Brownsboro Independent School District

Brownsboro Elementary School

2024-2025 Campus Improvement Plan



Mission Statement

Brownsboro Elementary is dedicated to developing and preparing lifelong learners and leaders.

Vision

Believe

Encourage

Succeed

Value Statement

We…

Love learning

Excel in all we do

Achieve goals together

Do what is right

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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

Brownsboro Elementary School has conducted a comprehensive needs assessment that serves as the centerpiece of our planning process and the driving force of the campus improvement plan. While data is gathered and analyzed throughout the year, a comprehensive effort is always made at the end of each school year.

This year, administrators and teachers collected data in collaboration with teacher leaders and others. Root causes were identified, written as needs, and reported to the site-based planning team. The team was given time to reflect on the data and ask clarifying questions. When the team felt that all appropriate data had been disaggregated and analyzed, this step of the comprehensive needs assessment was finalized and written into the plan.

24-25 Top Three prioritized needs for the campus include:

1. Increase focus on differentiated instruction in order to raise Meets/Masters levels.
2. Increase teacher capacity on instructional strategies for special population groups, specific to EB and Sped students
3. Continue working to improve support/opportunity for Family/Parent Engagement specific to math instructional strategies

Priority Problem Statements

Problem Statement 2: Increase teacher capacity on instructional strategies for special population groups.

Root Cause 2:

Problem Statement 2 Areas: Student Achievement - Curriculum, Instruction, and Assessment - Demographics

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Federal Report Card and accountability data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Running Records results
- Observation Survey results

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
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Dyslexia data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Teacher/Student Ratio
- 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

Support Systems and Other Data

- Other additional data

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. Priority 3

Evaluation Data Sources: By May of 2025, 100% of all students in Preschool through 3rd grade will have participated in career and college exploration opportunities.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 1: Promote a higher education culture by having all staff display college information in their classrooms/office (such as posters, banners, brochures, pennants, etc.) **Strategy's Expected Result/Impact:** Campus is seen as clearly promoting higher education. **Staff Responsible for Monitoring:** Principal, counselor **TEA Priorities:** Connect high school to career and college **Funding Sources:** - Local				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2: Provide all students with career exploration of opportunities during Career Week. **Strategy's Expected Result/Impact:** Career exploration schedule created by counselor. Completion of a successful career day. **Staff Responsible for Monitoring:** Counselor **TEA Priorities:** Connect high school to career and college **Funding Sources:** - Local				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3: Provide opportunities for parents to present regarding their careers during the school year. **Strategy's Expected Result/Impact:** Scheduled time for parents to present career to the school. **Staff Responsible for Monitoring:** Counselor **TEA Priorities:** Connect high school to career and college				

 No Progress  Accomplished  Continue/Modify  Discontinue

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 By May 2025, 85% of all student sub-groups will improve reading/ELA student performance as measured by state, district, and classroom assessments in comparison to 2024 data. Priority 2

High Priority

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

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 1: Guided reading will be consistent in all classrooms K-3 using leveled books that correlate with the students' instructional reading level. **Strategy's Expected Result/Impact:** Students will move through the appropriate grade level readers to show success. Summative and formative data reviewed every nine weeks. **Staff Responsible for Monitoring:** Administrators, Teachers, Literacy Consultant **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments **Funding Sources:** - Local				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2: Teachers will administer and analyze running records during Guided Reading instruction. **Strategy's Expected Result/Impact:** Student's reading levels will continue to increase. We will meet our campus goal all students will show significant growth in reading/reading levels by May 2023 **Staff Responsible for Monitoring:** Teachers, Administrators, Literacy Consultant **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3: iPads, Chromebooks, and Apple TVs will be used to engage students in ELA activities to improve reading performance. **Strategy's Expected Result/Impact:** Students will show improvement and understanding in all academic areas. Assessment grades will increase each nine weeks with the use of engaging technology lessons. **Staff Responsible for Monitoring:** Teachers, Administrators, Technology Assistant **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction **- Targeted Support Strategy**				

