

BELLVILLE

INDEPENDENT SCHOOL DISTRICT

Bellville High School Campus Improvement Plan

2020-2021

BELLVILLE INDEPENDENT SCHOOL DISTRICT

LEADERSHIP

BOARD OF TRUSTEES

Grant Lischka - President
Dusty Yantis - Vice President
Kenneth Stein - Secretary
Jim Batson
Vince Ruffino
Andrew Murrell
Karen Winn

CENTRAL ADMINISTRATION

Nicole Poenitzsch - Superintendent
Dennis Jurek - Assistant Superintendent of Finance & Operations
Natalie Jones - Chief Academic Officer
Tony Hancock - Chief Talent Officer
Grady Rowe - Athletic Director
Michael Coopersmith - Director of Administrative Operations
Matthew Mahlmann - Director of Future Readiness
Megan Pape - Director of Special Education
Brian Reid - Director of Technology
Alyssa Werner - Child Nutrition Director
Tiffany Soto - Transportation Director
Amber Klausmeyer - Accounting Director
JD Higginbotham - Maintenance Director

CAMPUS ADMINISTRATION

Casey Hollomon - Principal, Bellville High School
Daniel Symm - Principal, Bellville Junior High
Marcus McLemore - Principal, O'Bryant Intermediate
Kandis Krueger - Principal, O'Bryant Primary
Tony Hancock - Principal, West End Elementary

BELLVILLE INDEPENDENT SCHOOL DISTRICT

BELLVILLE HIGH SCHOOL ADVISORY COUNCIL

MEMBERS

Casey Hollomon, Principal
Amy Avant, Assistant Principal
James Dristas, Assistant Principal
Mary Rokes, Teacher
Kelly Schumann, Teacher
Randi Anderson, Teacher
Audrau Winkelmann, Librarian
Rebecca Aschenbeck, Counselor
Kortney Estep, Parent
Leslie Marik, Parent

2020 COMPREHENSIVE NEEDS ASSESSMENT

DATA SOURCES

Data and Input was reviewed from various individuals and sources. This data and input was used to determine the needs and priority improvement actions for the 2020-2021 school year. These data and input sources included:

- State assessment results
- State accountability reports
- Stakeholder input surveys
- PEIMS data
- Texas Academic Performance Reports - TAPR
- Insight from Student Panels
- Insight and observation from campus and district leaders

DATA ANALYSIS

| | |
|-------------------|--------------------------|
| Campus Attendance | District Graduation Rate |
| 96.6% | 97.4% |

Enrollment (as of PEIMS Snapshot in late October)

| 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 |
|-----------|-----------|-----------|-----------|-----------|
| 651 | 698 | 711 | 716 | 701 |

Ethnicity and Race (as of PEIMS Snapshot in late October)

| Hispanic/Latino | African American | White | American Indian/Alaskan | Asian | Hawaiian/Pacific Islander | Two or more races |
|-----------------|------------------|--------|-------------------------|-------|---------------------------|-------------------|
| 28.67% | 7.42% | 61.63% | 0.00% | 0.57% | 0.14% | 1.57% |

Special Populations (as of PEIMS Snapshot in late October)

| English Learners | Special Education | Economically Disadvantaged | Dyslexia | Homeless | Foster Care | Gifted and Talented | At Risk | Career and Technical Education |
|------------------|-------------------|----------------------------|----------|----------|-------------|---------------------|---------|--------------------------------|
| 4.85% | 8.70% | 37.80% | 6.42% | 0.29% | 0.00% | 11.55% | 38.23% | 88.87% |

2019 ACCOUNTABILITY HIGHLIGHTS

| | | |
|--|--|---|
| <div>OVERALL CAMPUS RATING</div> <div>B</div> | | |
| <div>STUDENT ACHIEVEMENT</div> <div>B</div> | <div>SCHOOL PROGRESS</div> <div>B</div> | <div>CLOSING THE GAPS</div> <div>C</div> |

2019 ALL TEST, ALL GRADES

| | | |
|--|---|---|
| <div>% APPROACHES GRADE LEVEL</div> <div>80</div> | <div>% MEETS GRADE LEVEL</div> <div>54</div> | <div>% MASTERS GRADE LEVEL</div> <div>16</div> |
| <div>DISTRICT AVERAGE</div> <div>79</div> | <div>DISTRICT AVERAGE</div> <div>49</div> | <div>DISTRICT AVERAGE</div> <div>22</div> |

