

Barbers Hill Independent School District

District Improvement Plan

2023-2024

Accountability Rating: A



Board Approval Date: October 23, 2023
Public Presentation Date: October 23, 2023

Mission Statement

The mission of the Barbers Hill ISD is to:

- Provide the highest level of instruction and learning opportunities that produce motivated and successful learners;
- Promote excellence, teamwork, and a commitment to continuous improvement;
- Reinforce the tradition of excellence to enhance unity, strengthen relationships, and foster cooperation among stakeholders.

Vision

The vision of the Barbers Hill ISD is academic excellence characterized by goal-driven, college/career ready graduates who are responsible, accountable, contributing members of society.

District Education Improvement Team

BARBERS HILL INDEPENDENT SCHOOL DISTRICT			
District Educational Improvement Council			
2023-2024			
<u>Campus/Entity</u>	<u>Classification</u>	<u>Representative</u>	<u>Term</u>
Community	Parent	Kelly Jones	2023-2025
		Hannah Jackson	2021-2023
	Community Member	Diane Gregory	2023-2025
		Calyn Wesson	2022-2024
	Business Member	Brian Hollingsworth	2022-2024
		Fabiana Baum	2022-2024

BARBERS HILL INDEPENDENT SCHOOL DISTRICT			
District Educational Improvement Council			
2023-2024			
Early Childhood Center	Classroom Teacher	Tiffany Cooper	2023-2025
		Alan Boudreaux	2022-2024
	Principal	Donna Billeaud	Ex-Officio
Elementary School North	Classroom Teacher	Angie Sarria	2022-2024
		Jennifer Presnall	2022-2024
	Principal	Jackie Brown	Ex-Officio
Elementary School South	Classroom Teacher	Megan Campbell	2022-2024
		Julie Wylie	2023-2025
	Principal	Michelle James	Ex-Officio
Intermediate North	Classroom Teacher	Lacy White	2023-2025
		Suzy McDonald	2022-2024
	Principal	Tina McCorkle	Ex-Officio
Intermediate South	Classroom Teacher	Mitchell Berg	2023-2025
		Audrey Gomez	2022-2024
	Principal	Barbara Ponder	Ex-Officio
Middle School North	Classroom Teacher	Lisa Whitaker	2022-2024
		Janet Tims	2023-2025
	Principal	Matt Barnett	Ex-Officio
Middle School South	Classroom Teacher	Lisa Stone	2022-2024
		Andrea Gorney	2023-2025
	Principal	Cliff Horn	Ex-Officio

BARBERS HILL INDEPENDENT SCHOOL DISTRICT			
District Educational Improvement Council			
2023-2024			
High School	Classroom Teacher	Amy Hightower	2023-2025
		Brandon Otto	2022-2024
	Principal	Lance Murphy	Ex-Officio
DAEP	Classroom Teacher	Kathy Ellison	2022-2024
	Principal	Heron Thomas	Ex-Officio
All-Levels	Non-Teaching Professional (Elem.)	Jennifer Phillips	2022-2024
	Non-Teaching Professional (Second.)	Lori Meador	2022-2024
District Level	Assist. Superintendent C&I	Chloe Yowell	
	Deputy Superintendent	Sandra Duree	
	Superintendent	Dr. Greg Poole	

Table of Contents

Comprehensive Needs Assessment	6
Needs Assessment Overview	6
Comprehensive Needs Assessment Data Documentation	8
Goals	11
Goal 1: Barbers Hill ISD's curriculum, instruction, and assessment program will facilitate learning for all students in order to maintain the highest district rating in the state accountability system.	11
Goal 2: All Barbers Hill ISD students will graduate college, career or military ready.	22
Goal 3: A positive school-community relationship will support student success.	28
Goal 4: The district will maintain a safe, disciplined, and healthy environment conducive to student learning/engagement and employee effectiveness.	31
Goal 5: A qualified, diverse staff will support district success.	38
Goal 6: Barbers Hill ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.	44
Goal 7: A long range facility plan will be implemented and maintained.	46
State Compensatory	47
Budget for District Improvement Plan	47
Personnel for District Improvement Plan	47
Title I Personnel	48
District Funding Summary	49
Policies, Procedures, and Requirements	52

Comprehensive Needs Assessment

Revised/Approved: September 20, 2023

Needs Assessment Overview

Needs Assessment Overview Summary

Comprehensive Needs Assessment Overview

CNA meeting #1 was held on September 20, 2023 at 9:30 am located in the Barbers Hill ISD LGI. The committee discussed the district mission and vision. Then, the committee discussed multiple points of data to be reviewed at CNA meeting #2. CNA meeting #2 was held on September 20, 2023 at 1:30 pm located in the Barbers Hill ISD LGI. The committee examined data such as: STAAR results, TELPAS results, benchmarks, CBAs, CFAs, attendance, staff surveys, etc. The committee found attendance to be a strength, and TELPAS scores as a weakness. As a result of the data analysis, the committee has identified four focus areas:

1. Increase STAAR masters levels across all grade levels and content areas
2. Increase Special Education students STAAR scores across all grade levels and content areas
3. Increase Emergent Bilingual STAAR and TELPAS scores across all grade levels and content areas
4. Increase College, Career, and Military Readiness participation rate

District Board Goals

Academics

1. To maintain our tradition of academic excellence by strategically utilizing all necessary resources to ensure student and staff safety.
2. 100% seniors graduate via State Accountability Program.
3. 100% of eighth grade students will pass the STAAR reading and STAAR math tests to advance to ninth grade.
4. Continue to evaluate and implement dress code and cell phone policy.
5. Continue to implement a 100% vape free educational setting.
5. Every Barbers Hill graduate will be college, career, or military ready.

Finance

1. To maintain our tradition of academic excellence by strategically utilizing all necessary resources to ensure student and staff safety.
2. Diversify and enhance revenue by creating new revenue streams and/or finding more efficient ways to manage such resources that new revenue streams are created.
3. Create a strategic initiative that utilizes all necessary resources and designating significant time and energy to producing a successful VATRE election.

Community

1. To maintain our tradition of academic excellence by strategically utilizing all necessary resources to ensure student and staff safety.
2. Strengthen and foster relationships with the City of Mont Belvieu, Cove, Beach City, Old River, Lee College, Chambers County and the legislature and help develop safety initiatives involving all parties.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card and accountability data
- RDA data

Student Data: Assessments

- State and federally required assessment information
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2
- Texas approved PreK - 2nd grade assessment data
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- 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
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- 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
- Dual-credit and/or college prep course completion data
- STEM and/or STEAM 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
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

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
- Equity data
- T-TESS data
- T-PESS data

Parent/Community Data

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

Support Systems and Other Data

- Organizational structure 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
- Other additional data




Goals






Revised/Approved: October 18, 2023






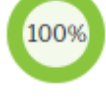


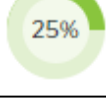
Goal 1: Barbers Hill ISD's curriculum, instruction, and assessment program will facilitate learning for all students in order to maintain the highest district rating in the state accountability system.