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4: One on one small group instruction with Reading intervention teachers and aides **Strategy's Expected Result/Impact:** running records and progress monitoring **Staff Responsible for Monitoring:** Principals, Intervention teachers and HQ Intervention Aides **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math				

Strategy 5 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 5: Teachers will collaborate with their team and the district instructional coach during select PLCs to review, learn, and confirm literacy implementation and successful instructional reading and writing strategies. **Strategy's Expected Result/Impact:** Improved Academic progress in reading and writing by all students. **Staff Responsible for Monitoring:** Teachers, Administrators, District Instructional officer **Title I:** 2.4, 2.6 **- TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction				

Strategy 6 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 6: District created writing rubrics will be used on each grade level to evaluate student writing, and each grade level will utilize the district curriculum K-3. Writer's workshop and Interactive writing will be ongoing in all classrooms K-3 **Strategy's Expected Result/Impact:** All grade levels will show improvement in writing by May 2023 **Staff Responsible for Monitoring:** Teachers, Administrators **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments				

Strategy 7 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 7: Utilize Fountas and Pinnell Classroom materials K-3 & other reading materials in grade 2 and 3 **Strategy's Expected Result/Impact:** Students will show a marked improvement in reading and comprehension by May 2021. **Staff Responsible for Monitoring:** Teachers, Administrators, Instructional Coach **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments				

Strategy 8 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 8: Use technology applications and instruction in the classroom to improve student achievement in reading for at risk students. **Strategy's Expected Result/Impact:** Technology skills and reading skills will improve by May 2023 **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction				

Strategy 9 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 9: Use Scholastic Benchmark Kits and web based resources to assess students reading levels at the BOY, MOY, and EOY to promote consistency across campus **Strategy's Expected Result/Impact:** Student reading levels and comprehension will increase by May 2023 **Staff Responsible for Monitoring:** Teachers, Administrators, Instructional Coach **Title I:** 2.4, 2.6 **- TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction **- Targeted Support Strategy**				

 No Progress  Accomplished  Continue/Modify  Discontinue

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 By May 2025 85% of all students and student sub-groups will improve math student performance as measured by state, district, and classroom assessments. Priority 2

High Priority

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

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 1: To improve math scores, teachers will use spiraling activities daily to solve real world problems: *Head Start - Ready To Advance Curriculum *Pre-K-1 Daily calendar routine and LoneStar Math Target board, ST Math, Stemscopes *2nd - ThinkUp! & LoneStar Math Target board, ST Math, Stemscopes *2nd-3rd = LoneStar Math Target Board, Education Galaxy, Fast Focus (3rd), XtraMath, and other available resources, ST Math, Stemscopes **Strategy's Expected Result/Impact:** Student formative and summative assessments; PLC data analysis each 9 weeks **Staff Responsible for Monitoring:** Teachers, Administrators **TEA Priorities:** Build a foundation of reading and math -				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2: IPads, Chromebooks, and Apple TVs will be used to engage students in Math activities. **Strategy's Expected Result/Impact:** Students will show improvement and understanding in all academic areas. Assessment grades will increase each nine weeks. **Staff Responsible for Monitoring:** Teachers, Administrators, Campus Technology Specialist **TEA Priorities:** Build a foundation of reading and math -				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3: Small group math stations to address individual needs. **Strategy's Expected Result/Impact:** Student formative and summative assessments; PLC data analysis each 9 weeks **Staff Responsible for Monitoring:** Teachers, Administrators **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction				

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4: Emphasis on, modeling and regular use of academic vocabulary outlined in the Math IFD. **Strategy's Expected Result/Impact:** Student formative and summative assessments; PLC data analysis each 9 weeks **Staff Responsible for Monitoring:** Teachers, Administrators				

