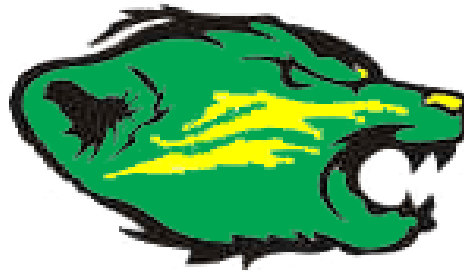


BISHOP CISD

DISTRICT IMPROVEMENT

PLAN

2025-2026



Presented to the board
August 25, 2025

Christina Gutierrez, Superintendent
Dawn Cavanaugh, Board President
Judy Murdoch, Board Vice President
Jeanette Gonzalez, Board Secretary
Rosie Elizondo, Board Member
Rey Longoria, Board Member
Marc Morales, Board Member
Robert Ochoa Jr., Board Member

Finalized August 21, 2025 at 3:45pm

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BISHOP CONSOLIDATED INDEPENDENT SCHOOL DISTRICT VISION STATEMENT

MISSION STATEMENT AND BELIEF STATEMENTS

VISION

Equity and excellence for a changing future

MISSION

Our mission is to empower all to acquire knowledge and develop the skills and work habits to be responsible community members.

BELIEFS

We believe:

- that educating all to be productive in a changing future requires an excellent educational system characterized by quality, equity, and accountability.
- that all members of the educational community possess:
 - strong character
 - self-motivation
 - nurturing traits
 - respect for one-self and others
 - the ability to maintain and/or strengthen relationships
 - the desire and ability to seek opportunities
 - lifelong learning skills
 - the shared philosophy of parents/guardians being our students' first and best teachers.
- in positive, open communication

BISHOP CISD

2025-2026 DISTRICT GOALS

1. Bishop CISD will meet the educational needs of every student by continually addressing instruction and learning so all students can reach their educational potential.

Objective One: By the end of the 2025-2026 school year, core academic subjects that are tested will exceed state standards by 5% as measured by the STAAR assessments.

Objective Two: By the end of the 2025-2026 school year, Bishop CISD will attain at least three distinctions per campus as reflected on the School Report Card.

2. Bishop CISD will attract, retain, develop and evaluate high-quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and district aims.

Objective One: By the end of the 2025-2026 school year, Bishop CISD will retain 95% of teachers designated as “PROFICIENT” by establishing a school climate that grows and supports the instructional efforts of those teachers.

Objective Two: By the end of the 2025-2026 school year, Bishop CISD will cultivate and TIA designate 75% of the eligible teaching staff.

3. Bishop CISD will effectively manage all district resources to maximize the educational resources available for students.

Objective One: By the end of the 2025-2026 school year, the district will end up with a balanced budget as reflected by our end of the year audit.

Objective Two: By the end of the 2025-2026 school year, Bishop CISD will strive to reach a daily attendance of 96% in an effort to increase state revenue.

Objective Three: By the end of the 2025-2026 school year, Bishop CISD will strive to increase teacher daily attendance in an effort to decrease the cost of substitute teachers.

4. Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors.

Objective One: Beginning the 2025-2026 school year, Bishop CISD has adopted a multi-layered school safety and security plan.

Objective Two: Throughout the 2025-2026 school year, Bishop CISD will report 100% of safety and security threats to administration, the school district police department and local law enforcement in town.

Objective Three: Throughout the 2025-2026 school year, Bishop CISD will provide staff trainings to help maintain a positive school culture and minimize discipline referrals, safety and threat concerns.

Objective Four: Throughout the 2025-2026 school year, Bishop CISD will continue to implement a comprehensive school counseling program to include social and emotional support to include character education.

Objective Five: Throughout the 2025-2026 school year, Bishop CISD will implement and enhance security and safety measures to ensure that intruders do not make their way on campuses, classrooms, offices and other district facilities.

**2024-2025 DISTRICT EDUCATIONAL
IMPROVEMENT COUNCIL
(REVISION COMMITTEE)**

Petronila – Ally Dickson and Kassie Rivas

Primary – Megan Cross and Neda Sanchez

Elementary – Cynthia Alvarado and Araceli Salinas

Junior High – Janie Montalvo and Audy Perez

High School – Jonas Quintanilla, Rigo Morales and Mike Medina

ALC – Haskell Buff

At-Large – Joe Garcia, Sheri Hayes, Courtney Mrazek, Desiree Martinez, Emily Salazar and Dr. Jennifer Trice

District Professional – Dr. Eden Hernandez

Community – Flory Rivera

Parents – Barbara Colin and Emily Andrade

Business – Judy Gonzalez

Non Voting – Christina Gutierrez and Manuel Tamez

2025-2026 DISTRICT EDUCATIONAL IMPROVEMENT COUNCIL

Petronila – Ally Dickson and Laura Reyes

Primary – Maggie Nava and Neda Sanchez

Elementary – Cynthia Alvarado and Albert Garcia

Junior High – Janie Montalvo and Jessica Garcia

High School – Kabrina Lawrence, Kenny Saenz and Rosalie Colecio

ALC – Keith Talbert

At-Large – Dr. Claudia Esquivel, Jillian Krause, Sheri Hayes, Andrew Smith,
Mike Davila and Joe Garcia

District Professional – Dr. Eden Hernandez

Community – Lydia Landin

Parents – Marissa Martinez, and Emily Andrade

Business – Judy Gonzalez

Non-Voting – Christina Gutierrez and Manuel Tamez

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #1: Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

PERFORMANCE OBJECTIVE #1: By the end of the 2025-2026 school year, core academic subjects that are tested will exceed state standards by 5% as measured by the STAAR assessments.

