on state, district and classroom assessments

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All schools will develop and implement SMART goals and actions plans to improve the performance of all student groups in STAAR science and on CBAs based on needs identified by individual grade level PLCs <b>Strategy's Expected Result/Impact:</b> Students formative and summative assessment results; data day each nine weeks <b>Staff Responsible for Monitoring:</b> Principal, Teachers, RTI Team	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All schools will develop and implement SMART goals and action plans to improve "masters grade level" performance of all student groups in STAAR science and on CBAs based on needs identified by individual grade level PLCs. <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results; data day analysis by PLC's each nine weeks <b>Staff Responsible for Monitoring:</b> Principal, Teachers and RTI Team	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All schools will utilize technology to support instruction and increase the performance of all student groups in STAAR science. <b>Strategy's Expected Result/Impact:</b> Weekly lesson plans, walk throughs, student formative and summative assessment results <b>Staff Responsible for Monitoring:</b> Principal and Teachers	Formative			Summative
	Nov	Jan	Mar	May

Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Campuses that did not meet system safeguards in science will meet each nine weeks to review student data, needs assessments, implementation of actions plans and monitoring of action plans. <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results, nine week CBA data, campus improvement plan monitoring, meeting agendas <b>Staff Responsible for Monitoring:</b> Campus leadership team and Teachers		Formative			Summative
		Nov	Jan	Mar	May
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>					

**Goal 1:** We will provide rigorous learning opportunities and curricula that exceed state and national standards to improve the achievement of each student while meeting their individual needs and aspirations.

**Performance Objective 6:** 1.6 Improve the social studies student performance of all students and student sub-groups at the "Meets" and "Masters" level as measured by state, district, and classroom assessments

**Evaluation Data Sources:** Evidence of increased performance on state, district and classroom assessments.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All schools will develop and implement SMART goals and actions plans to improve the performance of all student groups in STAAR social studies and on CBAs based on needs identified by individual grade level PLCs <b>Strategy's Expected Result/Impact:</b> Students formative and summative assessment results; data day each nine weeks <b>Staff Responsible for Monitoring:</b> Principal, Teachers, RTI Team	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All schools will develop and implement SMART goals and action plans to improve "masters grade level" performance of all student groups in STAAR social studies and on CBAs based on needs identified by individual grade level PLCs. <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results; data day analysis by PLC's each nine weeks <b>Staff Responsible for Monitoring:</b> Principal, Teachers and RTI Team	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All schools will utilize a minimum of two technology type strategies to support instruction and increase the performance of all student groups in STAAR social studies <b>Strategy's Expected Result/Impact:</b> Weekly lesson plans, walk throughs, student formative and summative assessment results <b>Staff Responsible for Monitoring:</b> Principal and Teachers	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Campuses that did not meet system safeguards in science will meet each nine weeks to review student data, needs assessments, implementation of actions plans and monitoring of action plans. <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results, nine week CBA data, campus improvement plan monitoring, meeting agendas <b>Staff Responsible for Monitoring:</b> Campus leadership team and teachers	Formative			Summative
	Nov	Jan	Mar	May



No Progress



Accomplished



Continue/Modify



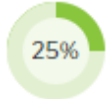




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**Goal 1:** We will provide rigorous learning opportunities and curricula that exceed state and national standards to improve the achievement of each student while meeting their individual needs and aspirations.

**Performance Objective 7:** 1.7 Provide students identified as needing support through the Limited English Proficient (LEP), At-Risk and Gifted and Talented with research-based instructional strategies, interventions, programs and services that are designed to accelerate their language acquisition and/or improve their academic achievement

**Evaluation Data Sources:** Evidence of improved achievement through formative and summative assessment results and walk throughs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All schools will implement identified instructional strategies that will be used to address the needs of students identified as LEP <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results, nine week Imagine Learning Reports <b>Staff Responsible for Monitoring:</b> Director of Federal Programs, Principal and Teachers	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All schools will implement identified instructional strategies that will be used to address the needs of students identified as At-Risk <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results, data day analysis each nine weeks <b>Staff Responsible for Monitoring:</b> Principal and Teachers	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All schools will implement identified instructional strategies that will be used to address the needs of GT students <b>Strategy's Expected Result/Impact:</b> Student formative and summative assessment results, % of students who "master grade level" performance data, walk throughs <b>Staff Responsible for Monitoring:</b> District GT Coordinator, Campus GT Coordinator, Principal and Teachers	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> All schools will implement strategies to support the enrollment, attendance and success of homeless children and youth. <b>Strategy's Expected Result/Impact:</b> Documentation of enrolled homeless students. <b>Staff Responsible for Monitoring:</b> Principal, Assit Principal, and counselor	Formative			Summative
	Nov	Jan	Mar	May