Strategy 5 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 5: One on one small group intervention for math with intervention teachers and intervention aides **Strategy's Expected Result/Impact:** Running records and progress monitoring **Staff Responsible for Monitoring:** Principals, Intervention teachers and HQ Intervention Aides				

Strategy 6 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 6: Use technology applications and instruction in the classroom to improve student achievement in math for at risk students. **Strategy's Expected Result/Impact:** Students will engage and utilize with technology throughout the school day. **Staff Responsible for Monitoring:** Teachers, Administrators, Campus Technology Specialist **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction				

No Progress



Accomplished


Continue/Modify


Discontinue

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 By May 2025, 85% of all students and student sub-groups will improve science student performance as measured by district and classroom assessments. Priority 2

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

Strategy 1 Details	Reviews			
Strategy 1: Science journaling at every grade level to provide a deeper understanding of Science concepts.	Formative			Summative
Strategy's Expected Result/Impact: Student formative and summative assessments; PLC data analysis each 9 weeks **Staff Responsible for Monitoring:** Teachers	Nov	Jan	Mar	May

Strategy 2 Details	Reviews			
Strategy 2: Emphasis on academic vocabulary at every grade level. (Vertical team will meet to discuss vocabulary.)	Formative			Summative
	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Journal writing; Student formative and summative assessments; PLC data analysis each 9 weeks **Staff Responsible for Monitoring:** Teachers				

Strategy 3 Details	Reviews			
Strategy 3: Hands on investigations	Formative			Summative
Strategy's Expected Result/Impact: Student formative and summative assessments; PLC data analysis each 9 weeks; Use of Science Lab and materials **Staff Responsible for Monitoring:** Teachers	Nov	Jan	Mar	May

Strategy 4 Details	Reviews			
Strategy 4: Use of engaging technology like Discovery Learning etc.	Formative			Summative
Strategy's Expected Result/Impact: Students will show improvement and understanding in all academic areas. Assessment grades will increase each nine weeks while using engaging technology lessons. **Staff Responsible for Monitoring:** Teachers	Nov	Jan	Mar	May

Strategy 5 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 5: IPads, Chromebooks, and Apple TVs will be used to engage students in Science Activities activities. **Strategy's Expected Result/Impact:** Formative and summative assessments will show knowledge of skills taught **Staff Responsible for Monitoring:** Teachers, Administrators **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction				

 No Progress  Accomplished  Continue/Modify  Discontinue

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 By May 2025, 85% of all student sub-groups will improve Social Studies performance as measured by district and classroom assessments. Priority 2

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

Strategy 1 Details	Reviews			
	Formative			Summative
Strategy 1: Students will learn the 7 Habits of Happy Kids and be able to apply these to daily decisions. **Strategy's Expected Result/Impact:** Formal and informal discussions; guidance lessons **Staff Responsible for Monitoring:** Teachers, counselor, administrators	Nov	Jan	Mar	May

Strategy 2 Details	Reviews			
	Formative			Summative
Strategy 2: Use of engaging technology like Discovery Learning etc. **Strategy's Expected Result/Impact:** Ongoing formative and summative assessments; PLC discussions **Staff Responsible for Monitoring:** Teachers	Nov	Jan	Mar	May

Strategy 3 Details	Reviews			
	Formative			Summative
Strategy 3: Make connections from literature shared in the classroom with Social Studies concept development. **Strategy's Expected Result/Impact:** Ongoing formative and summative assessments; PLC discussions **Staff Responsible for Monitoring:** Teachers	Nov	Jan	Mar	May

Strategy 4 Details	Reviews			
	Formative			Summative
Strategy 4: IPads, chromebooks, and Apple TVs will be used to engage students in Social Studies activities. **Strategy's Expected Result/Impact:** Formative and summative assessments will show knowledge of skills taught **Staff Responsible for Monitoring:** Teachers, Administrators, Campus Technology Specialist	Nov	Jan	Mar	May

