

BELLVILLE

INDEPENDENT SCHOOL DISTRICT

District 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 ISD ADVISORY COUNCIL

MEMBERS

Nicole Poenitzsch, Superintendent
Candice Garner, Parent (OBP)
Casey Hollomon, Principal (BHS)
Cay Arant, Business Representative (Faith Academy)
Christine Hranicky, Parent (OBI/BJH/BHS)
Dennis Jurek, Assistant Superintendent
Derek Anderson, Parent (OBI)
Jennifer King, Parent (BHS)
Jessica Gordon, Parent (OBP, BJHS)
Kelly Schumann, Teacher (BHS)
Melissa Prowell, Parent (BHS)
Michael Coopersmith, Director of Administrative Operations
Nikki Peck, Teacher/Interventionist (OBP)
Sarah Jordan, Community Member
Sheridan Malota, Teacher (OBP)
Susan Brewer, Teacher/Coordinator (BHS)
Suzanne Lockett, Lead Nurse (OBI/WE)
Terri Lowe, Teacher/Interventionist (OBP)
Tony Hancock, Chief Talent Officer/Principal (WE)

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

District 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
2213	2239	2261	2238	2207

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
30.86%	8.34%	58.04%	0.32%	0.54%	0.05%	1.86%

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
8.84%	12.82%	44.63%	6.30%	1.22%	0.36%	11.42%	44.31%	36.11%

2019 ACCOUNTABILITY HIGHLIGHTS

OVERALL DISTRICT RATING		
B		
STUDENT ACHIEVEMENT	SCHOOL PROGRESS	CLOSING THE GAPS
B	B	B

2019 ALL TEST, ALL GRADES

% APPROACHES GRADE LEVEL	% MEETS GRADE LEVEL	% MASTERS GRADE LEVEL
79	49	22
STATE AVERAGE	STATE AVERAGE	STATE AVERAGE
78	50	24

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	-	126	110	-	3	148	-	-	15	1
Approaches Grade Level	-	103	0	-	151	157	-	-	165	36
Meets Grade Level	13	-	-	116	-	-	-	87	157	123
Masters Grade Level	2	-	-	17	-	-	90	-	-	306

CLOSING THE GAPS

✓ - Met Target ✗ - Did Not Meet Target	Met Grade Level Reading (%)	Met Grade Level Math (%)	Met College, Career, & Military Readiness (%)
All Students	50 ✓	49 ✓	58 ✓
African American	19 ✗	18 ✗	n/a
Hispanic	39 ✓	41 ✓	41 ✓
White	62 ✓	59 ✓	73 ✓
Two or More Races	59 ✓	n/a	n/a
Economically Disadvantaged	37 ✓	36 ✓	40 ✓
English Learners	24 ✗	33 ✗	n/a
Students Receiving Special Education Services	17 ✗	19 ✗	n/a
Students Formerly Receiving Special Education Services	39 ✓	36 ✗	n/a
Continuously Enrolled	51 ✓	48 ✓	58 ✓
Non-Continuously Enrolled	48 ✓	50 ✓	56 ✓

PROFESSIONAL DEVELOPMENT

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

- Inclusion aides need more specific training (practices on how to help students)
- Instructional Strategies that are non-negotiable and hold teachers accountable - Instructional Toolbox; vertical team K-12
- Focus on Instruction - Inconsistency between classrooms
- Behavior Training
- Quality Questioning
- Targeted measures in place year round for students in need

SUMMARY OF DATA FINDINGS (IDENTIFIED NEEDS)

Below is a non-inclusive list of needs considered for the 2020-2021 Bellville ISD District Improvement Plan

- Teachers need help addressing needs of AA, ELs, Special Education Students
- RISE - better communication or change if strategies are not working appropriately (more training)
- Local Appraisal Tool
- Rigor - do not have a definition; need to come up with a definition that is shared

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 BISD graduates.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Develop a vertically aligned and intentional approach to developing the desired traits of a Graduate in all students (PK-12).	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Chief Academic Officer	Evidence of committee meetings to develop draft vertical alignment; Meeting to begin development by October 2020; Development of Portrait by March 2021	Development and publication of BISD Portrait of a Graduate
Develop a Student Portfolio that captures evidence of students' work and progress through their educational journey (PK-12).	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Chief Academic Officer	Evidence of committee meetings to develop draft plan for student portfolios; ELAR Pilot by May 2021	Development and publication of a ELAR pilot plan for BISD Student Portfolios