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> All schools will provide homeless students with school supplies provided by reserved federal funds. <b>Strategy's Expected Result/Impact:</b> Purchase orders of supplies <b>Staff Responsible for Monitoring:</b> Counselor and Homeless Liaison	Formative			Summative
	Nov	Jan	Mar	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** We will focus district resources strategically to maximize learning for all students and eliminate the achievement gaps.

**Performance Objective 1:** 2.1 Base all resource allocations on thorough analysis of student performance data annually

**Evaluation Data Sources:** Evidence documented through classroom observations and local and state assessment results





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All schools will provide district-endorsed strategies for intense, accelerated instruction to include before and after school tutorials, pull out intervention, small group instruction and/or summer intervention. <b>Strategy's Expected Result/Impact:</b> Record of activities, student formative and summative assessment results; nine week CBAs <b>Staff Responsible for Monitoring:</b> Principal and Teachers	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All schools will provide teachers with expectations and professional development on writing across all content areas. <b>Strategy's Expected Result/Impact:</b> Lesson plans, walk throughs, students formative and summative assessment results, nine week CBAs, evidence of student work <b>Staff Responsible for Monitoring:</b> Superintendent, Instructional Coaches, Principal, and Teachers	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All schools will provide Formative Assessment training to all teachers. <b>Strategy's Expected Result/Impact:</b> Lesson plans, walk-throughs, student formative and summative assessment results, nine week CBAs, formative assessment evidence in PLCs <b>Staff Responsible for Monitoring:</b> Instructional Coaches, Principals, Teachers and Formative Assessment Team at each campus	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> All CEICs will annually evaluate and report the student achievement results of student intervention programs and determine whether the programs should be continued, modified, or discontinued. <b>Strategy's Expected Result/Impact:</b> Report, CEIC meeting minutes, Completion of Program Evaluation Template, STAAR data, EOY program evaluation data <b>Staff Responsible for Monitoring:</b> Principal, Instructional Coaches, Director of Federal Programs, CEIC	Formative			Summative
	Nov	Jan	Mar	May

Strategy 5 Details		Reviews			
<b>Strategy 5:</b> Evaluate secondary campuses that are in need of addressing instructional loss and student behavior-1. High School Math intervention lab 2. High School & Junior High Behavior Reset room 3. Junior High-Reading Intervention <b>Strategy's Expected Result/Impact:</b> Increased instruction/intervention time, improved rapport with students, less behavior office referrals <b>Staff Responsible for Monitoring:</b> Behavior Reset aides, HS math intervention teacher, JH reading intervention teacher, principals, Director of Federal & Special Programs		Formative			Summative
		Nov	Jan	Mar	May
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>					

**Goal 3:** We will enhance the character and personal soft-skills development of each student.

**Performance Objective 1:** 3.1 Provide opportunities for all students to develop character and soft-skills through campus based programs

**Evaluation Data Sources:** Documentation will be monitored through campus counselor schedule and activities

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All schools will provide multiple opportunities for students to develop positive character traits. <b>Strategy's Expected Result/Impact:</b> Counselor schedule of character activities, increase in students displaying positive character traits <b>Staff Responsible for Monitoring:</b> Principal, Counselor and Teachers	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All schools will provide multiple opportunities for students that will develop their soft-skills (i.e., friendliness, common sense, responsibility, leadership, communication, good manners, integrity, empathy, teamwork, negotiation, sociability etc.) <b>Strategy's Expected Result/Impact:</b> Counselor and teacher schedule of soft skill opportunities/activities; students displaying soft skills effectively <b>Staff Responsible for Monitoring:</b> Principal and PBIS Team	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement Behavior RtI Teachers at elementary campuses for persistent behaviors and to support teachers with strategies. <b>Strategy's Expected Result/Impact:</b> Less office referrals, less class time missed, improved classroom management, increased RtI documentation <b>Staff Responsible for Monitoring:</b> Campus Behavior RtI teacher, principal, Director of Federal & Special Programs	Formative			Summative
	Nov	Jan	Mar	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 4:** We will recruit, develop, and retain compassionate, effective, innovative and highly motivated staff.