SCHOOL PROGRESS

(ELA/Reading and Math)

| Prior Year | Did Not Meet Grade Level Current Year | | | Approaches Grade Level Current Year | | | Meets Grade Level Current Year | | | Masters Grade Level |
|---------------------------|--|-----------------------------|--------------------------------|--|-----------------------------|--------------------------------|-----------------------------------|-----------------------------|--------------------------------|-------------------------------|
| | Progress Not Applicable | Did Not Meet Progress | Met or Exceeded Progress | Progress Not Applicable | Did Not Meet Progress | Met or Exceeded Progress | Progress Not Applicable | Did Not Meet Progress | Met or Exceeded Progress | Progress Not Applicable |
| Did Not Meet | - | 29 | 12 | - | 3 | 6 | - | - | 1 | 0 |
| Approaches Grade Level | - | 15 | 0 | - | 30 | 10 | - | - | 20 | 2 |
| Meets Grade Level | 4 | - | - | 24 | - | - | - | 29 | 65 | 29 |
| Masters Grade Level | 0 | - | - | 0 | - | - | 10 | - | - | 9 |

CLOSING THE GAPS

| ✓ - Met Target ✗ - Did Not Meet Target | Met Grade Level Reading (%) | Met Grade Level Math (%) | Met College, Career, & Military Readiness (%) |
|--|-----------------------------|--------------------------|---|
| All Students | 52 ✓ | 43 ✗ | 58 ✓ |
| African American | 21 ✗ | n/a | n/a |
| Hispanic | 43 ✓ | 51 ✓ | 41 ✓ |
| White | 62 ✓ | 46 ✗ | 73 ✓ |
| Two or More Races | n/a | n/a | n/a |
| Economically Disadvantaged | 40 ✓ | 39 ✓ | 40 ✓ |
| English Learners | 23 ✗ | 41 ✓ | n/a |
| Students Receiving Special Education Services | 10 ✗ | 17 ✗ | n/a |
| Students Formerly Receiving Special Education Services | n/a | n/a | n/a |
| Continuously Enrolled | 53 ✓ | 44 ✗ | 58 ✓ |
| Non-Continuously Enrolled | 49 ✓ | 42 ✗ | 56 ✓ |

PROFESSIONAL DEVELOPMENT

The following professional development topics were identified in the needs assessment as a priority for this campus:

- Student behavior management
- English as a Second Language
- Instruction on a block schedule
- Content-specific PD for instructional improvement

SUMMARY OF DATA FINDINGS (IDENTIFIED NEEDS)

Below is a non-inclusive list of needs considered for the 2020-2021 Bellville High School Campus Improvement Plan

- Student attendance improvement
- Effective STAAR remediation plan
- Technology infrastructure improvement
- Algebra I performance improvement
- Find additional ways to include and increase parental and community involvement

2020-2021 IMPROVEMENT PLAN - ACTION ITEMS

1 LEARNING Develop and attain local standards for high levels of integrated learning and performance.

Objective 1.1: Identify the skillsets, knowledge, characteristics, and traits desired for all BHS graduates.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|--|--|-----------------------------|--|--|
| Begin to develop the 9-12 characteristics that should be present in all BHS graduates | CAC team, all staff, parents, district admin | All campus staff | May 2021 | Development of a comprehensive 9-12 BHS Graduate trait profile |
| Expand current student work portfolios that represent all growth areas for students in grades 9-12 | Department Heads, ELA writing portfolios, BISD Admin | Principal, Department Heads | Evidence and maintenance of student work samples for all content areas | Student portfolios maintained by BHS and added to annually |

Objective 1.2: Provide educational opportunities that allow staff and students to discover their strengths and interests and expand their horizons of awareness.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|--|------------------------------|-----------------------|-----------------------------------|---|
| Implement 8-period block scheduling to offer additional interest-based course offerings | BISD admin, Region 6 | Principal, Counselors | May 2021 | Effective implementation and student scheduling, feedback from students and parents |
| Provide and allow for expanded and targeted PD for staff to offer 21st century instruction | CAO, Region 6, College Board | Principal | May 2021 | Higher numbers of staff participate in relevant/specific PD |

Objective 1.3: Create an academic culture that promotes collaboration, ownership, creativity, problem-solving, critical thinking, risk-taking, confidence, and resilience in teachers and students.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|--|-----------------|--------------------|-----------------------------------|---|
| Alignment of department planning periods | Master Schedule | Counselors | Annually while on block schedule | Evidence and frequency of department teaming and planning during the school day |

Objective 1.4: Ensure all learners receive timely and meaningful feedback.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|--|----------------------------------|-------------------------|-----------------------------------|--|
| Successfully implement the new BISD Grading Guidelines with fidelity | BISD Grading Guidelines document | BHS Admin, all teachers | Ongoing | Evidence of implementation and timeliness of grade entering into Gradebook |

2

LEADERSHIP

Foster a connected, collaborative, and strategic approach to continuous improvement for the district.