 No Progress  Accomplished  Continue/Modify  Discontinue

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: 1.76 By May 2025, 100% of students identified as needing support through Limited English Proficient (LEP), At-Risk and Gifted and Talented will be provided with research-based instructional strategies, interventions, programs and services that are designed to accelerate their language acquisition and/or improve their academic achievement Priority 2

High Priority

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

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 1: ESL: Provide ESL content-based instruction that will promote proficiency in Reading, Writing, and comprehension through the use of Imagine Learning. **Strategy's Expected Result/Impact:** ELL student success in the classroom and on CBAs, campus and state assessments. **Staff Responsible for Monitoring:** Administrators, ESL teachers, Counselor				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2: Gifted Talented: Provide enrichment activities and weekly instructional program to enhance the skills of students in the GT program. Students will also participate in a Field Trip that correlates with a unit of study within the GT program. **Staff Responsible for Monitoring:** GT Teachers, Classroom teachers, Administrators, Counselor				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3: At Risk: Provide At-Risk students with opportunities inclusive of an individualized educational plan to increase students' performance on TEKS areas not mastered. **Staff Responsible for Monitoring:** RTI Teachers, Classroom teachers, Administrators, Counselor				

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4: Special Education: Inclusion and Resource models provide individual educational plans of our Special Ed population. Collaboration between general education teachers, special education teachers, and special education support staff is ongoing to ensure student needs are met. **Staff Responsible for Monitoring:** Special Education Staff, Classroom teachers, Administrators, Counselor				

Strategy 5 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 5: 504/Dyslexia Annually re-evaluate students who qualify as 504, establish appropriate accommodations, and offer specialized instructional classes 4 days per week to dyslexia students. Provide specific student information and instructional clarification to teachers. **Staff Responsible for Monitoring:** Dyslexia Teacher, Classroom Teachers, Administrators, Counselor				

Strategy 6 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 6: Collaborate as an RtI team to review MAP data to track student support needs on a regular basis to ensure identification of At-Risk students. Collaboration between classroom teachers and RTI teachers is ongoing to ensure student needs are met.				

No Progress



Accomplished


Continue/Modify


Discontinue

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: By May 2025, 100% of students identified by the Mckinney-Vento form will be provided with campus support

Evaluation Data Sources: Increase performance on classroom, local and state assessments

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 1: Implement strategies to support the enrollment, attendance, and success of homeless children. (ex. backpack food program, supplies, counselor support) **Staff Responsible for Monitoring:** Counselor, Administrators				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2: Provide homeless students with school supplies and extracurricular activity funds (ex. field trip funds, t-shirts, etc.) provided by reserved federal funds. **Staff Responsible for Monitoring:** Counselor, Administrators				

No Progress


Accomplished

Continue/Modify

Discontinue

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.

High Priority

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

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 1: Classroom teachers will be provided with ELAR Training and coaching from an Instructional Specialist 2 times per nine weeks. All teachers will incorporate weekly writing across all areas of curriculum. **Strategy's Expected Result/Impact:** Evidence of writing displayed around campus, Improved CBA and classroom assessment scores, PLC data discussions every 9 weeks. **Staff Responsible for Monitoring:** Teachers, Administrators, Literacy Consultant **TEA Priorities:** Improve low-performing schools -				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2: Kindergarten, 1st Grade, 2nd Grade, and 3rd Grade Teachers will provide intense intervention for all students after data analysis of the first round of CBAs. **Strategy's Expected Result/Impact:** Improvement in all grade level CBA scores, as well as 3rd Grade STAAR scores **Staff Responsible for Monitoring:** Administrators **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools -				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3: Analyze CBA and Mock STAAR results to identify students in need of academic support and interventions. **Staff Responsible for Monitoring:** Teachers, RTI teachers, RTI Aide, Administrators				