Performance Objective 1: 90% or more of all students and each student group will achieve the Approaches Grade Level performance standards on all state assessments. 70% or more of all students and each student group will achieve the Meets Grade Level performance standards on all state assessments. 50% or more of all students and each student group will achieve the Masters Grade Level performance standards on all state assessments.











Evaluation Data Sources: RLA, Math, Science, and Social Studies Curriculum-Based Assessments, Benchmarks and STAAR Assessments

Strategy 1 Details	Reviews			
Strategy 1: PK-12 vertically aligned core academic teams will meet annually Strategy's Expected Result/Impact: Meetings occur, minutes, "hot spots" discussed in each curriculum area, student achievement increases Staff Responsible for Monitoring: Curriculum & Instruction Department	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Teachers meet in professional learning communities to refine instructional practices, review data, students in need of intervention, and intervention strategies Strategy's Expected Result/Impact: Agendas, Meeting minutes, intervention activities occur Staff Responsible for Monitoring: Campus Personnel; Curriculum & Instruction Dept.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Teachers will be provided multiple professional development opportunities both in and out of the district focused on the areas of core curriculum, small group instruction, cross-curricular instruction, SEL, classroom management & safety, Emergent Bilinguals (EBs), and intervention strategies Strategy's Expected Result/Impact: Training will be offered and attended as needed. Staff Responsible for Monitoring: Deputy Superintendent; Assistant Superintendent of Technology; Staff Development Committee Funding Sources: - Local Funds - \$55,000, - Title II - \$78,260, - Title III - \$15,000, - IDEA - Spec Ed - \$20,000	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: All student groups will be carefully monitored on each curriculum based assessment with particular attention to EBs, economically disadvantaged and special education students Strategy's Expected Result/Impact: Data meetings held, student tracking rosters are updated regularly Staff Responsible for Monitoring: Campus Personnel; Curriculum & Instruction Dept.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Tutorials and reteach opportunities will be provided to all students who fail an assessment such as CFA, CBA, benchmark, STAAR, and EOC data Strategy's Expected Result/Impact: Tutorials occur and reteach opportunities occur, increased student performance Staff Responsible for Monitoring: Campus Personnel Funding Sources: - Local Funds - \$10,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement PLC with case manager leads to identify areas of need in curriculum and instruction, as well as support in the form of training and development of processes. Strategy's Expected Result/Impact: Training occurs, ongoing support provided, student learning needs are met Staff Responsible for Monitoring: Assistant Superintendent of Special Services; Special Services Coordinators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Increased opportunities will be provided for special education students to maintain participation is occurring in the Least Restrictive Environment (LRE) Strategy's Expected Result/Impact: Training occurs on LRE, IEP documentation, increased inclusion time occurs Staff Responsible for Monitoring: Assistant Superintendent of Special Services; Campus Principals Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Provide training on instructional supports for paraprofessionals working with special education students Strategy's Expected Result/Impact: Increase in success rate of special education students Staff Responsible for Monitoring: Assistant Superintendent of Special Services Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
Strategy 9: Language acquisition training will be provided to target language acquisition strategies for all EB students Strategy's Expected Result/Impact: Training occurs Staff Responsible for Monitoring: Deputy Superintendent and the Bilingual/ESL Coordinator. Funding Sources: - Title III - \$5,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Provide assistance to all teachers to support students as they utilize interactive item types with STAAR utilizing CIA members and the Eduphoria Support Team with Cambium tools and online testing strategies Strategy's Expected Result/Impact: Agendas, Meeting minutes, increase in success rate of students Staff Responsible for Monitoring: Coordinator of Assessment & Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Administrators and C&I department will facilitate a continued focus on effective instructional strategies, including Fundamental 5, to increase student achievement Strategy's Expected Result/Impact: Walkthroughs and appraisals reflect an instructional focus, PLCs focus on instructional strategies, increase student achievement Staff Responsible for Monitoring: Curriculum and Instruction Department; Campus Administrators; Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Reading and writing processes and strategies to be used in all content areas will be identified and training will be provided Strategy's Expected Result/Impact: Training occurs, increased performance on STAAR/EOC Staff Responsible for Monitoring: Content Coordinators Funding Sources: - Title II - \$20,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
Strategy 13: Target phonics and spelling with systematic and sequential instruction using a research-based program for K-3 as defined by House Bill 3. Strategy's Expected Result/Impact: Increase encoding and decoding to the level of accurate automaticity in Reading and Writing Staff Responsible for Monitoring: Elementary RLA Coordinator	Formative			Summative
	Nov	Jan	Mar	June
				










Strategy 14 Details	Reviews			
Strategy 14: Provide supplemental resources to improve academic performance of students to close the achievement gaps in math Strategy's Expected Result/Impact: Increase in student success in math Staff Responsible for Monitoring: Coordinators of Mathematics Funding Sources: - Technology Budget - \$20,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 15 Details	Reviews			
Strategy 15: Provide professional development for teachers and campus leaders to build a foundation of vertical and horizontal alignment in mathematics, including the Math Improvement Team (MIT) Strategy's Expected Result/Impact: Training occurs, student achievement increases Staff Responsible for Monitoring: Coordinators of Mathematics	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 16 Details	Reviews			
Strategy 16: Target specific Fact Fluency strategies in grades 1-6 and provide corresponding assessments Strategy's Expected Result/Impact: Increase automaticity of basic math facts Staff Responsible for Monitoring: Coordinators of Mathematics	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 17 Details	Reviews			
Strategy 17: Provide supplemental resources to Science teachers for targeted process standards to increase hands-on science investigations and STAAR scores in science. Strategy's Expected Result/Impact: Training occurs, student achievement increases Staff Responsible for Monitoring: Coordinator of Science and Social Studies	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 18 Details	Reviews			
Strategy 18: Provide professional development for teachers and campus leaders to build a foundation of vertical and horizontal alignment including a Social Studies Advanced Academics Vertical Team (6-12). Strategy's Expected Result/Impact: Training occurs, student achievement increases Staff Responsible for Monitoring: Deputy Superintendent; Coordinator of Science and Social Studies	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 19 Details	Reviews			
Strategy 19: Provide supplemental resources for targeted process standards in grades K-12 social studies to increase masters level on STAAR. Strategy's Expected Result/Impact: Training occurs, student achievement increases Staff Responsible for Monitoring: Coordinator of Science and Social Studies	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 20 Details	Reviews			
Strategy 20: Increase the number of teachers trained in Advanced Academics (Ex.: Gifted and Talented annual updates, Advanced Placement Institutes, and Pre-AP Institutes) Strategy's Expected Result/Impact: Teachers attend training and submit certificates, increase Meets and Masters Grade Level performance Staff Responsible for Monitoring: Director of Curriculum and Program Integration; Campus Principals; Academic Deans; Counselors Funding Sources: - Advanced Academics Budget - \$20,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 21 Details	Reviews			
Strategy 21: Enrichment opportunities will be provided for students close to achieving Meets and Masters Grade Level performance Strategy's Expected Result/Impact: Campus master schedule, increase Meets and Masters Grade Level performance Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 22 Details	Reviews			
Strategy 22: GT Task Force will meet at least three times annually to identify training needs and address program alignment Strategy's Expected Result/Impact: GT Task Force meeting occur with documented minutes GT program is aligned to the state plan Staff Responsible for Monitoring: Director of Curriculum and Program Integration	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Barbers Hill ISD's curriculum, instruction, and assessment program will facilitate learning for all students in order to maintain the highest district rating in the state accountability system.