FORMATIVE EVALUATION: Review Progress of Campus Plan and Benchmark Testing

SUMMATIVE EVALUATION: Spring 2026 (STAAR/EOY Results); Fall 2026 (Texas Academic Performance Report)

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA RS HQ PD PI T AA TD CI	<p><u>Campuses will implement an annual improvement plan to address district goals and objectives by addressing:</u></p> <ul style="list-style-type: none"> ▶ standardized test scores ▶ special population groups (at-risk, special education, section 504, EB, GT, CTE) ▶ 7-12 grade dropout rate ▶ Plato - 6-12 grade credit recovery program ▶ attendance rate ▶ failure rate/STAAR, STAAR-Alt. 2 and EOC performance ▶ comparable improvement ▶ student involvement in various activities including 3 year olds that live in the school boundaries ▶ remediation/tutoring/enrichment ▶ Discovery Education, Saturday School, Brain Pop, Brain Pop Jr., Accelerated Reader, Amplify, Running Records, Amplify Interventions, Reading A-Z, Google Classroom, Bluebonnet Curriculum ▶ benchmark testing K-EOC ▶ continue use of Really Great Reading phonics program ▶ aides and teachers to support learning loss and promote educational programs including Title 1 school wide ▶ extended day and extended week tutorials in core academic subject 	Principals CEIC Assistant Superintendent Special Programs Curriculum Coordinators CTE Director	District/Campus Budgets State Compensatory Title I Title II Part A Title III EB GT Special Ed. - Federal/State CTE - Federal/State TCLAS	August 2025	May 2026
		<div style="border: 1px solid black; padding: 10px;"> <p>SCHOOLWIDE COMPONENT</p> <p>NA = Needs Assessment RS = Reform Strategies HQ = Highly Qualified Prof./Support Staff PD = Professional Development PI = Parental Involvement T = Transition for Early Childhood Programs AA = Additional Assistance TD = Include Teachers in Decision QQ = Attract High Quality/Qualified Teachers CI = Coord./Integrate Fed., State, & Local</p> </div>			

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #1: Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

PERFORMANCE OBJECTIVE #1: By the end of the 2025-2026 school year, core academic subjects that are tested will exceed state standards by 5% as measured by the STAAR assessments.

FORMATIVE EVALUATION: Review Progress of Campus Plan, Cumulative Data for DMAC, T-TESS and Evaluations for Support Staff

SUMMATIVE EVALUATION: Spring 2026 (STAAR Results); Fall 2026 (Texas Academic Performance Report)

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PI, TD	<ul style="list-style-type: none"> ▶ locally purchase technology equipment <ul style="list-style-type: none"> • Tablets • Laptops • Interactive Panels • Computers on wheels (COW) • Calculators • Headphones 	Administrators	Local, Title I	August 2025	May 2026
HQ, PD, TD	<ul style="list-style-type: none"> ▶ BOY and EOY growth assessments in K-2 ▶ Amplify and Running Records K-2 ▶ parent involvement activities/trainings conducted by school counselor <p><u>Evaluate all programs.</u></p>	Administrators	Title I	August 2025	May 2026
HQ, PD, AA	<ul style="list-style-type: none"> ▶ analysis of achievement gaps (DMAC) ▶ track participation 	Administrators Supervisors	Local	August 2025	May 2026
HQ, PD, QQ	<p><u>Hold all employees accountable through appropriate assessment instruments.</u></p> <ul style="list-style-type: none"> ▶ T-TESS ▶ Administrator evaluation ▶ Support staff evaluations ▶ Campus/Classroom Walkthroughs 	Administrators Curriculum Coordinators	N/A	August 2025	May 2026
NA, RS, PI	Ensure that students have equitable home access via loaned equipment such as hardware devices in order to provide access to digital materials required to meet the student achievement objectives	Technology Directors Principals Assistant Superintendent	Local	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #1: Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

PERFORMANCE OBJECTIVE #1: By the end of the 2025-2026 school year, core academic subjects that are tested will exceed state standards by 5% as measured by the STAAR assessments.

FORMATIVE EVALUATION: Review Progress of Campus Plan and Benchmark Testing

SUMMATIVE EVALUATION: State Assessments: (Amplify K-2) (STAAR 3-8) (EOC)

STRATEGY ACTIVITIES/ACTIONS	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
<p>NA, RS, HQ, PD, PI, AA, TD, CI</p> <p><u>Each campus will include strategies that are directed at improving PK4-12 students' achievement in core subjects. The following will be considered:</u></p> <ul style="list-style-type: none"> ▶ teacher staff development: Amplify and STAAR (Math, RLA, Science and Social Studies) ▶ student reading proficiency ▶ individual student needs ▶ district produced STAAR assessments ▶ curriculum coordinators working with campuses ▶ instructional materials ▶ instructional technology lessons ▶ stipend of \$2,000 to core teachers ▶ EB Literacy Summer Camp ▶ Accelerated Small Group Instruction ▶ Extended Week Instruction ▶ Amplify Interventions 	<p>DEIC Principals CEIC Assistant Superintendent Curriculum Coordinators Technology</p>	<p>Local Title 1 Title II District/Campus Budgets State Compensatory EB Special Ed.</p>	<p>August 2025</p>	<p>May 2026</p>

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #1: Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

PERFORMANCE OBJECTIVE #2: By the end of the 2025-2026 school year, Bishop CISD will attain at least three distinctions per campus as reflected on the School Report Card.