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4: Analyze CLI and Brigance results at the end of the year to target students who will need intense academic support and intervention. **Staff Responsible for Monitoring:** Pre-Kindergarten teachers, Head Start Teachers, administrators, RTI teacher and aide. **ESF Levers:** Lever 5: Effective Instruction - **Additional Targeted Support Strategy**				

Strategy 5 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 5: Campus Vertical alignment team will meet 3 times per year to ensure alignment at each grade level in Reading, Writing, and Math. **Staff Responsible for Monitoring:** Classroom teachers, Administrators, RTI teachers and aide. **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				

Strategy 6 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 6: Classroom teachers will meet with sister campus (CES) and feeder campus (BIS) to ensure curriculum alignment. **Staff Responsible for Monitoring:** Administrators and teachers from BES, CES and BIS.				

Strategy 7 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 7: Use of District Instructional Coaches to provide staff development to teachers as well as assist with curriculum strategies to teachers and students. **Staff Responsible for Monitoring:** District Instructional Officer, Administrators				

 No Progress  Accomplished  Continue/Modify  Discontinue

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

Performance Objective 1: 3.1 By May 2025, 100% of students will be provided more than two opportunities to develop character and soft-skills.

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

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 1: Provide students with monthly opportunities to develop positive character traits that correlate with classroom guidance lessons. These lessons focus on the 7 habits (defined in "The Leader in Me"). Small group counseling will also be provided by school counselor. **Strategy's Expected Result/Impact:** Counselor will schedule guidance lessons monthly with teachers. Discipline referrals will decrease and students and positive office referrals will increase. **Staff Responsible for Monitoring:** Counselor, Administrators, Teachers				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2: Positive office referrals will correlate with the 7 Habits and will be given to students showing leadership during the school day. **Strategy's Expected Result/Impact:** Students will begin to show leadership skills and have a clear understanding of the 7 Habits. **Staff Responsible for Monitoring:** Teachers, Administrators, Counselor				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3: BES Big Bear Bash will be held each 9 weeks to recognize academics, attendance and leadership skills for students. **Strategy's Expected Result/Impact:** More students will be awarded in the areas of academics, leadership and attendance each 9 weeks. **Staff Responsible for Monitoring:** Teachers, Administrators, Counselor				

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4: 2nd-3rd grade students will be given the opportunity to apply for Leadership Opportunities on campus. K-3 students will be interviewed for the Student Campus Leadership team. **Strategy's Expected Result/Impact:** Students will display ownership of their campus and will become leaders on campus and in the community. **Staff Responsible for Monitoring:** Teachers, counselor, Administrators				

Strategy 5 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 5: Provide weekly opportunities for students to practice their soft skills on campus during Morning Announcement and Pledges. **Staff Responsible for Monitoring:** Teachers, administrators				

No Progress



Accomplished


Continue/Modify


Discontinue

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

Performance Objective 1: 4.1 By October 2024, we will ensure that 100% teaching and paraprofessional staff members are certified to meet ESSA requirements annually. Priority 1

Evaluation Data Sources: Evidence will be documented through certification records

Strategy 1 Details	Reviews			
	Formative			Summative
Strategy 1: Administrators and teacher leaders will attend at least one local job fairs to recruit highly qualified teachers. **Strategy's Expected Result/Impact:** Attendance at Job Fairs, Applicants interviewed and hired **Staff Responsible for Monitoring:** Campus and District Administrators **Funding Sources:** - Local	Nov	Jan	Mar	May

Strategy 2 Details	Reviews			
	Formative			Summative
Strategy 2: BISD will continue to implement the long-range employee compensation plan as prescribed by TASB **Strategy's Expected Result/Impact:** Board Approved Plan **Staff Responsible for Monitoring:** Superintendent, Director of Finance, Director of Human Resources.	Nov	Jan	Mar	May