Performance Objective 2: Increase the percentage of students who meet or exceed their projected STAAR Progress Measure.













Evaluation Data Sources: RLA, Math, Curriculum-Based Assessments, Benchmarks and STAAR Assessments











Strategy 1 Details	Reviews			
Strategy 1: Students will set individual goals related to their academic progress with their teachers Strategy's Expected Result/Impact: Goals are set and monitored throughout the school year, students complete individual data tracking sheets, increase percentage of students meeting and exceeding the STAAR Progress Measure Staff Responsible for Monitoring: Campus Principals; Campus Personnel	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Data protocols will be provided and implemented to monitor student progress Strategy's Expected Result/Impact: Increase data analysis and student achievement Staff Responsible for Monitoring: Curriculum & Instruction Department	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Student growth will be monitored throughout the year using universal screeners for required grade levels Strategy's Expected Result/Impact: Increased student growth Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction; Coordinators of Mathematics and RLA	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Barbers Hill ISD's curriculum, instruction, and assessment program will facilitate learning for all students in order to maintain the highest district rating in the state accountability system.

Performance Objective 3: The district attendance rate will be at least 96% and all students will meet state attendance requirements.

Evaluation Data Sources: Attendance reports each six weeks









Strategy 1 Details	Reviews			
Strategy 1: Attention2Attendance will be implemented to provide ongoing tracking of student attendance and increase communication to home and school regarding attendance Strategy's Expected Result/Impact: Attendance rate increases Staff Responsible for Monitoring: Deputy Superintendent; Director of Student Services Funding Sources: - Local Funds - \$31,200	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Parents will be called by the attendance clerk daily when students are absent Strategy's Expected Result/Impact: Calls occur and log is kept Six weeks reports are monitored and reviewed Attendance rate increases Staff Responsible for Monitoring: Campus Principals; Assistant Principals; Attendance Clerks; Director of Student Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Each campus will incorporate campus incentives for perfect attendance on a regular basis Strategy's Expected Result/Impact: Incentives occur Six weeks reports are monitored and reviewed Attendance rate increases Staff Responsible for Monitoring: Campus Principals; Assistant Principals; Attendance Clerks; Director of Student Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Campus administrators will hold attendance hearings for students with chronic absentee patterns Strategy's Expected Result/Impact: Six weeks reports are monitored and reviewed/Attendance rate increases Staff Responsible for Monitoring: Campus Principals; Assistant Principals; Counselors; Director of Student Services	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Campus administrators will highlight the importance of attendance in newsletters and other communication avenues Strategy's Expected Result/Impact: Communications occur/Attendance rate increases Staff Responsible for Monitoring: Campus Principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Campus administrators will provide annual professional development relating to student attendance rates, procedures for monitoring attendance, and best practices. Strategy's Expected Result/Impact: Campus attendance rates will increase. Staff Responsible for Monitoring: Director of Student Services; Campus Principals; Assistant Principals over Attendance; Attendance Clerks	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Barbers Hill ISD's curriculum, instruction, and assessment program will facilitate learning for all students in order to maintain the highest district rating in the state accountability system.

Performance Objective 4: The percent of 3rd grade students that score Meets Grade Level or above on STAAR Math will increase from 74% to 79% by June 2024.

HB3 Goal
Evaluation Data Sources: STAAR Assessments












Strategy 1 Details	Reviews			
Strategy 1: Student performance will be monitored on each assessment Strategy's Expected Result/Impact: Data meetings held, student tracking rosters updated, student performance increases Staff Responsible for Monitoring: Coordinators of Mathematics	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Every K-3 student will be assessed with a universal screener for math deficiencies Strategy's Expected Result/Impact: Increased performance Staff Responsible for Monitoring: Math Coordinators	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 1: Barbers Hill ISD's curriculum, instruction, and assessment program will facilitate learning for all students in order to maintain the highest district rating in the state accountability system.

Performance Objective 5: The percent of 3rd grade students that score Meets Grade Level or above on STAAR RLA will increase from 68 % to 73 % by June 2024.

HB3 Goal







Evaluation Data Sources: STAAR Assessments

Strategy 1 Details	Reviews			
Strategy 1: Every Kindergarten through 3rd grade student will be assessed with the mCLASS DIBELS beginning of year screener with the purpose of identifying students at-risk of future literacy difficulties Strategy's Expected Result/Impact: At-risk students will be identified early for intervention Staff Responsible for Monitoring: RLA Coordinators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Student performance will be monitored by DRA levels (Grades 1-2) and CBAs (Grade 3) Strategy's Expected Result/Impact: Data meetings held, student tracking rosters updated, student performance increases Staff Responsible for Monitoring: RLA Coordinators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Literacy components, processes, and strategies will be identified and provided to all K-3 teachers Strategy's Expected Result/Impact: Training occurs and increased performance Staff Responsible for Monitoring: RLA Coordinators	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Barbers Hill ISD's curriculum, instruction, and assessment program will facilitate learning for all students in order to maintain the highest district rating in the state accountability system.

Performance Objective 6: All Emergent Bilingual students will increase their TELPAS Composite Score each year until criteria for reclassification is met.





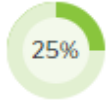





Evaluation Data Sources: TELPAS Composite Scores

Strategy 1 Details	Reviews			
Strategy 1: TELPAS Task Force will be established to create an action plan for increased student achievement on TELPAS Strategy's Expected Result/Impact: Increased performance level on TELPAS Staff Responsible for Monitoring: Assistant Superintendent of Curriculum & Instruction; Director of Program & Curriculum Integration; and the Coordinator of Emergent Bilinguals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Linguistic accommodations will be provided routinely and effectively for independent use by Emergent Bilingual students. Strategy's Expected Result/Impact: Increase in EB student success rate on STAAR/TELPAS Staff Responsible for Monitoring: Assistant Superintendent of Curriculum & Instruction; Director of Program & Curriculum Integration; the Coordinator of Emergent Bilinguals; Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: All Barbers Hill ISD students will graduate college, career or military ready.