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
Travel with stakeholder groups to visit high-performing districts providing transformative learning experiences.	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Chief Academic Officer	Develop initial plan for learning trips by September 2020; Invitations sent out to stakeholders	Stakeholder feedback and adjustment of various district and campus plans and processes based on experiences
Create an approach to professional development for staff in BISD that is relevant and cutting-edge.	Staff Surveys and Feedback, Campus and District Leaders	Chief Academic Officer	Publication of updated handbook by April 2021	BISD Professional Learning Handbook
Expand course offerings and academic pathways (PK-5 Enrichment; 6-12 Pathways).	Pathway Committee Meetings, Perkins, Title IV	Chief Academic Officer, Director of Future Readiness, Campus Principals	August 2020 Mid-year Pathway Committees Feedback, Review at mid-year BISD Leadership Team Meeting	Elementary Enrichment Activities, CTE Secondary Enrollment & Program Offerings
Plan and develop out-of-district field trips intentionally aligned to real-world exposure and relevant learning (PK-12).	Field Trip Committee, Campus and District Leaders	Principals, Chief Academic Officer	Evidence of Committee meetings to develop guide for intentional alignment of future field trip offerings; Develop initial plan for intentionally aligned field trips by April 2021	Development and Publication of BISD Plan for Intentionally Aligned Field Trips

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
Conduct vertical/horizontal curriculum development PLCs 2-4 times per year.	TEKS Resource System, Teacher Input, Campus Administrators	Chief Academic Officer, Department Team Leaders/Department Heads	August 2020 Evidence of PLC Meetings and Vertical/Horizontal Curriculum Alignment Plans	Evidence of a plan to drive future curriculum decisions
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
Begin research and design for establishing by August 2023, a grading and reporting system in BISD that provides timely and meaningful feedback to students and parents regarding students' progress toward mastery of identified skills, traits, and characteristics.	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Chief Academic Officer	Evidence of draft plan and stakeholder meetings; Review at mid-year the initial development of a multi-year action plan; Development of Implementation Plan by June 2021	Development and publication of Implementation/Action Plan Evidence of progress that the initial steps of the plan are being implemented

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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 the district's operations and academics.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct ongoing workshops and annual retreats with the Board, District Leaders, Teacher Leaders to train and update on leadership practices, protocols, procedures, goals, and initiatives.	Community Representatives, District Leaders	Superintendent	Schedule of events for the upcoming school year by September 2020	Leadership Survey and Feedback
Collaboratively develop and update innovation plans, improvement plans, district technology plan, real-estate plan, FFE refresh plan, and operating procedures for business and finance practices.	Community Representatives, Campus Leaders, Campus Instructional Staff	Superintendent, Assistant Superintendent, Director of Future Readiness, Director of Technology	Review at mid-year meetings for committees appropriate to each plan; Plans updated by May 2021	Updated plans with evidence of stakeholder collaboration

Create a Local Accountability Plan	TEA Local Accountability System Guide, Community Representatives, Campus & District Leaders, Campus Instructional Staff	Superintendent	Attendance at TEA webinar in May 2021	Development of initial version of the BISD Local Accountability System Plan and steps for future implementation
Objective 2.2: Ensure BISD facilities are equipped to effectively support district operations and learning.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Regularly convene a Capital Improvement Committee representative of BISD stakeholders.	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Superintendent	Schedule of regular meetings by September 2020	BISD stakeholder feedback
Conduct a comprehensive facilities assessment and create a Long-Range Capital Improvement Plan	Community Representatives, Campus & District Leaders, Campus Instructional Staff	Superintendent	Assessment Complete by October 2020; Long-Range Plan in place by May 2021	Board Adoption & Publication of Long-Range Capital Improvement Plan
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
Develop Business Procedures Manual	Director of Accounting, TASBO Best Practices	Assistant Superintendent	Review of Draft by District Leadership Team; Completed Sections in place by May 2020	Business Procedures Manual sections in place
Partner with Architecture Firm to develop preliminary planning to implement Long-Range Capital Improvement Plan	School Board, Superintendent	Assistant Superintendent	Request for Architecture Qualifications; Partner in place by December 2020; Preliminary planning started by May 2021	Partner is in place & evidence of development of preliminary implementation plan
Objective 2.4: Promote connectedness between leaders and the work of the district.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct monthly board-walks at campuses and departments across district.	School Board Members	Superintendent, Department Directors, Campus Principals	Schedule of monthly events by September 2020	School Board Member feedback
Conduct monthly department and campus spotlights at BISD Board Meetings.	Campus and Department Staff	Superintendent, Department Directors, Campus Principals	Schedule of monthly events by September 2020	School Board Member and Community feedback
Engage board members and leaders with multiple stakeholders in decision-making committees	School Board Members, Community Representatives, Campus & District Leaders, Campus Instructional Staff	Superintendent	Decision-making committees invitations by October 2020	Documentation of plans and policies recommended by committees