FORMATIVE EVALUATION: Benchmark Tests

SUMMATIVE EVALUATION: School Report Card

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, AA, QQ, CI	<p>Bishop CISD and all campuses will maintain a "A" letter grade accountability rating by reaching the target score on the following indexes: Student Achievement, Student Progress, Closing Performance Gaps and Postsecondary Readiness</p>	Principals Curriculum Coordinators	Campus Budgets State Funds Federal Funds	August 2025	May 2026
NA, AA, QQ, CI	All Bishop CISD campuses will attain at least three (3) distinctions on the 2025 Accountability Rating	Principals Curriculum Coordinators	Campus Budgets State Funds Federal Funds	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #1: Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

PERFORMANCE OBJECTIVE #3: Comply with expectations suggested by the Office of Special Education Programs.

FORMATIVE EVALUATION: Eligibility Criteria, Benchmark Testing, RDA Report, Transcripts, and Daily Grades

SUMMATIVE EVALUATION: State Assessments: (STAAR, STAAR-Alt 2 and TELPAS assessments)

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PD, PI, AA, TD, QQ, CI	<p><u>The district and campus plans will annually address:</u></p> <ul style="list-style-type: none"> ▶ least restrictive environment ▶ related and transition services. ▶ the referral process for evaluations and re-evaluations. ▶ strategies to decrease the number of students labeled as special education ▶ strategies to decrease the number of special education students in ISS, that are suspended or placed in discretionary DAEP 	Campus Principals Special Programs Dept	Special Ed. - Federal/State District/Campus Budgets Title I Title II Part A	August 2025	May 2026
NA, RS, PD, PI, AA, CI	<p><u>Results Driven Accountability (RDA)</u></p> <p>▶ strategies to decrease number of special education students that drop out of school and improve STAAR scores of CTE students</p>	Principals Assistant Superintendent Superintendent Special Programs CTE Director	Local, State, & Federal Funds State Comp	August 2025	May 2026
NA, RS, PD, PI, AA, CI	<p><u>Multi-Tiered System of Supports (MTSS) Tier process</u></p> <p>Hire Instructional Education Paraprofessionals</p>	Counselors Principals Special Programs	Local, State, & Federal State Comp	August 2025	May 2026
		Principals	Local, State & Federal	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #1: Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

PERFORMANCE OBJECTIVE #4: The District shall review, revise and implement the curriculum to align with the Texas Essential Knowledge and Skills.

FORMATIVE EVALUATION: Review Progress of Campus Plans, Lesson Plan Reviews, Benchmark Testing, Progress Reports and Six Weeks Report Cards.

SUMMATIVE EVALUATION: Spring 2026 (STAAR Results); Fall 2026 (Texas Academic Performance Report)

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PD, AA, TD, QQ, CI	<p><u>Each campus will implement a plan to address goals and objectives. The following will be considered:</u></p> <ul style="list-style-type: none"> ▶ STAAR ASSESSMENTS and TELPAS ▶ continuation of TCMPC ▶ revising scope and sequence ▶ revising timelines ▶ updating curriculum documents ▶ alignment of testing program objectives ▶ methods/modalities to address needs of all students including at-risk, special education, section 504, EB, GT ▶ align curriculum PK4-12 	Principals Assistant Superintendent Curriculum Coordinators College Readiness Advisor	District/Campus Budgets State Compensatory Title I Title II Part A Title III EB GT Special Ed. Federal/State CTE - Federal/State	August 2025	May 2026
NA, RS, AA, CI	<p><u>Continue to operate the on-campus DAEP and ensure quality instruction and guidance and counseling from regular education counselors and special education counselor</u></p> <ul style="list-style-type: none"> ▶ Plato 	AEP Principal, Teacher and Aide Assistant Superintendent	District Budget State Comp Title I	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #1: Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

PERFORMANCE OBJECTIVE #5: The District shall continue to improve and increase parental and community involvement.

FORMATIVE EVALUATION: Review Progress of District Plan, Community Six Weeks Report, Meeting Sign-in Sheets and Alert Now Summary Usage

SUMMATIVE EVALUATION: Cumulative Report

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PI, AA, TD	<p><u>Communicate the academic performance of students to parents and community.</u></p> <ul style="list-style-type: none"> ▶ TAPR public hearing ▶ website/Gradebook ▶ marquee ▶ newspaper/newsletters ▶ Bishop CISD "App"/Blackboard Comm ▶ Email 	Assistant Superintendent Principals Curriculum Coordinators Webmasters Counselors	District Budget Title 1	Fall 2025	May 2026
NA, RS, PI, TD, CI	<p><u>Develop mutually beneficial partnerships between the district and community entities.</u></p> <ul style="list-style-type: none"> ▶ First United Methodist Church has offered their facilities as needed ▶ Attend public meetings conducted by elected officials ▶ Local law enforcement agencies 	Superintendent	Title 1 District Budget	August 2025	May 2026
NA, RS, HQ, PD, PI, T, AA, TD, QQ, CI	<p><u>Review educational programs that strengthen parenting skills and help parents provide educational assistance to their children. We will provide parent workshops throughout the year.</u></p> <ul style="list-style-type: none"> ▶ STAAR Awareness ▶ CTE Advisory Committee ▶ BCFS HHS Community Services Division 	Counselors Principals Assistant Superintendent CTE Director	Title I CTE	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #1: Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

PERFORMANCE OBJECTIVE #5: The District shall continue to improve and increase parental and community involvement.