Performance Objective 1: Provide teacher professional development to facilitate an increase in the number of students meeting the college, career or military readiness requirements


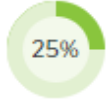

Evaluation Data Sources: Number of students receiving CCMR credit in the state accountability system

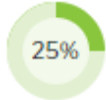





Strategy 1 Details	Reviews			
Strategy 1: A College and Career Ready Task Force will meet monthly to oversee status of CTE Program, Advanced Academics, and College-Ready activities Strategy's Expected Result/Impact: Monthly meetings occur Meeting minutes Staff Responsible for Monitoring: Assistant Superintendent of C&I; Director of Curriculum and Program Integration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure Honors/AP teacher have received appropriate College Board training Strategy's Expected Result/Impact: Trainings are monitored and attended, as needed Staff Responsible for Monitoring: Director of Program & Curriculum Integration; Academic Deans Funding Sources: - Advanced Academics Budget - \$20,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Teacher training will be provided in courses that lead to industry-based certifications Strategy's Expected Result/Impact: Training will be offered and attended, as needed Staff Responsible for Monitoring: Director of Program & Curriculum Integration; CTE Coordinator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Increase college readiness exam training for teachers, with an emphasis in Desmo calculators, probability, and statistics Strategy's Expected Result/Impact: Training will be offered and attended, as needed Staff Responsible for Monitoring: College and Career Readiness Task Force	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: All Barbers Hill ISD students will graduate college, career or military ready.

Performance Objective 2: Initiate courses and/or programs based on student interests and needs that allow for successful and equitable access to college, career and military readiness activities

Evaluation Data Sources: Increase in programs and course offerings with increased participation


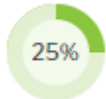


Strategy 1 Details	Reviews			
Strategy 1: Increase course offerings that lead to a complete program of study, endorsement, and/or certification Strategy's Expected Result/Impact: Course offerings are monitored Staff Responsible for Monitoring: College Career Ready Task Force	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase advanced academics course offerings (OnRamps, AP, Dual Credit, Level 4 CTE courses, etc.) Strategy's Expected Result/Impact: Increase participation in advanced courses, increase performance in advanced courses, increase students meeting CCMR criteria Staff Responsible for Monitoring: Director of Program & Curriculum Integration; College Career Ready Task Force	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Continue Open Doors program to identify and support underrepresented populations of students in advanced courses Strategy's Expected Result/Impact: Increase student participation and performance in advanced courses Staff Responsible for Monitoring: Director of Curriculum and Program Integration; State and Federal Programs Coordinator; High School Associate Principal; Open Doors Sponsors Funding Sources: - Title IV - \$16,000	Formative			Summative
	Nov	Jan	Mar	June
				

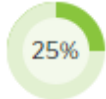




Strategy 4 Details	Reviews			
Strategy 4: Increase participation and quality of the STEM program Strategy's Expected Result/Impact: Number of STEM program students increases, STEM curriculum documents are developed, STEM team advances in competition Staff Responsible for Monitoring: Director of Program & Curriculum Integration; CTE Coordinator; STEM Teachers Funding Sources: - CTE Budget - \$55,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Increase college readiness exam prep, exam offerings, and ASVAB testing Strategy's Expected Result/Impact: Increase college and career readiness activities Staff Responsible for Monitoring: College and Career Readiness Task Force	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: All Barbers Hill ISD students will graduate college, career or military ready.

Performance Objective 3: Promote college, career and military readiness programs within the campuses and throughout the community

Evaluation Data Sources: Increased enrollment and interest in college, career and military readiness programs



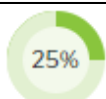




Strategy 1 Details	Reviews			
Strategy 1: Career exploration activities will occur annually at the Middle Schools and High School Strategy's Expected Result/Impact: Career Exploration activities occur Staff Responsible for Monitoring: CTE Coordinator; College & Career Counselor; Middle School Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Meet annually with each student to address goals, career options, and related courses. Strategy's Expected Result/Impact: Increase opportunities for students, particularly SPED and second language learners in regard to CTE options. Staff Responsible for Monitoring: High School Associate Principal; High School Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Military recruiting agents will visit the high school campus Strategy's Expected Result/Impact: Campus visits will be scheduled and occur Staff Responsible for Monitoring: College & Career Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Continue implementation of College and Career Ready Task Force initiatives Strategy's Expected Result/Impact: Increase students who graduate college and career ready Staff Responsible for Monitoring: College and Career Ready Task Force	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Continue Junior Achievement program at the middle schools Strategy's Expected Result/Impact: Increase opportunities for career exploration, collaborate with the community Staff Responsible for Monitoring: Coordinator of Science and Social Studies	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: All Barbers Hill ISD students will graduate college, career or military ready.

Performance Objective 4: The percentage of graduates that meet the criteria for CCMR will increase from 82.6% to 85% by August 2024.







HB3 Goal










Strategy 1 Details	Reviews			
Strategy 1: Increase enrollment of students in advanced academics and CTE courses Strategy's Expected Result/Impact: Course offerings and number of participants monitored monthly Staff Responsible for Monitoring: College and Career Ready Task Force	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase student industry-based certifications Strategy's Expected Result/Impact: Number of certifications for high school students increase Staff Responsible for Monitoring: CTE Coordinator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: The failure rate of students in non-traditional CTE courses will be tracked each six weeks and student remediation will occur as needed Strategy's Expected Result/Impact: Increased completion rate of CTE students Staff Responsible for Monitoring: CTE Coordinator; CTE Teachers	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
Strategy 4: Monitor the progression of high school students meeting college, career and military readiness indicators Strategy's Expected Result/Impact: Increase the number of students meeting CCMR accountability indicators Staff Responsible for Monitoring: Director of Program & Curriculum Integration; CTE Coordinator; High School Associate Principal; High School Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				








Goal 3: A positive school-community relationship will support student success.

Performance Objective 1: All parents will participate in one or more school activities, organizations, trainings, meetings, and/or parent conferences

Evaluation Data Sources: Sign-in sheets at campus activities

Strategy 1 Details	Reviews			
Strategy 1: Faculty participation in special campus events will be encouraged and supported Strategy's Expected Result/Impact: Minutes of meetings Staff Responsible for Monitoring: Assistant Superintendent of Curriculum & Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: A wide variety of school activities will be offered at each campus to facilitate a positive home/school connection (when safe & appropriate). Strategy's Expected Result/Impact: Event communicated through newsletters, websites, emails, community bulletins, community events site, Parent Square app, and district marquees Staff Responsible for Monitoring: Campus Principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: All parents will be provided information to assist them in supporting their child's success Strategy's Expected Result/Impact: Website, communication from teachers, Parent Square app Staff Responsible for Monitoring: Campus Principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Technology support, discipline reports, progress reports, Family Access, campus/district websites will be available to parents Strategy's Expected Result/Impact: Technology resource use Staff Responsible for Monitoring: Assistant Superintendent of Technology; Director of Curriculum and Program Integration; Director of Communications Funding Sources: Skyward, ParentSquare, Finalsight - Technology Software Budget - \$184,924	Formative			Summative
	Nov	Jan	Mar	June
				