**Performance Objective 1:** 4.1 Ensure that all teachers are certified in the area they are teaching to meet ESSA requirements.

**Evaluation Data Sources:** Evidence will be documented through certification records

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All schools will engage in specific activities to enhance a positive school climate for all campus employees. <b>Strategy's Expected Result/Impact:</b> Documented activities; enhanced positive school climate, school surveys <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> BISD administrators will attend local job fairs to recruit highly qualified teachers. <b>Strategy's Expected Result/Impact:</b> Attendance at job fairs, number of applications returned <b>Staff Responsible for Monitoring:</b> Superintendent, Principals, Assistant Principal, Director of Student Services and Human Resources Officer	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The district will continue implementation of a mentoring program for new teachers and teachers new to the district to provide instructional support. <b>Strategy's Expected Result/Impact:</b> EOY survey from mentors and new teachers <b>Staff Responsible for Monitoring:</b> Superintendent	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Offer and market district support to teachers for obtaining ESL certification such as paying for the cost of the exam  <b>Funding Sources:</b> Funding for certification test cost etc. - Title I	Formative			Summative
	Nov	Jan	Mar	May
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> The district will offer a Longevity and Retention Stipend for returning teachers of 5, 10, 15, 20, 25, and 30 years. <b>Strategy's Expected Result/Impact:</b> A decrease in teacher turnover rate <b>Staff Responsible for Monitoring:</b> Director of Federal Programs, Human Resources Officer	Formative			Summative
	Nov	Jan	Mar	May



No Progress



Accomplished



Continue/Modify





Discontinue

**Goal 5:** We will provide learning environments that are physically safe and emotionally secure for all students, faculty, and staff.

**Performance Objective 1:** 5.1 Ensure that all district facilities are secure, safe and well maintained

**Evaluation Data Sources:** Evidence will be documented in the security audit

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The SRO will conduct an annual review of building and campus safety. <b>Strategy's Expected Result/Impact:</b> Completed safety review <b>Staff Responsible for Monitoring:</b> Principal, District SRO and Director of Maintenance and Operations	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The district will conduct facility needs assessment to determine short and long term facility goals. <b>Strategy's Expected Result/Impact:</b> Short and long term facility plan <b>Staff Responsible for Monitoring:</b> Superintendent	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Safety audits will be conducted throughout the year and updates completed as necessary. <b>Strategy's Expected Result/Impact:</b> Evidence of safety audit documentation. <b>Staff Responsible for Monitoring:</b> Principal, Director of Maintenance, and SRO	Formative			Summative
	Nov	Jan	Mar	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				





**Goal 5:** We will provide learning environments that are physically safe and emotionally secure for all students, faculty, and staff.

**Performance Objective 2:** 5.2 Implement programs that enhance student social and emotional well-being as well as student relationships

**Evaluation Data Sources:** Documentation records will monitor and record that all strategies were complete

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All secondary campuses will implement strategies to address suicide prevention, including DAEP. <b>Strategy's Expected Result/Impact:</b> Documentation of strategy/training, no incidents of student or teacher suicide <b>Staff Responsible for Monitoring:</b> Counselor/DAEP Counselor from the Help Center	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All campuses including DAEP will implement strategies to address conflict resolution and positive social problem solving. <b>Strategy's Expected Result/Impact:</b> Documentation of strategy/training, less conflict between students <b>Staff Responsible for Monitoring:</b> Counselor/DEAP Counselor from the Help center, teachers	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All campuses including DAEP will implement strategies to address violence prevention. <b>Strategy's Expected Result/Impact:</b> Documentation of PBIS meetings/disciplinary referrals, counselor conferences, parent teacher conferences, less violence on campus <b>Staff Responsible for Monitoring:</b> Counselor/DAEP Counselor from the Help Center, Teacher and Principal	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> All campuses will implement strategies to address prevention, identification, reporting to and reporting of bullying and cyber-bullying <b>Strategy's Expected Result/Impact:</b> Documentation of strategy/training, discipline referrals, less bullying on campus <b>Staff Responsible for Monitoring:</b> Counselor, Principal, Assistant Principal	Formative			Summative
	Nov	Jan	Mar	May
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Secondary Schools will implement strategies to address harassment and dating violence. <b>Strategy's Expected Result/Impact:</b> Documentation of strategy/training, discipline referrals, less dating violence on campus <b>Staff Responsible for Monitoring:</b> Counselor and Assistant Principal	Formative			Summative
	Nov	Jan	Mar	May