Strategy 3 Details	Reviews			
	Formative			Summative
Strategy 3: BISD will provide training for campus administrators to ensure compliance with the "Highly Qualified" requirements. **Strategy's Expected Result/Impact:** Teachers will be "Highly Qualified". **Staff Responsible for Monitoring:** Director of Federal Programs, Director of Human Resources	Nov	Jan	Mar	May

Strategy 4 Details	Reviews			
	Formative			Summative
Strategy 4: Utilize the Campus Climate Committee to ensure that all employees feel welcome and a part of the school through a variety of activities throughout the school year. **Strategy's Expected Result/Impact:** Documented campus activities; campus participation in events. **Staff Responsible for Monitoring:** Administrators, Campus Climate Committee	Nov	Jan	Mar	May

Strategy 5 Details	Reviews			
	Formative			Summative
Strategy 5: Utilize the District Mentor Program for new teachers and teachers new to the district to provide support. **Strategy's Expected Result/Impact:** Teacher retention **Staff Responsible for Monitoring:** Principal, Mentor Teachers, New teachers, District Curriculum Director	Nov	Jan	Mar	May

Strategy 6 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 6: Strategically place students in classes by considering class size and student populations to promote student success. **Strategy's Expected Result/Impact:** Increased student success. **Staff Responsible for Monitoring:** Counselor and Administrators				

 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 safe and maintained

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

Strategy 1 Details	Reviews			
Strategy 1: The CEIC will ensure that an annual review of building and campus safety is conducted.	Formative			Summative
Strategy's Expected Result/Impact: Complete Safety Review	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Principal, Director of Maintenance and Operations				

Strategy 2 Details	Reviews			
Strategy 2: BISD will maintain all district facilities.	Formative			Summative
Strategy's Expected Result/Impact: Schedule of Inspections, completed reports	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Director of Maintenance and Operations				

Strategy 3 Details	Reviews			
Strategy 3: BISD will develop a long-range facilities plan.	Formative			Summative
Strategy's Expected Result/Impact: Board Approved Plan	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Director of Maintenance and Operations; Superintendent				

Strategy 4 Details	Reviews			
Strategy 4: Utilize updated safety protocols and use our safety equipment (New Key card Security System, Cameras, Updated Raptor System, Panic Button)	Formative			Summative
Strategy's Expected Result/Impact: Student and staff safety	Nov	Jan	Mar	May
Staff Responsible for Monitoring: District Resource Officer, Superintendent, Administrators				

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 2: 5.2 Implement programs that enhance student safety and student relationships

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

Strategy 1 Details	Reviews			
Strategy 1: The 7 Habits will be displayed on campus and will be directly taught to instill leadership qualities among all students and staff **Strategy's Expected Result/Impact:** Culture and climate of the school atmosphere is positively impacted. **Staff Responsible for Monitoring:** Administrators, Counselor, Teachers	Formative			Summative
	Nov	Jan	Mar	May

Strategy 2 Details	Reviews			
Strategy 2: PBIS Committee will meet throughout the year to promote and discuss Positive Behavior Intervention and Support for BES students. **Strategy's Expected Result/Impact:** Decrease in discipline referrals **Staff Responsible for Monitoring:** Administrators, Counselor, PBIS Committee	Formative			Summative
	Nov	Jan	Mar	May

Strategy 3 Details	Reviews			
Strategy 3: Red Ribbon Week is a district endorsed program to ensure schools are safe and drug free. **Strategy's Expected Result/Impact:** Students will participate in Red Ribbon Week activities; Drug-free school **Staff Responsible for Monitoring:** Counselor	Formative			Summative
	Nov	Jan	Mar	May

Strategy 4 Details	Reviews			
Strategy 4: All campuses will conduct campus safety drills to include fire, lockdown, tornado, shelter-in-place, reverse evacuation. **Strategy's Expected Result/Impact:** Documentation of emergency drills **Staff Responsible for Monitoring:** Assistant Principal, Principal	Formative			Summative
	Nov	Jan	Mar	May