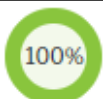
Strategy 5 Details	Reviews			
Strategy 5: Media and publications, i.e. Barbers Hill website, email and text communications, Parent Square app, Twitter, newsletter, and press releases will provide important information to parents Strategy's Expected Result/Impact: Parent responses, increased social media followers Staff Responsible for Monitoring: Director of Community Relations Funding Sources: - Communications Budget - \$9,500	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Open Houses and orientations will occur at each campus Strategy's Expected Result/Impact: Calendar of campus events Staff Responsible for Monitoring: Assistant Superintendent of Curriculum & Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Parent volunteer efforts will be encouraged Strategy's Expected Result/Impact: Documentation of parent volunteer activities Staff Responsible for Monitoring: Counselors Funding Sources: - General Campus Fund - \$6,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Campuses will communicate with family and community in many ways including phone, mail, text, email, in-person networking opportunities, and campus webpages. Strategy's Expected Result/Impact: ParentSquare records; ongoing communication records Staff Responsible for Monitoring: Assistant Superintendent of Technology, Director of Community Relations, Campus Principals Funding Sources: - Technology Software Budget - \$21,200	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Parent Connections, such as the Eagle Insider Podcast, which will provide important topics on the latest trends and concerns for students. Strategy's Expected Result/Impact: Monthly Eagle Talk Updates Staff Responsible for Monitoring: Assistant Superintendent of Technology; Safe Schools Coordinator; Social Worker	Formative			Summative
	Nov	Jan	Mar	June
				










Strategy 10 Details	Reviews			
Strategy 10: Watch D.O.G.S. program will be utilized at all campuses Strategy's Expected Result/Impact: Increased participation of parents on campus Staff Responsible for Monitoring: Safe Schools Coordinator; Principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: All families will receive an electronic version of our Family Challenges, which will also be on the SEL webpage. Strategy's Expected Result/Impact: Record of SEL outreach communications Staff Responsible for Monitoring: Director of Community Relations	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				




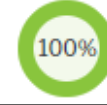

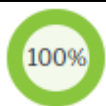

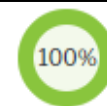
Goal 4: The district will maintain a safe, disciplined, and healthy environment conducive to student learning/engagement and employee effectiveness.











Performance Objective 1: Audits, drills, student surveys, staff/student training, and targeted services will occur regularly to ensure student/employee safety.















Evaluation Data Sources: S4 meeting minutes, training records, testing documents, sign-in sheets

Strategy 1 Details	Reviews			
Strategy 1: Random Drug testing program will be conducted at each secondary campus Strategy's Expected Result/Impact: Testing documentation Staff Responsible for Monitoring: DAEP Principal Funding Sources: - DAEP Local Funds - \$47,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Sexual Child Abuse training will be conducted at each campus Strategy's Expected Result/Impact: Training records SafeSchool training Staff Responsible for Monitoring: School Counselor; Campus Principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Code of Student Conduct will be revised annually and communicated to all stakeholders Strategy's Expected Result/Impact: Code of Conduct revised, approved by the School Board, and communicated to campus administrators Staff Responsible for Monitoring: Director of Student Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Counseling and School Social Worker Services will be available on each campus Strategy's Expected Result/Impact: Agendas and minutes of counselor meetings Weekly review meeting with school social worker Staff Responsible for Monitoring: Director of Safe Schools; Counselors	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Counselor training, i.e. 504 updates, will occur annually and as needed Strategy's Expected Result/Impact: 504 updates presented at campus annually and requirements are met Staff Responsible for Monitoring: Assistant Superintendent of Special Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: CPR Training will be offered twice annually for all employees Strategy's Expected Result/Impact: Training occurs Staff Responsible for Monitoring: Lead Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Bullying awareness intervention, safety, coping strategies, etc will be offered to students through character development lessons and assemblies Strategy's Expected Result/Impact: Programs and lessons occur and number of instances of bullying reduce Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Drug & Alcohol abuse awareness will occur throughout the year (Red Ribbon Week, Fall Fest, GREAT Program) Strategy's Expected Result/Impact: Records of services, programs, and information sharing Staff Responsible for Monitoring: Deputy Superintendent; Counselors; District Social Worker	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: The S4 committee (Safe Schools, Safe Students) will meet three times annually to address strategies, activities, and programs to promote a safe school environment Strategy's Expected Result/Impact: Meetings occur, plans developed, staff informed. Agendas and minutes of S4 meetings Staff Responsible for Monitoring: Safe Schools Coordinator; DAEP Principal	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 10 Details	Reviews			
Strategy 10: CPR instruction will be provided to all students their 9th grade year Strategy's Expected Result/Impact: Train-the-Trainer for teachers occur; instruction occurs at High School Staff Responsible for Monitoring: Lead Nurse, Coordinator of Science and Social Studies	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 11 Details	Reviews			
Strategy 11: Maintain a working district-wide SHAC (School Health Advisory Committee) Strategy's Expected Result/Impact: Agenda and minutes posted on district website Annual report to school board Staff Responsible for Monitoring: Lead Nurse; Social Worker	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: A scope & sequence of abstinence-based sex education will be implemented in grades 6 and 7 (Just Say Yes program) Strategy's Expected Result/Impact: Comprehensive plan developed and communicated Staff Responsible for Monitoring: Lead Nurse; Social Worker	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 13 Details	Reviews			
Strategy 13: A dating violence policy, pursuant to HB121, will include training, counseling, and awareness education. Awareness information will be posted on district website Strategy's Expected Result/Impact: District Policy; resources on-line Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
Strategy 14: Health curriculum will address dating violence prevention. Counselors will provide information to 9th grade students annually Strategy's Expected Result/Impact: Curriculum, lesson plans, and group presentations Staff Responsible for Monitoring: Safe Schools Coordinator; Counselors, Coordinator of Science & Social Studies	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 15 Details	Reviews			
Strategy 15: Homeless student/family identification & support occurs throughout the school year. Strategy's Expected Result/Impact: Records of homeless students. Logs and data from counselors, social worker and nurses. Staff Responsible for Monitoring: District Social Worker	Formative			Summative
	Nov	Jan	Mar	June
				











Strategy 16 Details	Reviews			
Strategy 16: Foster student and families are identified and supported through campus counselor Strategy's Expected Result/Impact: Records of foster students. Logs and data from counselors, social worker and nurses. Staff Responsible for Monitoring: District Social Worker; Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 17 Details	Reviews			
Strategy 17: Nursing services are provided by registered nurses at each campus: * Vision * Hearing * Spinal Screening * AN Screening * Communicable Diseases * Accidents/First Aid * Medication Administration * Medical Procedures Strategy's Expected Result/Impact: Health records are up to date and recommendations are made if further treatment is necessary. Staff Responsible for Monitoring: Lead Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 18 Details	Reviews			
Strategy 18: Provide internal systems to monitor school safety Strategy's Expected Result/Impact: Safety protocols are developed, communicated, implemented, and reviewed Staff Responsible for Monitoring: Director of Safe Schools	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 19 Details	Reviews			
Strategy 19: Safety audits will be conducted each semester at each campus Strategy's Expected Result/Impact: Results of audits are presented to the campus principal and the superintendent Staff Responsible for Monitoring: Assistant Superintendent of Planning and Operations	Formative			Summative
	Nov	Jan	Mar	June
				










