

Buckholts Independent School District

District Improvement Plan

2022-2023



Mission Statement

Buckholts ISD is dedicated to developing responsible citizens with high moral and ethical standards who are educated in a safe environment designed to maximize their potential for academic, athletic, and vocational opportunities.

Vision

BISD students:

- Will be productive members of society who are fully equipped to continue their preparation for the future
- Are confident and self-driven. They have a positive vision of the future and goals needed to achieve their dreams
- Are well rounded academically, physically, and spiritually
- Are proud of their school and community and value learning as a life-long endeavor
- Are creative problem solvers who choose to think critically
- Value and accept diversity
- Feel safe at school

The BISD learning environment provides:

- An evolving and innovative curriculum that meets the diverse needs of all students, and equips them to be positive and contributing members of society
- A highly qualified, dedicated, and caring staff dedicated to children
- Modern technology and training that maximizes learning for all
- Pro-active and effective communication between staff, students, and their guardians that ensures student success
- The optimal staffing and facilities to meet the needs of all students

BISD and the Buckholts community:

- Work together providing resources necessary to achieve a high caliber education
- Recognize the school as the heart of learning, caring, and support for all community members
- Acknowledge education as a privilege and accept the responsibility for upholding the learning process

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Buckholts ISD is a small rural school district tucked into central Texas. The western boundaries reach to the Milam county line, while the eastern boundaries join up with Cameron ISD. District boundaries encompass over 50 square miles of land. A rich history of agriculture continues to thrive with significant infrastructure in livestock production, poultry production, and crop production. Many families of Buckholts ISD choose to commute into either Cameron, TX or the Temple, TX area for employment opportunities.

BISD enrollment increased for the 2022-2023 school year with a % decrease. BISD has 110 students enrolled in Pre-K through the 12th grade. Buckholts continues to attract students and families with our teacher-student ratio leading to small class sizes and ample opportunity for small group and one-on-one instruction. According to the United States Census Bureau, Buckholts continues to experience a population decline.

The staff of BISD are committed to student achievement. BISD employs over 21 staff members including professional and certificated teaching staff. In 2022-2023, minority staff members made up 10% of the staff population. While teachers were predominantly white (100%).

Buckholts ISD had a certified staff retention rate of 74%.

In 2021, Buckholts ISD had a 100% graduation rate with 100% of graduates meet CCMR requirements, by IBC.

100% of current juniors and seniors are enrolled in at least one advanced course.

Staff Information	----- Campus -----		District	State
	Count/Average	Percent		
Total Staff	20.7	100.0%	100.0%	100.0%
Professional Staff:	14.7	71.3%	51.4%	64.3%
Teachers	13.7	66.4%	44.9%	49.6%
Professional Support	0.0	0.0%	0.0%	10.6%
Campus Administration (School Leadership)	1.0	4.8%	3.3%	3.0%

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Educational Aides:	5.9	28.7%	19.4%	10.6%
Librarians and Counselors (Headcount):				
Full-time Librarians	0.0	n/a	0.0	4,290.0
Part-time Librarians	0.0	n/a	0.0	582.0
Full-time Counselors	0.0	n/a	0.0	13,211.0
Part-time Counselors	0.0	n/a	0.0	1,126.0
Total Minority Staff:				
	6.9	33.6%	39.1%	51.5%
Teachers by Ethnicity:				
African American	1.0	7.3%	7.3%	11.1%
Hispanic	2.0	14.4%	14.4%	28.4%
White	10.7	78.3%	78.3%	56.9%
American Indian	0.0	0.0%	0.0%	0.3%
Asian	0.0	0.0%	0.0%	1.8%
Pacific Islander	0.0	0.0%	0.0%	0.2%
Two or More Races	0.0	0.0%	0.0%	1.2%
Teachers by Sex:				
Males	7.4	54.2%	54.2%	23.8%
Females	6.3	45.8%	45.8%	76.2%
Teachers by Highest Degree Held:				
No Degree	0.0	0.0%	0.0%	1.2%
Bachelors	10.3	74.8%	74.8%	73.0%
Masters	3.5	25.2%	25.2%	25.0%
Doctorate	0.0	0.0%	0.0%	0.7%
Teachers by Years of Experience:				
Beginning Teachers	3.0	21.6%	21.6%	6.7%
1-5 Years Experience	5.4	39.7%	39.7%	27.8%
6-10 Years Experience	3.0	21.7%	21.7%	20.3%
11-20 Years Experience	2.3	17.0%	17.0%	29.1%
21-30 Years Experience	0.0	0.0%	0.0%	13.0%
Over 30 Years Experience	0.0	0.0%	0.0%	3.1%