Strategy 5 Details	Reviews			
Strategy 5: Behavior RTI is a district-endorsed strategy to address response to intervention for behavior. **Strategy's Expected Result/Impact:** Decrease in discipline referrals; Documentation of Behavior RTI meetings **Staff Responsible for Monitoring:** Administrators, Counselor, Teachers	Formative			Summative
	Nov	Jan	Mar	May

Strategy 6 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 6: Counselor will implement District/Campus Counseling Plan to deliver developmentally appropriate services for students through classroom guidance lessons, individual & small group counseling, consultation, individual planning and crisis management. **Strategy's Expected Result/Impact:** Annual attendance rate of 95% by end of 20-21, campus discipline referrals will decrease by 10%, counselor/AP collaboration to establish protocols for students repeatedly being referred, students will be able to identify 2 self-regulation strategies, students will be able to explain 3 out of The 7 Habits of Happy Kids. **Staff Responsible for Monitoring:** Counselor, Principal **ESF Levers:** Lever 3: Positive School Culture				

Strategy 7 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 7: Implement Behavior Intervention Plans with positive supports for General and Special Education students. **Strategy's Expected Result/Impact:** Documentation of BIP **Staff Responsible for Monitoring:** Diagnostician, Teachers, Administrators, Counselor				

Strategy 8 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 8: Positive Incentives will be provided for students when they are unable to be successful with the classroom management plan. (sticker charts, earned rewards, check in/check out) **Strategy's Expected Result/Impact:** Behavior Improvement for students. **Staff Responsible for Monitoring:** Counselor, Teachers, Administrators				

Strategy 9 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 9: Help Center Safety Program for students PreK-3 **Strategy's Expected Result/Impact:** Students have a clear understanding of safe touch, unsafe touch, and confusing touch. **Staff Responsible for Monitoring:** Counselor, Administrators				

No Progress



Accomplished


Continue/Modify


Discontinue

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 By May 2025, we will have provided multiple 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			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 1: The district will administer the campus Parent Involvement Survey and the CEIC will adjust strategies aimed at improving survey response and overall parent involvement **Strategy's Expected Result/Impact:** Increase in Parent Survey **Staff Responsible for Monitoring:** Principal, Federal Program Director **ESF Levers:** Lever 3: Positive School Culture				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2: Teachers will hold at least 2 conferences per year (1 in the Fall; 1 in the Spring) with parents to discuss student success and areas of concern. **Strategy's Expected Result/Impact:** Parents will attend conferences; Teacher contact logs **Staff Responsible for Monitoring:** Administrators, Teachers **Title I:** 4.1, 4.2				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3: Campus webpage and individual teacher webpages will be updated to include teacher schedules, upcoming activities, and pictures of events and activities. **Strategy's Expected Result/Impact:** Campus and Teacher Webpages updated regularly **Staff Responsible for Monitoring:** Principal, Teachers, Webmaster				

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4: Parent Teacher Organization will hold monthly meetings on campus and will encourage membership among all stakeholders. **Strategy's Expected Result/Impact:** PTO memberships; Sign in sheets **Staff Responsible for Monitoring:** Principal				

Strategy 5 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 5: Big Bear Bash (Award Ceremony) will be held every 9 weeks to promote academics, good behavior, and leadership. **Strategy's Expected Result/Impact:** Parent attendance at Award Ceremonies **Staff Responsible for Monitoring:** Administrators				

Strategy 6 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 6: Students in Kindergarten-3rd Grade will be involved in a grade level program during the school year. **Strategy's Expected Result/Impact:** Student involvement in programs, Parent attendance at programs **Staff Responsible for Monitoring:** Administrators, Music teacher				

Strategy 7 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 7: Ensure that third graders have the opportunity to tour Brownsboro Intermediate School during a transition activity before entering fourth grade. **Strategy's Expected Result/Impact:** Students will be prepared to transition to Intermediate campus. **Staff Responsible for Monitoring:** Teachers and Administrators from BES and BIS				

Strategy 8 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 8: Utilize the Parent Square Platform to communicate important and timely information as well as Campus Social Media (Facebook, Twitter, Instagram) and teacher websites in order to promote campus activities and events. **Strategy's Expected Result/Impact:** Increased awareness of campus-wide activities. **Staff Responsible for Monitoring:** Principal, District Communication offices				

No Progress



Accomplished


Continue/Modify


Discontinue

Goal 7: We will align professional development opportunities with the needs of students.