FORMATIVE EVALUATION: Review Progress of District Plan, Community Six Weeks Report, Meeting Sign-in Sheets, Surveys, Public Meetings, and Alert Now Summary Usage

SUMMATIVE EVALUATION: Cumulative Report

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PI, T, AA, TD	<p><u>Each campus will implement a plan to address district goals and objectives.</u></p> <p><u>The following will be considered:</u></p> <ul style="list-style-type: none"> ▶ meet the teacher night ▶ volunteer program expansion ▶ progress reports ▶ school-business partnerships ▶ school-higher education partnerships ▶ campus parent-teacher organizations ▶ campus newsletters ▶ school report card ▶ Bishop CISD "App"/Blackboard Comm ▶ Email ▶ Parent Trainings 	Principals CEIC Counselor	Campus Budgets Title I	August 2025	May 2026
NA, RS, HQ, PI, AA, TD	<p><u>Each campus will inform parents of all local, state and federally funded programs available to students regarding:</u></p> <ul style="list-style-type: none"> ▶ access ▶ criteria ▶ evaluation 	Assistant Superintendent Special Programs Dept Principals Counselor	N/A	August 2025	May 2026
PI	<p>Allow parents and community members to attend evening Financial Aid Nights.</p>	CTE Director	CTE Budget	October 2025	July 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #1: Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

PERFORMANCE OBJECTIVE #6: Prepare students for labor market and/or college opportunities

FORMATIVE EVALUATION: Lesson Plans, Entrance Test, Enrollment, Student Profile Sheets, Junior and Senior Talks, Career Day Agendas, College Visit Rosters, Aptitude and Career Test, Master Schedules, Transcripts, Sign in Sheets, Newsletters, Agendas, Minutes, AEIS Report, Audit Results, and List-serv

SUMMATIVE EVALUATION: AEIS/Student Transcripts, Class Sizes and Results of AP Exams

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, PI, T, AA	<p><u>Continue to employ a College Readiness Advisor to be home based at Bishop High School.</u></p>	High School Principal Superintendent	Local	August 2025	May 2026
NA, RS, HQ, PI, T, AA	<p><u>Campus plans will include:</u></p> <ul style="list-style-type: none"> ▶ strategies for providing information about financial aid and higher education admissions ▶ continue to support students with assistance in filling out (FAFSA) ▶ discussing inventory survey results with 7th grade students ▶ informing 9-12 grade students of interest survey results ▶ allowing students to wear college shirts every day of the week ▶ pay for all sophomores to take PSAT 	District/Campus Administrators CEIC DEIC Counselor Webmasters College Readiness Advisor	Campus Budgets State Monies CTE Local Budget	August 2025	May 2026
NA, HQ, PI, CI	<p><u>Continue Pre-Engineering Program "Project Lead the Way."</u></p> <ul style="list-style-type: none"> ▶ Introduction to Engineering Design ▶ Gateway to Technology ▶ Principles of Engineer ▶ Digital Electronics 	Assistant Superintendent Principals, (JH/HS) Counselors, (JH/HS) PLTW Teacher	Funds Local Budget CTE	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

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PERFORMANCE OBJECTIVE #6: Prepare students for labor market and/or college opportunities

FORMATIVE EVALUATION: Lesson Plans, Entrance Test, Enrollment, Student Profile Sheets, Junior and Senior Talks, Career Day Agendas, College Visit Rosters, Aptitude and Career Test, Master Schedules, Transcripts, Sign in Sheets, Newsletters, Agendas, Minutes, AEIS Report, Audit Results, and ListServ

SUMMATIVE EVALUATION: AEIS/Student Transcripts, Class Sizes and Results of AP Exams

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, CI	<p><u>Attaining College Hours in High School</u></p> <ul style="list-style-type: none"> ▶ conduct parent meetings to address student academic performance and college articulation agreements ▶ use Bishop CISD App to inform parents of dual credit courses 	HS Principal HS Counselor College Readiness Advisor	Title I Local Budget	August 2025	May 2026
NA, RS, CI	<p><u>CTE Department will:</u></p> <ul style="list-style-type: none"> ▶ establish a committee to assist with program improvements based on industry standards ▶ evaluate program size, scope, quality and effectiveness in developing knowledge, skills, and competencies necessary for a broad range of career opportunities 	CTE Director HS Principal College Readiness Advisor	Local Budget CTE Funds	August 2025	May 2026
NA, RS, CI	<p><u>Work-ready certifications via CTE offerings:</u></p> <ul style="list-style-type: none"> ▶ earn certifications in CNA, First Aide/CPR, Welding and NCCER (safety for welders), Vet Tech, ServSafe, Educational Aide, Phlebotomy Tech, EKG Tech, Auto Desk Associate, Adobe Cert 	CTE Director HS Principal College Readiness Advisor	CTE Funds	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

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FORMATIVE EVALUATION: Lesson Plans, Entrance Test, Enrollment, Student Profile Sheets, Junior and Senior Talks, Career Day Agendas, College Visit Rosters, Aptitude and Career Test, Master Schedules, Transcripts, Sign in Sheets, Newsletters, Agendas, Minutes, AEIS Report, Audit Results, and ListServ

SUMMATIVE EVALUATION: AEIS/Student Transcripts, Class Sizes and Results of AP Exams