Demographics Strengths

BISD continues to take pride in the low student to teacher ratio. The low student to teacher ratio allows for individualized instruction and targeted intervention plans with one-on-one instruction. BISD students are provided with the opportunities and supports to make continuous gains in academic achievement.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Some student groups are not meeting projected progress

Student Learning

Student Learning Summary

State Accountability Rating:

	Component Score	Scaled Score	Rating
Overall		83	B
Student Achievement		78	C
STAAR Performance	32	57	
College, Career and Military Readiness	57	87	
Graduation Rate	100	100	
School Progress		86	B
Academic Growth	76	86	B
Relative Performance (Eco Dis: 87.9%)	45	80	B
Closing the Gaps	49	75	C

May 2022 STAAR Mathematics, Grade 3

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	8	11	1269	35%	12.50%	0%	0%	05/01/22
Economic Disadvantage	8	11	1269	35%	12.50%	0%	0%	05/01/22
Hispanic	7	11	1264	34.14%	14.29%	0%	0%	05/01/22
White	1	13	1304	41%	0%	0%	0%	05/01/22
Currently Emergent Bilingual	1	7	1194	22%	0%	0%	0%	05/01/22

May 2022 STAAR Reading, Grade 3

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	8	14	1281	39.63%	25%	0%	0%	05/01/22
Economic Disadvantage	8	14	1281	39.63%	25%	0%	0%	05/01/22
Hispanic	7	14	1286	40.71%	28.57%	0%	0%	05/01/22
White	1	11	1245	32%	0%	0%	0%	05/01/22
Currently Emergent Bilingual	1	23	1432	68%	100%	0%	0%	05/01/22

May 2022 STAAR Mathematics, Grade 4

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	7	11	1366	31.57%	0%	0%	0%	05/01/22
Economic Disadvantage	7	11	1366	31.57%	0%	0%	0%	05/01/22
Hispanic	5	11	1374	33%	0%	0%	0%	05/01/22
White	2	10	1345	28%	0%	0%	0%	05/01/22
Special Ed Indicator	1	12	1391	35%	0%	0%	0%	05/01/22

May 2022 STAAR Reading, Grade 4

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	7	16	1384	45.57%	42.86%	14.29%	0%	05/01/22
Economic Disadvantage	7	16	1384	45.57%	42.86%	14.29%	0%	05/01/22
Hispanic	5	17	1390	46.40%	40%	20%	0%	05/01/22
White	2	16	1369	43.50%	50%	0%	0%	05/01/22
Special Ed Indicator	1	20	1434	56%	100%	0%	0%	05/01/22

May 2022 STAAR Mathematics, Grade 5

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	6	16	1486	44.17%	50%	0%	0%	05/01/22
Economic Disadvantage	5	15	1477	42.40%	40%	0%	0%	05/01/22
Hispanic	2	13	1438	35%	0%	0%	0%	05/01/22
White	4	18	1511	48.75%	75%	0%	0%	05/01/22

May 2022 STAAR Reading, Grade 5

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	6	25	1530	64.83%	100%	16.67%	16.67%	05/01/22
Economic Disadvantage	5	23	1495	60%	100%	0%	0%	05/01/22
Hispanic	2	24	1504	62%	100%	0%	0%	05/01/22
White	4	25	1543	66.25%	100%	25%	25%	05/01/22