Strategy 6 Details	Reviews			
<b>Strategy 6:</b> All campuses will implement strategies to increase awareness and prevention of sexual abuse of children. <b>Strategy's Expected Result/Impact:</b> Documentation of strategy/training, less sexual abuse of students <b>Staff Responsible for Monitoring:</b> Counselor	Formative			Summative
	Nov	Jan	Mar	May
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> All campuses will implement strategies focused on building relationships with students <b>Strategy's Expected Result/Impact:</b> Documentation of strategy, improve student performance on formative and summative assessments, improve student attendance, fewer student drop outs <b>Staff Responsible for Monitoring:</b> Principal, Counselor, Teachers	Formative			Summative
	Nov	Jan	Mar	May
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> All campuses will conduct campus safety drills to include fire, lockdown, tornado and shelter in place drills. <b>Strategy's Expected Result/Impact:</b> Documentation of safety drills, students and teachers are safer <b>Staff Responsible for Monitoring:</b> District Emergency Management Coordinator, Principal, Campus Emergency Management Coordinator	Formative			Summative
	Nov	Jan	Mar	May
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> All campuses including DAEP will implement strategies to ensure safe and drug free schools <b>Strategy's Expected Result/Impact:</b> Schools will be drug-free, fewer student drug-related offenses <b>Staff Responsible for Monitoring:</b> Principal and Counselor/DAEP Counselor from Help Center	Formative			Summative
	Nov	Jan	Mar	May
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> The District will provide CPI (Crisis Prevention Intervention) training annually to staff working with students in special education. <b>Staff Responsible for Monitoring:</b> CPI trained staff, Director of SpEd	Formative			Summative
	Nov	Jan	Mar	May
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> All campuses will list 2 strategies that are in place to reduce the overuse of discipline practices that remove students from the classroom. Examples are: Bear Pride trips, tokens, gold ticket awards, etc. <b>Strategy's Expected Result/Impact:</b> Documentation of activities and strategies on each campus <b>Staff Responsible for Monitoring:</b> Principal and Assistant principal	Formative			Summative
	Nov	Jan	Mar	May





Strategy 12 Details	Reviews			
<b>Strategy 12:</b> All campuses will utilize Campus Counseling Centers to meet the social and emotional needs of students. <b>Strategy's Expected Result/Impact:</b> Create a safe environment for students. <b>Staff Responsible for Monitoring:</b> Counselors, Director of Federal & Special Programs	Formative			Summative
	Nov	Jan	Mar	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 6:** We will develop and implement an active parent and community involvement program to achieve the district mission and objectives.

**Performance Objective 1:** 6.1 Provide opportunities that will increase parent involvement and allow them to partner in their child's education

**Evaluation Data Sources:** Documentation records will include parent participation numbers at campus events and data from the Parent Involvement Survey





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will conference (e.g. face to face conference, telephone conference, home visit or email) with parents at least once a semester to provide a variety of information, including: *What the school will do to help students meet performance standards *What the parents can do to help the student's performance *Additional assistance available at the school (Title 1) <b>Strategy's Expected Result/Impact:</b> Parent conference/contact logs, Parent Involvement Survey, increased parental involvement <b>Staff Responsible for Monitoring:</b> Principal and Teachers	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All campuses will ensure that the campus and teacher websites are active tools for communicating timely information <b>Strategy's Expected Result/Impact:</b> All teacher websites are up-to-date, parents are informed, parent subscription for teacher updates and principal updates <b>Staff Responsible for Monitoring:</b> Campus Webmaster, Principal, Teachers, Communications Interns & Staff	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All campuses will conduct a transition day activity to assist students with the transition from one campus to the next to include early childhood programs to elementary, elementary to intermediate, intermediate to junior high and junior high to high school <b>Strategy's Expected Result/Impact:</b> Dates and records of transition activity, improved parent support, decrease in students and parent apprehension with transition from one campus to the next <b>Staff Responsible for Monitoring:</b> Principal and Counselor	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> All campuses will provide and promote opportunities for teachers and parents to join PTA/PTO <b>Strategy's Expected Result/Impact:</b> Increase in PTA/PTO memberships, improved communication with parents <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Nov	Jan	Mar	May