Objective 2.1: Establish a strategic and collaborative approach to continuous improvement in all areas of campus operations and academics.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|--|---|--------------------|-----------------------------------|--|
| Conduct frequent and ongoing meetings with campus leaders to update on best practices | Monthly meetings | Principal | Monthly for 2020-21 | Record of department head and campus leader meetings |
| Increase opportunities for staff to give input for campus-wide improvement through formal and informal opportunities | Monthly opportunities, Suggestion box, faculty meetings | Principal | Monthly for 2020-21 | Evidence of staff suggestions for improvement and implementation |

Objective 2.2: Ensure BHS facilities are equipped to effectively support campus operations and learning.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|--|-----------------------------|-------------------------------|-----------------------------------|---|
| Communicate all needs immediately to Director of Maintenance or Technology | Online system for reporting | Principal Campus Secretary | Ongoing | Physical plant and technology needs are met effectively |
| Budget allocation changes for equipment needs | Campus budget | Principal | August 2020 | Additional monies allocated to campus physical and infrastructure needs |

Objective 2.3: Maintain superior financial standing and efficient fiscal management.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|---|---------------|------------------------------|-----------------------------------|---|
| Ensure campus budgets are maintained and controlled through budget managers | Campus budget | Principal Budget managers | 20-21 school year | Campus needs are met and planned budget in maintained |

Objective 2.4: Promote connectedness between campus leaders and the work of the campus.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|---|---|--------------------|-----------------------------------|---|
| Report and summarize quarterly the "State of the Campus" with all staff | Updates from all programs and personnel | Principal and APs | Ongoing | Information is communicated and shared with all staff so all are informed and connected to the larger scope of the campus |

3

CULTURE

Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community.

Objective 3.1: Ensure all staff feel valued and appreciated.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|--|---------------|--------------------|-----------------------------------|---------------------------------|
| Continue staff celebrations, socials, and recognitions | Staff surveys | Principal | Ongoing | End of year satisfaction survey |
| Seek and respond to staff input | Staff surveys | Principal | Ongoing | End of year satisfaction survey |

Objective 3.2: Effectively recruit, hire, onboard, train, and retain exceptional individuals to be part of the BHS team.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|---|--------------------------------|--------------------|-----------------------------------|---|
| Hire the right person for each job with a diverse interview committee | Job Fairs Local recruitment | Principal | Spring and Summer 2021 | Additions to the BHS team are "right fits" for the campus |
| Establish a meaningful mentor program for new teachers | CTO | Principal APs | August 2020 | Responses from mentors and mentees in Spring 2021 |

Objective 3.3: Create an organizational structure that effectively supports the learning and work of the campus.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|---|---------------------------|--------------------|-----------------------------------|--|
| Create and implement an efficient, transparent means to respond and support student learning concerns | Staff/Parent Request Form | Principal | August 2020 | Receipt and implementation of suggestions to improve or support learning |

Objective 3.4: Foster a culture of collaboration and learning.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|---|---|-------------------------------|-----------------------------------|--|
| Regular meeting to plan for the needs of the campus | Teacher input District goals and needs | Principal Department Heads | Monthly for 20-21 | Evidence of meetings where teachers worked together to make improvements to the campus |
| Teacher to teacher observation program | Campus staff | Principal APs | Semester peer observations | All instructional staff will complete 2 peer observations |

| Objective 3.5: Ensure all staff feel inspired and supported in pursuit of personal and professional goals and growth. | | | | |
|---|---|--------------------|-----------------------------------|--|
| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
| Empower and encourage staff to take on additional leadership roles on campus and in district | Campus needs BISD Leadership Academy | Principal CTO | Ongoing | Additional staff willing and volunteering to take leadership of programs and ideas on campus |
| Encourage and support professional growth and leadership through PD, in-house and outside of BISD | PD through Region 6 or through BISD and the CAO | Principal CAO | Ongoing | Staff attends and implements PD ideas that are specific to them as individual professionals |

4

COMMUNITY

Cultivate connections in our schools and our community to ensure all feel safe, valued, and engaged in meaningful ways.