May 2022 STAAR Science, Grade 5

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	6	18	3401	49.50%	33.33%	0%	0%	05/01/22
Economic Disadvantage	5	16	3295	44.40%	20%	0%	0%	05/01/22
Hispanic	2	19	3463	52.50%	50%	0%	0%	05/01/22
White	4	17	3369	48%	25%	0%	0%	05/01/22

May 2022 STAAR Mathematics, Grade 6

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	9	19	1616	50%	66.67%	22.22%	22.22%	05/01/22
Economic Disadvantage	7	17	1571	44%	57.14%	14.29%	14.29%	05/01/22
Hispanic	5	18	1593	47.80%	60%	20%	20%	05/01/22
White	4	20	1645	52.75%	75%	25%	25%	05/01/22

May 2022 STAAR Reading, Grade 6

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	9	27	1602	66.78%	66.67%	44.44%	22.22%	05/01/22
Economic Disadvantage	7	25	1583	63.29%	57.14%	42.86%	14.29%	05/01/22
Hispanic	5	26	1594	64.40%	60%	40%	20%	05/01/22
White	4	28	1612	69.75%	75%	50%	25%	05/01/22

May 2022 STAAR Mathematics, Grade 7

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	5	12	1522	30.40%	0%	0%	0%	05/01/22
Economic Disadvantage	4	12	1525	31%	0%	0%	0%	05/01/22
Hispanic	3	12	1526	31.33%	0%	0%	0%	05/01/22
White	2	12	1515	29%	0%	0%	0%	05/01/22
Special Ed Indicator	2	12	1515	29%	0%	0%	0%	05/01/22

May 2022 STAAR Reading, Grade 7

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	5	16	1487	38.60%	0%	0%	0%	05/01/22
Economic Disadvantage	4	16	1487	38.75%	0%	0%	0%	05/01/22
Hispanic	3	15	1470	35.67%	0%	0%	0%	05/01/22
White	2	18	1513	43%	0%	0%	0%	05/01/22
Special Ed Indicator	2	18	1513	43%	0%	0%	0%	05/01/22

May 2022 STAAR Mathematics, Grade 8

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	3	22	1632	53.33%	66.67%	0%	0%	05/01/22
Economic Disadvantage	3	22	1632	53.33%	66.67%	0%	0%	05/01/22
Hispanic	2	21	1616	50%	50%	0%	0%	05/01/22
White	1	25	1665	60%	100%	0%	0%	05/01/22

May 2022 STAAR Reading, Grade 8

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	6	33	1717	74.50%	100%	16.67%	16.67%	05/01/22
Economic Disadvantage	5	33	1721	74.80%	100%	20%	20%	05/01/22
Hispanic	3	31	1679	70.33%	100%	0%	0%	05/01/22

May 2022 STAAR Reading, Grade 8

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
White	3	35	1754	78.67%	100%	33.33%	33.33%	05/01/22

May 2022 STAAR Science, Grade 8

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	6	26	3819	62.17%	66.67%	16.67%	16.67%	05/01/22
Economic Disadvantage	5	26	3825	62.20%	60%	20%	20%	05/01/22
Hispanic	3	24	3655	56.67%	66.67%	0%	0%	05/01/22
White	3	28	3983	67.67%	66.67%	33.33%	33.33%	05/01/22

May 2022 STAAR Social Studies, Grade 8

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	6	19	3387	42%	33.33%	0%	0%	05/01/22
Economic Disadvantage	5	18	3342	40%	20%	0%	0%	05/01/22
Hispanic	3	16	3240	35.33%	33.33%	0%	0%	05/01/22
White	3	21	3535	48.67%	33.33%	0%	0%	05/01/22

Spring 2022 STAAR EOC, English I

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	7	47	4151	69.14%	85.71%	85.71%	14.29%	05/01/22
Economic Disadvantage	6	45	4050	66.17%	83.33%	83.33%	0%	05/01/22
Hispanic	2	48	4144	71%	100%	100%	0%	05/01/22
White	5	46	4154	68.40%	80%	80%	20%	05/01/22