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Improve overall district parent involvement as measured by the BISD Parent Involvement Survey <b>Strategy's Expected Result/Impact:</b> Parent Involvement Survey Results <b>Staff Responsible for Monitoring:</b> Director of Federal Programs and Communications Officer	Formative			Summative
	Nov	Jan	Mar	May
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> The district will provide English classes to non-English speaking parents throughout the year. Childcare will be provided. <b>Strategy's Expected Result/Impact:</b> Sign in sheets, participants improve their English speaking <b>Staff Responsible for Monitoring:</b> Director of Federal Programs	Formative			Summative
	Nov	Jan	Mar	May
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> The district will streamline parent and family engagement communication by implementing the ParentSquare platform, the District Calendar complete with Parent Involvement Activities, and by using social media outlets such as Facebook and Instagram. <b>Strategy's Expected Result/Impact:</b> Increase awareness of BISD events and positive stories <b>Staff Responsible for Monitoring:</b> Director of Federal Programs  <b>Funding Sources:</b> - Title I	Formative			Summative
	Nov	Jan	Mar	May
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> The district will implement an effective Family and School Engagement Plan. <b>Strategy's Expected Result/Impact:</b> Sign in sheets at various activities and projects. <b>Staff Responsible for Monitoring:</b> Campus Principals/ Federal Programs Director	Formative			Summative
	Nov	Jan	Mar	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 7:** We will align professional development opportunities with the needs of students and district priorities.

**Performance Objective 1:** 7.1 Participate in professional development activities that will provide opportunities to become more effective and improve student performance

**Evaluation Data Sources:** Evidence will be documented through classrooms observations showing evidence of learning from staff development and implementation of effective learning strategies

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All campus formative assessment teams will develop and implement action plans teachers are trained on formative assessment and that all teachers use formative assessments to inform their instruction and increase student outcomes daily. <b>Strategy's Expected Result/Impact:</b> Sign in sheets, implemented formative assessment techniques, lesson plans, walk throughs, completed formative assessment plan, improved teacher capacity, improved student engagement <b>Staff Responsible for Monitoring:</b> Campus administrators	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The district will provide training for the implementation of the TEKS Resource System <b>Strategy's Expected Result/Impact:</b> Sign in sheets, new teachers deliver aligned curriculum and prepare assessments that match the rigor of STAAR <b>Staff Responsible for Monitoring:</b> Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The district will implement vertical teams focused on TEKS. <b>Strategy's Expected Result/Impact:</b> Agendas submitted to Director of C&I and Superintendent <b>Staff Responsible for Monitoring:</b> Superintendent, Instructional Coaches and Principal	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> The district will provide opportunities for a variety of professional learning such as Reading Academy, Teacher Leadership, and Mentoring roles to meet the individual needs of teachers and T TESS goals. <b>Strategy's Expected Result/Impact:</b> Increase in differentiated opportunities for teachers to learn professionally <b>Staff Responsible for Monitoring:</b> Instructional Coaches & Superintendent	Formative			Summative
	Nov	Jan	Mar	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

# State Compensatory

## Budget for District Improvement Plan

**Total SCE Funds:** \$0.00

**Total FTEs Funded by SCE:** 29.78

**Brief Description of SCE Services and/or Programs**

## Personnel for District Improvement Plan

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Teachers		29.78

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amanda Pollard	CES RtI Teacher	RtI	
Amy Cooper	District Instructional Coach	Title I	
Cristina Rios	ESL-Parent & Family Engagement	Title I	
Darla Williams	BIS Intervention	RtI	
Erika Durham	CIS Intervention Aide	RtI	
Gracie Burton	BIS Intervention Aide	RtI	
Jamey Jackson	BES RtI teacher	RtI	
Judy Mclean	Teacher-ESL Parent Classes	ESL-Parent & Family Engagement	
LeCandance Shead	BHS Intervention Aide	RtI	
Michele Hopson	Reading Intervention Teacher	RtI	
Michelle Wood	District Instructional Coach	Title II	
Rachel Voyles	CES RtI Teacher	RtI	
Rita Gray	District ESL Interpreter	Title I	
Sarah Fears	BES-RtI Teacher	RtI	
Valerie Walthall	CIS RtI Teacher	Rti	
Veronica Delgado	Teacher-ESL Parent Classes	ESL-Parent and Family Engagement	

# District Funding Summary

Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	4	Funding for certification test cost etc.		\$0.00
6	1	7			\$0.00
Sub-Total					\$0.00