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, CI	<u>Utilize state allocated funds to increase the number of students:</u> ▶ taking TSI/PSAT/SAT/ACT exams ▶ taking AP Exams	HS Principal College Readiness	Local Budget CCMR	August 2025	May 2026
NA, RS, AA, CI,	<u>Incorporate ACT/SAT vocabulary building skills across the curriculum</u>	Teachers	N/A	August 2025	May 2026
NA, RS, PI, AA	<u>Increase enrollment in AP classes and increase the number of students taking AP exams to earn college credit.</u>	Principal College Readiness HS Counselor	Local Budget GT Budget	August 2025	May 2026
NA, PI, CI	<u>Pre AP/AP presentations will be provided to discuss benefits for college entrance and preparation.</u>	Principal College Readiness	N/A	August 2025	May 2026
NA, RS, PI, AA	<u>Maintain listserv containing email address of parents desiring scholarship information.</u>	HS Counselor Technology Dept	N/A	August 2025	May 2026
NA, RS, PI, AA	<u>Ensure that 100% of senior class gets accepted into a college, university and/or technical school.</u>	HS Counselor College Readiness Advisor	N/A	August 2025	May 2026
NA, RS, PI, AA	<u>Increase enrollment in dual credit courses at Del Mar College, Coastal Bend College and Texas A&M Kingsville.</u>	HS Counselor College Readiness BHS Principal	Local CTE	August 2025	May 2026
NA AA	<u>Increase number of college and university campus visits.</u>	HS Counselor College Readiness Advisor			

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #1: Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

PERFORMANCE OBJECTIVE #7: The District will explore available technology to enhance instruction and to increase the effectiveness of organizational management.

FORMATIVE EVALUATION: Sign-in sheets, Teacher feedback, Purchase orders, Created forms templates, digital gradebook, Technology inventory, lesson plans and walk-throughs

SUMMATIVE EVALUATION: Budget expenditures

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
				August 2025	May 2026
NA, RS, HQ, PD, AA, TD, PI, QQ	<p><u>Maintaining and Updating the district website</u></p>	<p>Superintendent Principals Campus Web masters</p>	<p>Technology Budgets</p>	<p>August 2025</p>	<p>May 2026</p>
	<p><u>Utilize district website:</u></p> <ul style="list-style-type: none"> ▶ advertise jobs and attract highly qualified teachers ▶ display district vision, mission, and belief statements ▶ Promote student accomplishments 	<p>Technology Dept Campus Web masters</p>	<p>N/A</p>	<p>August 2025</p>	<p>May 2026</p>
NA, TD, CI	<p><u>Continue to coordinate software district-wide.</u></p>	<p>Principals Technology Dept</p>	<p>Local Budget State Budget Federal Budget</p>	<p>August 2025</p>	<p>May 2026</p>
NA, RS, AA, NA, TD	<p><u>Continue accelerated instruction options (CAI)</u></p>	<p>Technology Dept</p>	<p>Local Budget State Budget Federal Budget</p>	<p>August 2025</p>	<p>May 2026</p>
NA, PI	<p><u>Implement usage of district-wide forms on the network.</u></p>	<p>Teaching Staff Principals</p>	<p>N/A</p>	<p>August 2025</p>	<p>May 2026</p>
	<p><u>Acquire hardware & software necessary to exceed the Technology TEKS district-wide and accommodate online state assessments.</u></p> <ul style="list-style-type: none"> ▶ Licenses for Office Professional on every BCISD machine ▶ increase number of LCDs, Scanners, Servers, Elmos, and Switches ▶ Interactive touchscreen panels ▶ Google Apps for Education ▶ Technology devices ▶ Mobile carts (laptops) 	<p>Technology Dept Principals</p>	<p>Local Budget State Budget Technology Title 1 Instructional Material Funds</p>	<p>August 2025</p>	<p>May 2026</p>
NA, RS, HQ, CI	<p><u>Integrate Technology TEKS into core subject areas</u></p> <ul style="list-style-type: none"> ▶ online resources & activities ▶ curriculum development ▶ Digital Textbook 	<p>Teaching Staff Principals Assistant Superintendent Technology Dept</p>	<p>Local State Budget IMA</p>	<p>August 2025</p>	<p>May 2026</p>

DISTRICT IMPROVEMENT PLAN (2025-2026)

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PERFORMANCE OBJECTIVE #7: The District will exploit available technology to enhance instruction and to increase the effectiveness of organizational management.

FORMATIVE EVALUATION: Sign-in sheets, Teacher feedback, Purchase orders, Created forms templates, Grade Books, Tech inventory, lesson plans and walk-throughs

SUMMATIVE EVALUATION: Budget expenditures

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PD, AA, TD	<u>Effectively implement K-8 TEKS utilizing TEKS Resources and other supplemental resources.</u>	Principals Curriculum Dept.	IMA Title I	August 2025	May 2026
NA, RS, HQ, PD, AA, TD	<u>Utilize the knowledge and skills of district personnel in the area of providing technology staff development.</u>	Technology Dept Curriculum Dept. Principals	Local Budget State Budget	August 2025	May 2026
NA, RS, HQ, PD, AA, TD	<u>Improve infrastructure district-wide:</u> ▶ purchase switches to improve speed, reliability, and increase capacity ▶ replace old equipment	Technology Dept Principals Teaching Staff	Local Budget State Budget E-Rate	August 2025	May 2026
NA, RS, HQ, PD, AA, TD, QQ, CI	<u>Implement district technology plan:</u> ▶ assess campus/district needs ▶ semester committee meetings ▶ teacher survey of needs ▶ Parent surveys	Technology Dept Principal Assistant Superintendent	Title I Local Budget	August 2025	May 2026
NA, RS,					
NA, RS, HQ, PI, TD	<u>Implement a policy allowing students to bring digital devices to school including cell phones that can be used with instruction</u>	Superintendent Assistant Superintendent Technology Dept	Technology Budget	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #2: Bishop CISD will attract, retain, develop and evaluate high-quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and district aims.

PERFORMANCE OBJECTIVE #1: By the end of the 2025-2026 school year, Bishop CISD will retain 95% of teachers designated as exceptional by establishing a school climate that grows and supports the instructional efforts of those teachers.

