

BISD's Proposed 2019-2020 Targeted Improvements

(To be presented to Board of Trustees for approval in August 2019)

Mission

Brownwood ISD, in cooperation with parents and community, commits to developing self-directed and academically prepared graduates who exhibit strong moral character and productive citizenship for life-long success.

Academic Achievement

- Data driven instruction
- Ongoing QUALITY and RIGOROUS instruction using TRS (TEKS Resource system) Instructional Focus Documents
- Continual implementation of lessons with depth and complexity using TRS Year at a Glance and Instructional Focus Documents as Pk-6th grade will be on a 9 weeks' schedule and 7th-12th grades will be on a 6 weeks' schedule
- Utilize more formative assessments and the data it will provide to drive instruction
- District-wide and campus grade level meetings focused on curriculum and instruction

- New Lead Principals were employed at East, Northwest and Woodland Heights Elementary Campuses and Coggin Intermediate. DeeDee Wright (EES), Allison Northcutt (NES), Jeanette Lancaster (WHES) and Stacy Loftin (CIS)
- New Assistant Principals were employed at Northwest, Woodland Heights and Coggin-Intermediate Schools. Bucky Bates (NES), Kristi Owen (WHES) and Jake Senkirik (CIS)
- TEA will provide elementary teachers with grade level professional development in reading and math academies
- Employ Response to Intervention Specialists – Total of 4.
- Employed additional Dyslexia Specialists – Total of 4.
- Employed a District Dyslexia Administrator
- Universal academic screenings will be used district-wide
- Three days of content area professional development
- Grade-level meetings for PK-3rd each 9-weeks
- Vertical team meetings by content area
- STEM (science, technology, engineering, and math) activities will continue
- Tynker Software (computer programming) will continue for grades 2-12.
- Instructional Focus Document training for all teachers for all grades/subjects
- Employed an Elementary Curriculum Coordinator
- Continue to utilize the Fundamental 5 on all campuses
 - framing the lesson
 - working in the “power zone”
 - recognize and reinforce
 - frequent small group
 - purposeful talk
 - critical writing
- Continue to utilize the K-3 Phonics program (Fountas & Pinnell)
- Continue to utilize the Fountas Guided Reading program

		<ul style="list-style-type: none"> • Reconfigure the Career and Technology courses at the middle school • Employed an additional Band Director • Adding new courses at the high school <ul style="list-style-type: none"> • Cosmetology – Through Ranger College • American Sign Language – As a Foreign Language Credit • Robotics • OnRamps Dual enrollment for College Algebra – Through University of Texas • Partner with 3M and TSTC to begin to implement Manufacturing and Academic Partnership (MAP) Program • Dual Credit and Dual Enrollment will be at no cost to students
Technology	<ul style="list-style-type: none"> • Additional technology in classrooms 	<ul style="list-style-type: none"> • Updated laptop carts will be made available for various grade levels • Add an additional nine Chrome book carts to the Coggin-Intermediate Campus • Elementary classrooms will receive a minimum of one updated desktop • Continue to work towards replacing and updating the teacher's laptops • Add an additional iPads- 15 for the ESL program • Add five iPads to each elementary classroom
Response to Intervention/ Behavior	<ul style="list-style-type: none"> • Focus on behavioral RtI with students with extreme/constant behaviors that interfere with the learning of other students • Strengthen the overall RtI process 	<ul style="list-style-type: none"> • A Mental Health Counselor/Coordinator was employed • Continuous PBIS (positive behavioral Interventions and support) implemented PK-6th grade • Behavior plans were reviewed, updated and implemented for PK-6th • A Behavior Specialist is employed • Facilitate trainings for principals, counselors, teachers and aides to develop research based, proactive discipline measures
Classroom Instruction Time	<ul style="list-style-type: none"> • Improve Attendance rates • Reduce Discipline referral rates 	<ul style="list-style-type: none"> • Work with court system on attendance issues • Work with court system on discipline issues • Campus grading policies updated
Parent Involvement	<ul style="list-style-type: none"> • Increase parent involvement 	<ul style="list-style-type: none"> • Implemented both Teacher and Parent Advisory Groups • Host assemblies for parents and students regarding <ul style="list-style-type: none"> • Course choices • Drug/Alcohol awareness • Academic nights (Reading, Career night, Family game night, GT showcase, Science fairs, ...) • A group will attend the State-wide Parent Engagement Conference

<p>Safety and Security</p>	<ul style="list-style-type: none"> • Increased Safety Measures 	<ul style="list-style-type: none"> • Continue to implemented Crisis Management Plan • Employ two full-time School Resource Officers (SRO) • Employ two part-time School Resource Officers – up from 2018-2019 • Reconfigure Northwest Elementary’s entrance • Installation of additional Security cameras in various areas within district • Continue the Drug testing for secondary extracurricular students • Continue to work with local authorities to practice various emergency drills • Continue to utilize Raptor Identification System district-wide • Reconfigure Northwest Pick-up/Drop-off arrangement – to begin Summer 2020 • Safety Training conducted for staff by Brownwood PD • Added safety fencing to Woodland Heights Pre-K playground • Summer and Back to School Guides
<p>Finance</p>		<ul style="list-style-type: none"> • Tax Rate: proposing to move from 1.2051 to 1.1251 (\$.08) • Transformed compensation plan • Proposed raises of 6-19% for teachers which includes 2% attendance incentive (\$6,000 average increase per teacher) • Proposed raises of 5% for all other staff • Increased benefits for all staff to fully cover HD-1 Employee-only insurance • Lead/Head Teachers will receive a stipend
<p>Other</p>		<ul style="list-style-type: none"> • Added Adaptive playground equipment at WHES • Replaced carpeting in Coggin Auditorium • Replaced carpeting in Woodland Heights Library • Renamed Central Office to Central Support Center • Resealed and striped high school parking lots • Reseal and stripe Woodland Heights parking lot