Strategy 20 Details	Reviews			
Strategy 20: A periodic security review of entrances and exits will be conducted at each campus Strategy's Expected Result/Impact: Review conducted and submitted to the superintendent Staff Responsible for Monitoring: Assistant Superintendent of Planning and Operations	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 21 Details	Reviews			
Strategy 21: Maintain security cameras throughout the district. Strategy's Expected Result/Impact: Continuous access to working cameras/cameras used to identify situations of concern Staff Responsible for Monitoring: Assistant Superintendent of Technology; Director of Safe Schools; Safety Technical Analyst Funding Sources: - Technology Budget - \$12,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 22 Details	Reviews			
Strategy 22: Monitor all public social media posts for threatening of harmful posts via Binary Defense. Strategy's Expected Result/Impact: Threats are addressed and reduced. Staff Responsible for Monitoring: Chief of Police; Director of Safe Schools; Safety Technical Analyst Funding Sources: - Technology Software Budget - \$23,750	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 23 Details	Reviews			
Strategy 23: Safety Assessment Monitors located at all campuses to assist in safety awareness and training of substitutes on safety protocols. Strategy's Expected Result/Impact: Safety protocols implemented and monitored. Staff Responsible for Monitoring: Director of Safe Schools Funding Sources: - Fall Fest Fund - \$1,000, - Personnel Budget - \$1,000	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: The district will maintain a safe, disciplined, and healthy environment conducive to student learning/engagement and employee effectiveness.

Performance Objective 2: Address the needs of the whole child to increase social and emotional health and to lessen the severity and number of discipline infractions.

Evaluation Data Sources: SEL (Social-Emotional Learning) website and Twitter page, Weekly Family Dares, CharacterStrong and PurposeFull People programs district-wide, Discipline Data





Strategy 1 Details	Reviews			
Strategy 1: Suicide prevention training will be provided pursuant to HB 2186. All new employees will receive training from SafeSchool.com. All continuing employees will receive training as recommended by school district. Strategy's Expected Result/Impact: All employees participate in training Staff Responsible for Monitoring: Director of Safe Schools; Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: PBIS, a tiered system for behavioral intervention, will be implemented at all campuses. Strategy's Expected Result/Impact: A multi-tiered support system is developed, communicated, and implemented at all campuses Staff Responsible for Monitoring: Director of Student Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Specialized programs, such as PASS and FLECS, will retrain students experiencing behavior and social skills difficulties with replacement strategies, and provide on-going support by highly-trained professional and paraprofessional staff. Strategy's Expected Result/Impact: Reduction in frequency of high-level behaviors for identified students. Staff Responsible for Monitoring: Adaptive Behavior Coordinator; Campus Principals; District Behavior Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Evaluate all threat assessments to maintain a safe, disciplined and health environment conducive to student learning and employee effectiveness. Strategy's Expected Result/Impact: A clear process is developed and implemented to complete, review, and respond to threat assessments. Staff Responsible for Monitoring: Director of Safe Schools	Formative			Summative
	Nov	Jan	Mar	June
				



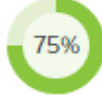




Strategy 5 Details	Reviews			
Strategy 5: Utilize anonymous reporting program for bullying and other threatening behavior. Strategy's Expected Result/Impact: STOPit!, a system to anonymously report suspicious behavior, will be implemented district-wide Staff Responsible for Monitoring: Assistant Superintendent of Technology; Director of Safe Schools; Safety Technical Analyst Funding Sources: - Technology Software Budget - \$5,100	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: A district Social-Emotional (SEL) Task Force will meet regularly to monitor implementation of SEL curriculum strategies. Strategy's Expected Result/Impact: Training in SEL for staff occurs; a plan for on-going character development is developed for each campus Staff Responsible for Monitoring: Assistant Superintendent of Curriculum & Instruction; Director for Student Services; Director of Safe Schools; SEL Task Force; Campus SEL Team Leads	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Professional development in social emotional learning & support will be provided for staff members (example: Tough Kids, Capturing Kids Hearts, GRIT, Growth Mindset, Emotional Poverty, 7 Mindsets) Strategy's Expected Result/Impact: Training in SEL for staff occurs Staff Responsible for Monitoring: Deputy Superintendent; Staff Development Steering Committee; Director of Safe Schools	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: A qualified, diverse staff will support district success.

Performance Objective 1: 100% of classroom teachers and instructional aides will be highly-qualified according to state guidelines and district expectations.

Evaluation Data Sources: No waivers requested for certification exceptions







Strategy 1 Details	Reviews			
Strategy 1: A variety of methods will ensure that quality staff are employed and retained using district website and Region IV job board Strategy's Expected Result/Impact: Multiple applicants for all posted positions, quality staff employed Staff Responsible for Monitoring: Assistant Superintendent of Human Resources	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Criminal history and reference/credential checks of future employees will be conducted Strategy's Expected Result/Impact: Documentation of criminal history checks Staff Responsible for Monitoring: Secretary to Assistant Superintendent of Human Resources Funding Sources: - Personnel Budget - \$7,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: An on-line application process will be utilized Strategy's Expected Result/Impact: All employment openings facilitated through on-line process. 100% certified teachers in Bilingual, Special Education, and Secondary Math and Science Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Funding Sources: - Personnel Budget - \$6,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Substitutes will be employed and trained to ensure quality instruction Strategy's Expected Result/Impact: 100% Fill Rate for all requested substitutes Staff Responsible for Monitoring: Assistant Superintendent of Human Resources	Formative			Summative
	Nov	Jan	Mar	June
				




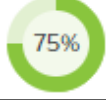
Strategy 5 Details	Reviews			
Strategy 5: Training for substitutes will include: * Instructional strategies * Classroom management techniques * District/Campus policies & procedures * Sexual Harassment Training * Emergency situations that may occur on that campus * Reporting Suspected Child Abuse * Active Shooter Training * Title IX Training * Special Education Overview Strategy's Expected Result/Impact: Certificate of training completion Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Funding Sources: - Personnel Budget - \$250	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Professional development programs will be offered to instructional aides Strategy's Expected Result/Impact: Lead staff members & Special Education teachers will facilitate training Staff Responsible for Monitoring: Deputy Superintendent; Assistant Superintendent of Human Resources; Assistant Superintendent of Special Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: A competitive salary structure will attract and retain highly qualified staff Strategy's Expected Result/Impact: Less than 5% turnover rate. District will rank in top of state for teacher salaries. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				






Goal 5: A qualified, diverse staff will support district success.