FORMATIVE EVALUATION: Classroom Walk Throughs, Teacher Meetings

SUMMATIVE EVALUATION: Teacher Contracts and Staffing Paperwork

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, HQ, PD, TD	Limit the number of preps, traveling and extra duties	Campus Principals	N/A	August 2025	May 2026
NA, HQ, PD, TD	Develop a culture of collaborative problem solving	Campus Principals	N/A	August 2025	May 2026
NA, HQ, PD, TD	Establish and maintain a positive personal relationship with staff	Administrators	N/A	August 2025	May 2026
NA, HQ, PD, TD	Recognize the ways in which the teacher is making a difference	Administrators	N/A	August 2025	May 2026
HQ QQ	Offer \$2,000 stipend to core teachers and special education teachers	Business Office	Fund 199	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #2: Bishop CISD will attract, retain, develop and evaluate high-quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and district aims.

PERFORMANCE OBJECTIVE #2: By the end of the 2025-2026 school year, Bishop CISD will cultivate and TIA designate 75% of eligible teachers.

FORMATIVE EVALUATION: Classroom Walkthroughs

SUMMATIVE EVALUATION: T-TESS Forms

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
PD, TD	Facilitate professional integration	Campus Principals Curriculum Coordinators	N/A	August 2025	May 2026
PD, TD	Assign qualified mentors to all level teachers	Campus Principals	N/A	August 2025	May 2026
PD, TD	Rely on mentors to assist in dealing with the culture shock of the first year	Campus Principals Curriculum Coordinators	N/A	August 2025	May 2026
PD, TD	Have teachers obtain student feedback frequently	Campus Principals Teachers	N/A	August 2025	May 2026
HQ	Continue the Teacher Incentive Allotment Cohort D	Asst. Superintendent Curriculum Team Campus Principals	N/A	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #2: Bishop CISD will attract, retain, develop and evaluate high-quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and district aims.

PERFORMANCE OBJECTIVE #3: The District shall ensure that 100% of the teaching staff is in compliance with state and DOI criteria.

FORMATIVE EVALUATION: Registration Forms, Purchase Orders, and Agendas

SUMMATIVE EVALUATION: Annual Highly Qualified Compliance Report

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, HQ, AA, QQ	<p><u>The advertisement of teaching positions via:</u></p> <ul style="list-style-type: none"> ▶ local newspapers ▶ district website ▶ ESC website ▶ District Facebook pages 	<p>Superintendent Assistant Superintendent Principals</p>	<p>Title II, Part A Local Budget</p>	As Needed	
NA, HQ, AA, QQ	<p><u>Years of experience will be considered when hiring new teaching staff to ensure an equal distribution of inexperienced teachers district wide.</u></p>	<p>Superintendent Assistant Superintendent Principals</p>	N/A	As Needed	
NA, HQ, AA, QQ	<p><u>School district highly qualified percentages will be reported annually:</u></p> <ul style="list-style-type: none"> ▶ campus newsletters ▶ district website ▶ administrative report during school board meetings ▶ public meetings 	<p>Superintendent Assistant Superintendent Principals</p>	N/A	August 2025	May 2026
NA, HQ, AA, QQ	<p><u>Retention of highly qualified teachers:</u></p> <ul style="list-style-type: none"> ▶ offering mentors to new hires ▶ providing staff development ▶ continue using Talent Ed online job application system 	<p>Superintendent Assistant Superintendent Principals</p>	<p>Title II, Part A Title I Local Budget IMA</p>	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #3: Bishop CISD will effectively manage all district resources to maximize the educational resources available for students.

PERFORMANCE OBJECTIVE #1: By the end of the 2025-2026 school year, the district will increase the fund balance by a minimum of \$100,000 as reflected by our end of the year audit as a result of working with a lower ADA projection.

FORMATIVE EVALUATION: Attendance reports and average daily attendance counts

SUMMATIVE EVALUATION: Final state revenue based on average daily attendance and perfect attendance recognitions

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
CI	Work within the confines of the current budget	Administrators	N/A	August 2025	May 2026
CI	Comparison shopping for all purchases regardless of size	Administrators	N/A	August 2025	May 2026
CI	Streamline purchases by requiring a second level of approval	Administrators	N/A	August 2025	May 2026
NA	Support the campuses with their efforts to achieve the highest staff daily attendance possible.	Administrators	N/A	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #3: Bishop CISD will effectively manage all district resources to maximize the educational resources available for students.

PERFORMANCE OBJECTIVE #2: By the end of the 2025-2026 school year, Bishop CISD will strive to reach a daily attendance of 96% in an effort to increase state-revenue.

FORMATIVE EVALUATION: Attendance reports and average daily attendance counts

SUMMATIVE EVALUATION: Final state revenue based on average daily attendance and perfect attendance recognitions

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, PI	Continue to support the campuses with their efforts to achieve the highest daily attendance possible.	Superintendent Assist Supt Business Office	N/A	August 2025	May 2026
NA, PI	Inform parents and guardians via emails, text messages, call outs and newsletters about the importance of their children attending school and the impact their attendance has on school finance.	Campus Principals	Title I	August 2025	May 2026
RS PI	Call parents of students who are absent during the first period class to recover students before the ADA period.	Campus Principal	Title I	August 2025	May 2026
NA, PI	Continue to file charges with the local Justice of the Peace on students who do not attend school regularly.	Campus Principals	N/A	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #4: Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

PERFORMANCE OBJECTIVE #1: Beginning the 2025-2026 school year, Bishop CISD has adopted a multi-layered school safety and security plan.