Objective 4.1: Engage campus and community stakeholders in meaningful ways.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|---|-----------------------------|---------------------------------|-----------------------------------|--|
| Host ESL nights at BHS | ESL coordinator | ESL coordinator Principal | Quarterly | Evidence and increased attendance at ESL Nights |
| Host and increase participation in CTE Advisory Committee | Region 6 TEA CTE website | AP Principal CTE teachers | Quarterly | Evidence and increased participation and recommendations from the BHS CTE Advisory Committee |

Objective 4.2: Implement “The Bellville Way” as a driving movement for unity and development of individual and collective values and character.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|---|--------------|------------------------|-----------------------------------|---|
| Publicize and support the ideals that make-up “The Bellville Way” | TBW document | All staff | Ongoing | Evidence of implementation, publication, and support of ideals |
| Create and refer to TBW daily and in group settings with students and staff | TBW document | All staff Principal | Ongoing | Improved behavior Increased expectations Improved culture on campus |

Objective 4.3: Positively contribute to our community.

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|--|----------------------------|-----------------------------------|-----------------------------------|---|
| Organize and plan the BISD Day of Service | District needs | SAC Principal | October 2020 | Completion of projects in BISD on the scheduled date |
| Communicate with newspaper, website, and social media positive news from BHS | Website Bellville Times | Principal Directors Coaches | Ongoing | Information shared widely with the community from BHS weekly in some format |

STATE AND FEDERAL REQUIREMENTS

Continuously improve upon district performance on each state assessment and accountability ratings, decrease identified achievement gaps, and ensure exceptional annual progress for each student

| Steps in Action Plan | Resources | Person Responsible | Time Frame & Formative Assessment | Measurement of Success |
|--|---|--|---|--|
| District and All Campuses | | | | |
| Vary instructional methods for addressing the needs of student groups not achieving their full potential | Curriculum Resources PD | Principal | 2020 - 2021 School Year Progress Monitoring | Improved EOY STAAR scores |
| Provide methods for addressing the needs of students for special programs, including: <ul style="list-style-type: none"> • Suicide prevention programs • Conflict resolution programs • Violence prevention programs • Dyslexia treatment programs • Dropout reduction programs | SEL Training | Counselors Campus Admin Teachers | Daily and ongoing throughout 20-21 | Evidence of implementation of these programs Improved student and campus climate |
| Integrate technology in instructional and administrative programs | Technology Dept and Instructional Technologist | Campus Admin Instructional Technologist | Ongoing beginning in August 2020 | Increased use of instructional technology in all classrooms |
| Implement positive behavior interventions and support, including interventions and support that integrate best practices on grief-informed and trauma-informed care | RISE Region 6 | Counselors RISE staff Campus Admin | Ongoing beginning in August 2020 | Positive campus climate and culture Reduced behavior management issues |
| Provide staff development for professional staff | BISD and Region 6 PD manuals | CAO Principal Department Heads | Summer 2020 Ongoing as trainings are announced | Surveys and attendance of PD by all staff |
| Provide career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities | Current career data College and trade school options | CTE Teachers Counselors | Ongoing | BHS course catalog Student/parent feedback |
| Provide accelerated education opportunities for students that are at-risk | Counselors BISD Admin | Counselors | Ongoing | Low drop-out rate At-risk graduation % increases |
| Implement a comprehensive school counseling program | Director of Future Readiness Region 6 | Director of Future Readiness Counselors | Ongoing through 20-21 | Evidence of increased counseling programs & educational outreach |
| Provide information to high school students and parents about the following: <ul style="list-style-type: none"> • Higher education admissions and financial aid opportunities and sources of information • The need for students to make informed curriculum choices to be prepared for success beyond high school | TEA Region 6 BISD Admin | Principal Counselors | Ongoing Each semester offer meetings and opportunities | Evidence of parent and class informational meetings Monthly mass emails to parents and students |
| Provide a program to encourage parental involvement at the campus | Email REMIND Website | Principal Counselors | Ongoing through 20-21 | Increased parental involvement and awareness |