Performance Objective 2: Employee retention rate will be greater than 95%.

Evaluation Data Sources: TAPR Report and Mentoring Program

Strategy 1 Details	Reviews			
Strategy 1: Evaluate & adjust, as needed, stipends for difficult positions to fill such as Bilingual & ESL Strategy's Expected Result/Impact: Evaluate any unfilled positions and determine if stipend is needed Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Funding Sources: - Payroll Budget - \$50,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: A survey of districts with competitive pay for all staff members will be conducted Strategy's Expected Result/Impact: Salary survey will be shared with all district personnel & Board of Trustees Staff Responsible for Monitoring: Assistant Superintendent of Human Resources	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Continue new teacher induction program will prepare new staff members for success Strategy's Expected Result/Impact: Completion of induction. New Employee Survey will be shared with Leadership Team. Implementation of Mentor Program and New Employee Handbook Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Funding Sources: - Personnel Budget - \$3,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Teacher attendance recognition programs will continue. Goal will be 97% attendance rate for teachers. Attendance incentive paid each semester. Strategy's Expected Result/Impact: Six weeks reports on teacher attendance. Goal-Setting with principals and individual staff members. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Funding Sources: - Personnel Budget - \$200,000	Formative			Summative
	Nov	Jan	Mar	June
				






Strategy 5 Details	Reviews			
Strategy 5: A comprehensive wellness program will be provided to all employees Strategy's Expected Result/Impact: 100% of staff will be given opportunity to participate in wellness activities. These include Eagle Pointe Membership, Eagle Pointe Golf Membership, on-sight exercise classes, annual health fair including flu shots, the concierge service at Ommipoint Health, and Healthy on the Hill Staff Responsible for Monitoring: Assistant Superintendent of Human Resources; Coordinator of Health Services; Director of Safe Schools Funding Sources: - Personnel Budget - \$185,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Mentors for new teachers or teachers new to the district will be utilized. Implementation of "The Eagle Way." Utilization of Campus Mentor Coaches. Strategy's Expected Result/Impact: Mentor logs and feedback. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Funding Sources: - Personnel Budget - \$24,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: State/Federal funds will be used to provide supplemental staff Strategy's Expected Result/Impact: Progress monitoring, CBA's to assess growth Staff Responsible for Monitoring: Assistant Superintendent of Finance; Assistant Superintendent of Human Resources; State & Federal Programs Coordinator Funding Sources: - Title I - \$384,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: A competitive salary structure will attract and retain highly qualified staff Strategy's Expected Result/Impact: Less than 5% turnover rate. District will rank in top of state for teacher salaries. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
Strategy 9: A salary study will occur to ensure a competitive pay structure is maintained and shared with staff. Strategy's Expected Result/Impact: Documentation and reports to Leadership Team and School Board. TASB Salary Analysis Staff Responsible for Monitoring: Assistant Superintendent of Human Resources; Assistant Superintendent of Finance	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 5: A qualified, diverse staff will support district success.

Performance Objective 3: The student-teacher ratio will be lower than the state average.





Evaluation Data Sources: TAPR Report, STAAR Results














Strategy 1 Details	Reviews			
Strategy 1: Analyze demographic information to project enrollment for subsequent year Strategy's Expected Result/Impact: Demographic information from cohort group is used to staff. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources; Assistant Superintendent of Finance	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Meet with campus principals and directors to assess staffing needs and share formula projections to accommodate anticipated growth. Strategy's Expected Result/Impact: Document meetings and written requests from administrators. Utilize a comprehensive, formula-based model when determining staffing needs. Staff Responsible for Monitoring: Deputy Superintendent; Assistant Superintendent of Human Resources; Assistant Superintendent of Finance; Assistant Superintendent of Curriculum and Instruction; Assistant Superintendent of Special Services	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: Analyze TAPR Report to assess student-teacher ratios Strategy's Expected Result/Impact: TAPR Report shows below student teacher ratios as compared to the state Staff Responsible for Monitoring: Assistant Superintendent of Human Resources; Assistant Superintendent of Finance	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Present staffing plan to Board of Trustees for approval Strategy's Expected Result/Impact: Board action in February. Supplemental needs for staff will be taken to the Board in April after course selection is completed at the secondary campuses. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources; Assistant Superintendent of Finance	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Barbers Hill ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Performance Objective 1: Student performance will increase in key performance areas while maintaining district expenditures per student.

Evaluation Data Sources: Annual Financial Audit; STAAR results; Bond Credit Ratings








Strategy 1 Details	Reviews			
Strategy 1: Develop and implement a plan to ensure the district maintains or enhances bond credit ratings, or any other financial instrument that has equal rigor. Strategy's Expected Result/Impact: Bond Credit Rating of AA+ S&P Aa2 Moody's or Higher Staff Responsible for Monitoring: Assistant Superintendent of Finance	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Analyze financial and other relevant data of comparison districts and identify potential areas for improvement Strategy's Expected Result/Impact: Inclusion in annual budget notebook Staff Responsible for Monitoring: Assistant Superintendent of Finance; Business Manager	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Review expenditure budgets on a monthly basis Strategy's Expected Result/Impact: Unapproved overages communicated to budget manager Staff Responsible for Monitoring: Business Manager	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Explore and utilize diversification of district revenue Strategy's Expected Result/Impact: Annual Financial Audit Board Goal Evaluation Staff Responsible for Monitoring: Assistant Superintendent of Finance	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Develop and implement a process to ensure use of district resources is aligned with the district goals Strategy's Expected Result/Impact: Annual budget development process Staff Responsible for Monitoring: Deputy Superintendent; Assistant Superintendent of Finance	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Monitor trend of student performance as compared with cost per student Strategy's Expected Result/Impact: Annual budget development process Staff Responsible for Monitoring: Deputy Superintendent; Assistant Superintendent of Finance	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Review district/campus needs in order to develop plans for technology upgrades and to purchase equipment. Strategy's Expected Result/Impact: Equipment purchased for classroom and district needs during annual budget development process Staff Responsible for Monitoring: Deputy Superintendent; Assistant Superintendent of Finance; Assistant Superintendent of Technology Funding Sources: Network Upgrades, Firewall - Capital Projects - \$196,706	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Provide an adequate bandwidth and network infrastructure to support campus/district equipment and software for instruction daily. Strategy's Expected Result/Impact: Productive use of equipment Staff Responsible for Monitoring: Assistant Superintendent of Technology; Assistant Director of Technology; Network Administrator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Utilize consultant services to assist with ERATE compliance and to maximize benefits. Strategy's Expected Result/Impact: Supplemental funds for technology Staff Responsible for Monitoring: Assistant Superintendent of Technology; CRW Consulting ERATE Services, LLC Funding Sources: - Technology Budget - \$4,300	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 7: A long range facility plan will be implemented and maintained.