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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 traditions of beginning of the year supply gift certificates, one-time mid-year stipends, turkey certificates, holiday treats, Christmas luncheons, etc.	School Board Members, District Leaders	Superintendent, Assistant Superintendent	Plan for annual traditions in place by August 2020	Staff Feedback
Seek and respond to input from staff regarding the ways in which they want to be valued (benefits packages, pay, acts of appreciation, etc.).	Staff Surveys, Staff Input	Superintendent, Assistant Superintendent, Chief Talent Officer	Plans in place for 2021-2022 by June 2021	Low Staff Turnover rate

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

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Develop and implement an effective recruitment plan for attracting exceptional individuals.	Onsite and virtual career fairs, Universities, Region ESCs, alt. certification programs	Chief Talent Officer	Recruitment plan in place by August 2020 Larger applicant pools for open positions for 2021-2022 by March 2021	100% of open positions filled

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

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Implement efficient processes to receive, consider, and respond to staffing needs & requests.	Employment Transfer Form, District & Campus Supervisors	Chief Talent Officer	Evidence of documentation use by District Leaders by August 2020	Evidence of fewer mistakes resulting from employees transferring positions

Objective 3.4: Foster a culture of collaboration and learning.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Convene regularly with teacher leaders to develop leadership, vision, and expertise in collaboration and instructional design.	Instructional Resources, Teacher Input, Campus Administrators	Chief Academic Officer	Analysis of currently available instructional resources by August 2020; Mid-year teachers have investigated available tools through PLCs	Teachers have access to available Academic Resources in Team Drive
Plan & design for establishing effective collaborative teaching teams in August 2021.	Region 6, Department Team	Chief Academic Officer, Campus Administrators	Develop a PLC model to implement for 2021-2022 by March 2021	Implementation plan for Department and Grade Level PLCs for 2021-2022.

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
Conduct a leadership development workshop series with Assistant Principals and develop BISD Aspiring Leaders Academy.	Books, Articles, multimedia assets, guest speakers	Chief Talent Officer	Idea shared with staff at Convocation by August 2020	Completion of Aspiring Leaders Cohort 1
Implement a local appraisal and development system to grow all BISD employees through personal goal setting and coaching.	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Chief Talent Officer, Campus Principals	Local Appraisal System developed and shared with staff by August 2020	Increase in employee growth and development goals met as a result of successful coaching

<div> <div>4</div> <div> COMMUNITY Cultivate connections in our schools and our community to ensure all feel safe, valued, and engaged in meaningful ways. </div> </div>				
Objective 4.1: Engage district and community stakeholders in meaningful ways.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Convene community-based Advisory Committees: DAC, SHAC, Technology, Capital Improvement, Pathways, etc.	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Superintendent, Director of Future Readiness, Director of Administrative Operations, Director of Technology	Committee Meetings scheduled and member invitations sent by September 2020	Stakeholder Feedback resulting from engagement during committee meetings
Include district stakeholders (board, students, parents, etc.) on hiring and decision-making committees.	Community Representatives, Campus and District Leaders, Campus Instructional Staff, Student Leaders	Chief Talent Officer	Plan for inclusion of district stakeholders in place by August 2020	Evidence of participation of all district stakeholders on hiring and decision-making committees
Objective 4.2: Establish "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
Establish and articulate the meaning of "The Bellville Way"	Community Representatives, Campus and District Leaders, Campus Instructional Staff, Student Leaders	Chief Talent Officer	Committee Meetings scheduled by October 2020; Publication of "The Bellville Way" by December 2020	Development and Publication of "The Bellville Way"