FORMATIVE EVALUATION: Daily interaction with law enforcement agencies on all school campuses

SUMMATIVE EVALUATION: Log in sheets at each campus to show law enforcement agency visits

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, AA, TD, QQ, CI	The creation of a BCISD School Safety and Security Department, hiring 4 level III armed officers/school marshals, appointing guardians on each campus, forming a school district police department and appointing a Director of school safety/chief of police to oversee both departments	Superintendent	State and Local Budgets	August 2025	June 2026
NA, RS, AA, TD, QQ, CI	Develop and enhance rapport between youth, police department/school marshals, school administrators and parents to reduce incidents of school violence and to maintain a safe and secure environment on school grounds	Administrators	N/A	August 2025	June 2026
NA, RS, AA, TD, QQ, CI	Provide breakfast and/or lunch to outside law enforcement agencies during breakfast and lunch times to encourage their visibility on all campuses	Aramark	Aramark	August 2025	June 2026
NA, RS, AA, TD, QQ, CI	Provide office space to Department of Public Safety (DPS) at the junior high to allow them to do their paperwork there and at the same time have law enforcement vehicle parked on school grounds and the officers visible on the campus	JH Principal	N/A	October 2025	June 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #4: Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

PERFORMANCE OBJECTIVE #2: Throughout the 2025-2026 school year, Bishop CISD will report 100% of safety and security threats to administration, **the school district police department** and local law enforcement.

FORMATIVE EVALUATION: Reports from Campus Principals/District Directors

SUMMATIVE EVALUATION: Reports from Campus Principals/District Directors

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, AA,	All district staff will report suspicious activities to their immediate supervisor who will report such activity to central administration and school district/local law enforcement	All Staff	N/A	August 2025	May 2026
NA, RS, AA	Continue to work with the Department of Public Safety (DPS) to ensure they have the most updated school contact, school layout and other pertinent information as needed by them to be able to intervene and assist BCISD when they are in the area	Administration	N/A	August 2025	May 2026
NA, RS, AA	Maintain Raptor Technologies (School Safety Software) and provide training to staff	Administration	Local	August 2025	May 2026
NA, RS	Reorganize the 2023-2026 School Safety and Security Committee to include representatives from: County Emergency Management Local Police Department School Board President School Board Member Superintendent Assistant Superintendent Finance Director Network Technology Director Instructional & Information Technology Director General Education Teacher 2 Parents	Superintendent	Local	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #4: Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

PERFORMANCE OBJECTIVE #2: Throughout the 2025-2026 school year, Bishop CISD will report 100% of safety and security threats to administration and/or law enforcement.

FORMATIVE EVALUATION: Reports from Campus Principals/District Directors

SUMMATIVE EVALUATION: Reports from Campus Principals/District Directors

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS	<p>Revisit the Safe and Supportive School Program Team to serve all five campuses with representatives from:</p> <ul style="list-style-type: none"> Counseling Staff Behavior Management Mental Health & Substance Abuse Teaching Staff SPED Teaching Staff Administration School Safety & Security County Emergency Management Local Law Enforcement 	Superintendent	Local	August 2025	May 2026
NA, PD, TD, CI	<p>The campus behavior coordinators (CBCs) will work closely with the district threat assessment safe and supportive school team assigned to each campus to implement the district's threat assessment policy and procedures to conduct behavioral threat assessments and determine the best course of action to support an individual who made a threat and the victims of the threat</p>	Principals Teachers Aides Counselors	Local	August 2025	May 2026
NA, PD, TD, CI	<p>Provide Evidence-Based Threat Assessment Training through the Texas School Safety Center or the ESC2</p>	Administrators	Local Safety Grant	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #4: Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

PERFORMANCE OBJECTIVE #3: Throughout the 2025-2026 school year, Bishop CISD will provide staff trainings to help maintain a positive school culture and minimize discipline referrals, safety and threat concerns.

FORMATIVE EVALUATION: Discussions, registrations and workshop presentations shared during faculty meetings

SUMMATIVE EVALUATION: Certificates of attendance and sign in sheets/agendas from faculty meetings and actual ESC2 trainings

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, PD, TD,	Active Shooter Training for All Staff by school district Police Department	Administration	N/A	August 2025	December 2025
NA, PD, TD, CI	ESC2 Emergency Operations Plan ESC2 House Bill 1952 Training for Administrators on Student Discipline ESC2 Defusing Aggressive Behaviors: Safe Intervention Strategies	Principals	Local	October 2025	October 2025
NA, PD, NA, PD	Train staff and students on the following topics <ul style="list-style-type: none"> • Cybersecurity • Cyber bullying • Bullying • Suicide Prevention • Digital Citizenship • Bitdefender (antivirus) 	Administrators and Counselors	Local	January 2026	January 2026
NA, PD, TD, CI	Mandated Instructional and Non-Instructional Facilities Safety Drills: <ul style="list-style-type: none"> • Fire Evacuation Drills • Evacuation Drills • Lockdown Drills • Secure Drills • Shelter for Severe Weather Drills • Shelter-in-Place for Hazmat Drills • Hold! In Your Room or Area Drills 	Administrators Teachers	N/A	August 2025	May 2026
NA, RS	Continuously update the Emergency Operations Plan as needed	Superintendent Administrators	N/A	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #4: Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

PERFORMANCE OBJECTIVE #4: Throughout the 2025-2026 school year, Bishop CISD will continue to implement our comprehensive school counseling program to include trauma-informed care.