Performance Objective 1: 7.1 By May 2025, 100% of teachers and staff will participate in professional development activities that will provide opportunities to become more effective and improve student performance. Priority 1

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			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 1: T-TESS teacher goal setting supported by training/support through campus PD. **Strategy's Expected Result/Impact:** T-TESS goal setting conferences; Increased student performance **Staff Responsible for Monitoring:** Administrators				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2: Region 7 training PD sessions that align with teacher goals, subject specific conferences *Virtual trainings may be utilized **Strategy's Expected Result/Impact:** Teachers will attend PD sessions that are directly related to their T-TESS goals, and will attend grade level specific training. **Staff Responsible for Monitoring:** Principal				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3: All classroom ELAR teachers will be provided with ELAR Training. All teachers will incorporate writing across all areas of curriculum. **Strategy's Expected Result/Impact:** Evidence of writing displayed around campus, Improved CBA and classroom assessment scores, PLC data discussions every 9 weeks. **Staff Responsible for Monitoring:** Teachers, Administrators,Literacy Consultant				

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 4: Provide Reading Academy training, writing training, and LoneStar math training to designated teachers P#1 **Strategy's Expected Result/Impact:** Increased student performance in Reading, Writing, and Math on classroom assignments and CBAs. **Staff Responsible for Monitoring:** Administrators,				

Strategy 5 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	May
Strategy 5: Use District Instructional Coach to provide staff development to teachers as well as assist with curriculum strategies for teachers and students. P#1 **Strategy's Expected Result/Impact:** Teachers will provide engaging lessons and students will show improvement on assessments. **Staff Responsible for Monitoring:** Administrators, Teachers, Instructional Coach **TEA Priorities:** Recruit, support, retain teachers and principals				

 No Progress  Accomplished  Continue/Modify  Discontinue

State Compensatory

Budget for Brownsboro Elementary School

Total SCE Funds: $0.00
Total FTEs Funded by SCE: 1
Brief Description of SCE Services and/or Programs

Personnel for Brownsboro Elementary School

Name	Position	FTE
Sarah Fears	RTI Teacher	1

Title I Personnel

Name	Position	Program	FTE
Jamey Jackson	Intervention	Title I	1

Plan Notes

The committee met to ensure the best needs were identified for our Top 3 needs.

The committee was in agreement, and found that the data was useful in planning for this upcoming school year.

2024-2025 Campus Site-Based Committee

Committee Role	Name	Position
Classroom Teacher	Jennifer Cotten	Pre Kindergarten Teacher
Non-classroom Professional	Peyton Richardson	Nurse
Classroom Teacher	Caroline Jordan	Kindergarten Teacher
Classroom Teacher	Blake Stewart	Special Education Teacher
Administrator	Sean Little	Assistant Principal
Parent	Whitney Dalton	PTO President
District-level Professional	Michelle Wood	District Instructional Coach
Paraprofessional	Michelle Alexander	PreK Aide
Paraprofessional	Daisy Hernandez	Secretary
Community Representative	Monica Strickland	Head Start Family Service
Classroom Teacher	Jodi Padgett	1st Grade
Classroom Teacher	Dawn Leath	3rd Grade Teacher
Classroom Teacher	Darla Frisby	2nd grade teacher
Non-classroom Professional	Rebecca Garlington	Counselor
Administrator	Kristy Bailey	Principal