Objective 4.3: Positively contribute to our community.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Host Fall District Day of Service	Student Advisory Committee	BHS Principal, Superintendent	Plans developed during Student Advisory Committee meetings; Fall District Day of Service scheduled and completed during October 2020	Evidence of participation of student, staff, and community members
Enhance District-Community Communication Tools: Facebook, Newsletter, Bellville Times, BISD Website, etc.	District and Campus Leaders	Superintendent	Efforts to enhance are initiated as of August 2020	Stakeholder Feedback
Engage with community leaders to support joint efforts: church leaders, business leaders, community organizations, EDC, City Council, County Commissioners Court, etc.	Community Representatives, Campus and District Leaders	Superintendent	Community Leaders Luncheons scheduled and member invitations sent by August 2020	Community Leader Feedback

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	Ongoing Professional Development	Chief Academic Officer, Campus Principals	August 2020; Classroom Observations	STAAR Results, Benchmark Results
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 Curriculum, Training & Resources	Counselors, Assistant Principals, Chief Academic Officer, Director of Special Education	August 2020; Evidence of Training, SEL Action Plans	Evidence of implementation of these programs
Integrate technology in instructional and administrative programs	District and Campus Leaders, Campus Instructional Staff	Director of Technology, Technology Instructional Specialist, Chief Academic Officer	August 2020; Technology Committee Meeting agenda	Development and publication of district technology plan
Implement positive behavior interventions and support, including interventions and support that integrate best practices on grief-informed and trauma-informed care	District and Campus Leaders, Campus Instructional Staff, District Students	Behavior Specialist, Chief Academic Officer	August 2020; Staff Development documentation	Completion of Schoolwide Benchmarks of Quality (Revised) Team Member Rating Form
Provide staff development for professional staff	District Staff, Region ESCs, TEA	Chief Academic Officer, Principals	August 2020; publication of BISD Professional Learning Handbook	Staff Development Surveys
Provide career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities	Pathway Committees, Region 6 Specialist	Principals, Director of Future Readiness	August 2020; Pathway Committee Meeting Agendas	BISD Course Catalog
Provide accelerated education opportunities for students that are at-risk	Counselors, Director of Future Readiness	Principals	September 2020; SCE Positions listed in Campus Improvement Plans	SCE Evaluations
Implement a comprehensive school counseling program	Region ESC, TEA	Counselors, Director of Future Readiness	August 2020; District Counselor Meeting Agendas	Evidence of implementation of program

<p>Provide information to elementary, junior high, and high school students and parents about the following:</p> <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 	<p>Region ESC, TEA</p>	<p>Counselors</p>	<p>August 2020; District Counselor Meeting Agendas</p>	<p>Documentation of campus plans to inform students and parents</p>
<p>Provide a program to encourage parental involvement at the campus</p>	<p>Region ESC, TEA</p>	<p>Principals</p>	<p>August 2020; Campus level dates for Parent Engagement Activities</p>	<p>Parent Engagement Activity Sign-In Sheets</p>

State and Federal Resource Allocation

Provide the resources to assist our team to work together to ensure each individual becomes what one has the potential to be.

Title I			
Steps in Action Plan	Activity	Funds Budgeted	FTE
Campus Improvement Plan	Intervention Teachers - OBP & OBI	\$243,038	4.0
Objective 1.2, Action 3	Enrichment Paraprofessionals - OBP & OBI	\$87,719	4.0
Campus Improvement Plan	PK and Kindergarten Paraprofessionals - OBP	\$114,227	5.0
Total Title I		\$444,984	13.0
Title III EL			
Steps in Action Plan	Activity	Funds Budgeted	FTE
Campus Improvement Plan	EL Summer School Paraprofessional	\$2,200	1.0
Campus Improvement Plan	EL Technology Resources	\$6,600	N/A
Campus Improvement Plan	EL Instructional Materials	\$1,404	N/A
Objective 1.2, Action 2	EL Staff Development	\$0	N/A
Total Title III EL		\$10,204	1.0
Title IV			
Steps in Action Plan	Activity	Funds Budgeted	FTE
Objective 1.2, Action 3	JH Exploring Pathway Teachers	\$38,040	0.84
Objective 1.2, Action 3	JH Outdoor Education Teachers	\$51,248	1.0
Objective 1.2, Action 2	Technology Professional Development	\$1,000	N/A
Objective 1.2, Action 2	Safe and Healthy Students Professional Development	\$12,211	N/A
Total Title IV		\$102,499	1.84
Private, Non- Profit Equitable Services			
Steps in Action Plan	Activity	Funds Budgeted	FTE
PNP Consultation Agreements	Title I Equitable Services	\$1,035	N/A
PNP Consultation Agreements	Title IV Equitable Services	\$10,492	N/A
Total PNP		\$11,527	N/A