FORMATIVE EVALUATION: Discussions/presentations shared during faculty meetings

SUMMATIVE EVALUATION: Certificates of attendance and sign in sheets/agendas from faculty meetings and student success reports regarding progress, guidance and safety

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, AA	<p>Provide Guidance Curriculum to all PK4-12 students in a systematic way to ensure student awareness, skill development and application of skills needed in everyday life.</p> <ul style="list-style-type: none"> • Goal Setting • Self-Esteem Development • Communication Skills • Responsible Behavior <p>Assists students in the area of</p>	Principals Assistant Principals Counselors	Local, State, Federal	August 2025	May 2026
NA, RS, AA	<p>Individual Planning such as planning, monitoring and managing personal and career development.</p> <ul style="list-style-type: none"> • Awareness of Educational Opportunities • Acquire Study Skills • Knowledge of Career Opportunities • Positive Work Habits <p>Address concerns in the area of</p>	Principals Assistant Principals Counselors	Local, State, Federal	August 2025	May 2026
NA, RS, AA	<p>Responsive Services for all students to assist with prevention and intervention.</p> <ul style="list-style-type: none"> • School-Related Concerns • Relationship Concerns • Family Issues • Coping With Stress • Suicide Prevention <p>Incorporate System Support to include program, staff and school support activities.</p>	Principals Assistant Principals Counselors CIS Counselor	Local, State, Federal	August 2025	May 2026
NA, RS, AA	<ul style="list-style-type: none"> • Guidance Program Development • Community Outreach • School Improvement Planning • Communities In Schools 	Principals Assistant Principals Counselors CIS Counselor	Local, State, Federal	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #4: Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

PERFORMANCE OBJECTIVE #4: Throughout the 2025-2026 school year, Bishop CISD will continue to implement our comprehensive school counseling program to include trauma-informed care.

FORMATIVE EVALUATION: Discussions/presentations shared during faculty meetings

SUMMATIVE EVALUATION: Certificates of attendance and sign in sheets/agendas from faculty meetings and student success reports regarding progress, guidance and safety

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, PD, TD, CI	Campuses will utilize the School Safety platform for online professional development services in areas of active shooters, crisis response, emergency operations and more.	Principals Counselors Teachers Paraprofessionals	Title IV	August 2025	May 2026
NA, PD, TD, CI	In the area of trauma-informed care, we will address the immediate concerns of all students to assist with prevention and intervention by understanding, recognizing, and responding to the effects of all types of trauma in order to promote a culture of safety, empowerment and healing. <ul style="list-style-type: none"> • Safety - creating spaces where students feel culturally, emotionally, and physically safe as well as an awareness of an individual's discomfort or unease • Feeling of Trustworthiness • Choices • Collaboration • Empowerment 	Principals Counselors Teachers Paraprofessionals	Local State Federal	August 2025	May 2026
	Incorporate Social & Emotional Support for all students <ul style="list-style-type: none"> • Character Strong 	Principals Counselors	Local	August 2025	May 2026
	Child Abuse Hotline Telephone Number Posting in English & Spanish	Principals Counselors		August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #4: Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

PERFORMANCE OBJECTIVE #5: Throughout the 2025-2026 school year, Bishop CISD will implement and enhance security and safety measures to ensure that intruders do not make their way on campuses, classrooms, offices and other district facilities.

FORMATIVE EVALUATION: Campus walk throughs to include exterior and interior door sweeps multiple times daily.

SUMMATIVE EVALUATION: Intruder Detection Audit Reports from the Texas School Safety Center and Audits done by administrators and local law enforcement agencies.

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA RS AA TD QQ CI	<p><u>District Wide Security and Safety Enhancements</u></p> <ul style="list-style-type: none"> ▶ District and Campus Based Active Shooter Trainings ▶ Heightened Door Security and Active Monitoring of all Interior and Exterior Doors ▶ Keypad automatic gates to fenced in areas ▶ Forced-entry resistant film and installation material to exterior doors and windows adjacent to or near exterior doors ▶ Extra Door Lock Mechanisms (Night Lock) ▶ Repair and/or Replace Interior and Exterior Doors to include egress push bars ▶ Install anti-scaling devices to fencing at All Campuses ▶ No Visitors on Campuses Including Deliveries ▶ Two Way Radios on Campuses and Athletic Facilities ▶ Education/Training and Random Active Shooter Drills ▶ Single Point of Entry for Students ▶ Emergency Phone Tree ▶ Install a silent panic alert technology (SPAT) system 	All Staff District Wide	Title IV Local Budget Safety Grants	August 2025	May 2026

DISTRICT IMPROVEMENT PLAN (2025-2026)

DISTRICT GOAL #4: Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

PERFORMANCE OBJECTIVE #5: Throughout the 2025-2026 school year, Bishop CISD will implement and enhance security and safety measures to ensure that intruders do not make their way on campuses, classrooms, offices and other district facilities.

FORMATIVE EVALUATION: Campus walk throughs to include exterior and interior door sweeps multiple times daily.

SUMMATIVE EVALUATION: Intruder Detection Audit Reports from the Texas School Safety Center and Audits done by administrators and local law enforcement agencies.

NA RS AA TD QQ CI	<p><u>District Wide Security and Safety Enhancements Continued....</u></p> <ul style="list-style-type: none"> ▶ Emergency Responder Access by Providing a Secure Exterior Lock Box That Allows for Emergency Responder Access Through Exterior Doors ▶ Emergency Responder Access by Providing Local Law Enforcement Master Keys to All Buildings ▶ Communication Infrastructure in Place to Make Sure That Law Enforcement & Emergency Responder 2-Way Radios Function ▶ Exterior Door Numbering Graphically Represented Alpha-Numerical Characters on Both the Interior & Exterior of Each Exterior Door Location ▶ Install Telephones in Classrooms to be Able to Call 9-1-1 ▶ Purchase ballistic shields and breaching tools for each campus within the district 	All Staff District Wide	Title IV Local Budget Safety Grants	August 2025	May 2026
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