Performance Objective 1: Using available data, facility additions and expansions will meet the needs of a growing student population.

Evaluation Data Sources: Campus master schedules, enrollment tracking charts, updated facility conditions assessment data base, and current construction updates

Strategy 1 Details	Reviews			
Strategy 1: Through current demographic surveys, cohort survival analysis, and building usage surveys, existing district facilities and classroom needs will be determined Strategy's Expected Result/Impact: Development of campus surveys of room usage as well as updated cohort survival analysis reports on a quarterly basis Staff Responsible for Monitoring: Director of Facilities & Planning; Assistant Superintendent of Finance Funding Sources: every 5 years - Capital Projects - \$60,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: A new District Facility Conditions Assessment will be used to plan capital projects and maintenance district-wide Strategy's Expected Result/Impact: Prioritization of projects from Facility Condition Assessment to prepare Summer, Fall, and Spring facility improvement project packages for board approval Staff Responsible for Monitoring: Director of Facilities & Planning, Bond Construction Manager, Construction Manager Funding Sources: Bond 2020 - District	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Update Cohort Survival Model study annually to estimate the next 3-5 years' enrollment growth Strategy's Expected Result/Impact: New PASA updated demographic study for 2024-25 Staff Responsible for Monitoring: Director of Facilities & Planning, Bond Construction Manager, Construction Manager	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

State Compensatory

Budget for District Improvement Plan

Total SCE Funds: \$1,701,582.48

Total FTEs Funded by SCE: 18

Brief Description of SCE Services and/or Programs

SCE pays for one teacher aide; 15 teachers, and two social workers throughout the district. Additionally, SCE pays for four master teacher stipends and two national board teacher stipends.

Personnel for District Improvement Plan

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Blake Boudreaux	Teacher	1
Heather Young	Teacher	1
Jennifer Baggs	Teacher	1
Jennifer Cervantes	Teacher	1
Jennifer Simmons	Teacher	1
Jessica Silcox	Teacher	1
Kristi Warren	Teacher	1
Lesley Greshmel	Social Worker	1
Lisa Rankin	Teacher	1
Mackenzie Schiffbauer	Teacher	1
Meagan Hill	Aid	1
Misty Yeager	Teacher	1
Nikole Reed	Teacher	1
Pamela Grisham	Teacher	1
Pamela McDonald	Social Worker	1
Patty Weaver	Teacher	1
Theresa Quartz	Teacher	1
Vicky Moye	Teacher	1

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amber Lakey	Teacher	RTI	1
Haley Lamb	Teacher	RTI	1
Libby Farabee	Teacher	RTI	1
Lori Digulio	Teacher	RTI	1

District Funding Summary

Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$15,000.00
1	1	9			\$5,000.00
Sub-Total					\$20,000.00
General Campus Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	7			\$6,000.00
Sub-Total					\$6,000.00
IDEA - Spec Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$20,000.00
Sub-Total					\$20,000.00
Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	2	7			\$384,000.00
Sub-Total					\$384,000.00
Personnel Budget					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	23			\$1,000.00
5	1	2			\$7,000.00
5	1	3			\$6,000.00
5	1	5			\$250.00
5	2	3			\$3,000.00
5	2	4			\$200,000.00
5	2	5			\$185,000.00
5	2	6			\$24,000.00
Sub-Total					\$426,250.00

Technology Budget					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	14			\$20,000.00
4	1	21			\$12,000.00
6	1	9			\$4,300.00
Sub-Total					\$36,300.00
Fall Fest Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	23			\$1,000.00
Sub-Total					\$1,000.00
Communications Budget					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	5			\$9,500.00
Sub-Total					\$9,500.00
District					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
7	1	2	Bond 2020		\$0.00
Sub-Total					\$0.00
CTE Budget					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	4			\$55,000.00
Sub-Total					\$55,000.00
Advanced Academics Budget					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	20			\$20,000.00
2	1	2			\$20,000.00
Sub-Total					\$40,000.00
Title II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$78,260.00
1	1	12			\$20,000.00
Sub-Total					\$98,260.00

Local Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$55,000.00
1	1	5			\$10,000.00
1	3	1			\$31,200.00
Sub-Total					\$96,200.00
Title IV					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	3			\$16,000.00
Sub-Total					\$16,000.00
Technology Software Budget					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	4	Skyward, ParentSquare, Finalsite		\$184,924.00
3	1	8			\$21,200.00
4	1	22			\$23,750.00
4	2	5			\$5,100.00
Sub-Total					\$234,974.00
Capital Projects					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	1	7	Network Upgrades, Firewall		\$196,706.00
7	1	1	every 5 years		\$60,000.00
Sub-Total					\$256,706.00
Payroll Budget					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	2	1			\$50,000.00
Sub-Total					\$50,000.00
DAEP Local Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	1			\$47,000.00
Sub-Total					\$47,000.00

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the District Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On
Bullying Prevention	Lori May	9/20/2023	Ashlee Boothe	10/5/2023
Child Abuse and Neglect	Lori May	9/20/2023	Ashlee Boothe	10/5/2023
Coordinated Health Program	Lori May	9/20/2023	Ashlee Boothe	10/5/2023
Decision-Making and Planning Policy Evaluation	Barbara Ponder	10/16/2023	Ashlee Boothe	10/5/2023
Disciplinary Alternative Education Program (DAEP)	Mandy Malone	10/16/2023	Ashlee Boothe	10/5/2023
Dropout Prevention	Mandy Malone	10/16/2023	Ashlee Boothe	10/5/2023
Dyslexia Treatment Program	Stephanie Martin	9/20/2023	Ashlee Boothe	10/5/2023
Pregnancy Related Services	Lori May	9/20/2023	Ashlee Boothe	10/5/2023
Post-Secondary Preparedness	Chloe Yowell	10/20/2023	Ashlee Boothe	10/5/2023
Recruiting Teachers and Paraprofessionals	Barbara Ponder	10/16/2023	Ashlee Boothe	10/5/2023
Student Welfare: Crisis Intervention Programs and Training	Lori May	9/20/2023	Ashlee Boothe	10/5/2023
Student Welfare: Discipline/Conflict/Violence Management	Mandy Malone	10/16/2023	Ashlee Boothe	10/5/2023
Texas Behavior Support Initiative (TBSI)	Stephanie Martin	9/20/2023	Ashlee Boothe	10/5/2023
Technology Integration	Kristen Davis	9/20/2023	Ashlee Boothe	10/5/2023
Job Description for Peace Officers, Resource Officers & Security Personnel	Barbara Ponder	10/16/2023	Ashlee Boothe	10/5/2023
HB3 Reading Academy Requirements	Jodie Meredith	10/18/2023	Ashlee Boothe	10/18/2023
Physical Fitness Assessment	Stormy Thibodeaux	10/18/2023	Ashlee Boothe	10/18/2023
CTE Advisory Council	Kari Sager	10/17/2023	Ashlee Boothe	10/18/2023