Spring 2022 STAAR EOC, English II

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	7	48	4218	70%	85.71%	57.14%	0%	05/01/22

Spring 2022 STAAR EOC, English II

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Economic Disadvantage	7	48	4218	70%	85.71%	57.14%	0%	05/01/22
Hispanic	3	47	4192	68.67%	66.67%	66.67%	0%	05/01/22
White	4	48	4238	71%	100%	50%	0%	05/01/22
Special Ed Indicator	1	56	4582	82%	100%	100%	0%	05/01/22

Spring 2022 STAAR EOC, Algebra I

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	11	32	3965	59.09%	81.82%	36.36%	18.18%	05/01/22
Economic Disadvantage	9	30	3873	55.78%	77.78%	33.33%	11.11%	05/01/22
Hispanic	3	30	3863	55.33%	100%	0%	0%	05/01/22
White	8	33	4004	60.50%	75%	50%	25%	05/01/22
Special Ed Indicator	1	11	3096	20%	0%	0%	0%	05/01/22

Spring 2022 STAAR EOC, Biology

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	9	21	3631	42.89%	55.56%	0%	0%	05/01/22
Economic Disadvantage	8	21	3596	41.25%	50%	0%	0%	05/01/22
Hispanic	3	23	3709	46.67%	66.67%	0%	0%	05/01/22
White	6	21	3592	41%	50%	0%	0%	05/01/22
Currently Emergent Bilingual	1	15	3350	30%	0%	0%	0%	05/01/22
Special Ed Indicator	2	15	3350	30%	0%	0%	0%	05/01/22

Spring 2022 STAAR EOC, US History

	Total Students	Raw Score	Scale Score	Percent Score	Approaches	Meets	Masters	Date Taken
Buckholts ISD	6	45	4172	66.50%	83.33%	66.67%	33.33%	05/01/22
Economic Disadvantage	6	45	4172	66.50%	83.33%	66.67%	33.33%	05/01/22
Hispanic	5	45	4171	66%	80%	60%	40%	05/01/22
White	1	47	4175	69%	100%	100%	0%	05/01/22
Currently Emergent Bilingual	1	54	4469	79%	100%	100%	100%	05/01/22

Student Learning Strengths

- Students are making progress.
- Teachers maintain flexible groups and continually review data to design learning opportunities.
- Students are using academic vocabulary.
- Students are taking responsibility for their learning.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: No students met standard on Biology EOC. **Root Cause:** Teacher left in November, was not replaced with teacher with Science certification.

Problem Statement 2: High percentage of students below grade level. **Root Cause:** Academic gaps due to COVID are still evident.

District Processes & Programs

District Processes & Programs Summary

District hiring procedures include: posting of positions on the district website, ESC job-boards, University partnerships, on-line application process including a review of certification, campus team interviews including reference/background checks and recommendations, fingerprinting, and submission to the Board of Trustees for approval.

The Flex Monday Schedule allows for professional development 1.5 days per month.

The district leadership team meets weekly.

Bi-Weekly bulletins are sent out weekly to communication events.

The Flex Monday schedule allows for half day accelerated instruction for all students who require AIPs or are performing below grade level.

District Processes & Programs Strengths

Of the staff, 37% hold a Master's Degree.

Teachers plan and collaborate on Flex Mondays.

Sirius Education 3rd-12th

All K-8th grade students take Art.

All students 9th-12th have Chromebooks

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1: Teachers are not able to plan with other teachers for the same grade level or course. **Root Cause:** Due to the size of our district, each teacher is a singleton.

Perceptions

Perceptions Summary

The staff retention rate was 74%.

Organizational strengths include, common vision, commitment to all students, constant expectations.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: High school students do not have tangible post secondary goals. **Root Cause:** Lack of parental involvement in goal setting and educational guidance.

Priority Problem Statements

Goals

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs.

Performance Objective 1: All BISD students will achieve one year's growth in reading and math.

High Priority

Evaluation Data Sources: TPRI, Renaissance, IXL assessment, STAAR, STAAR Alt, & EOC

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs.

Performance Objective 2: All BISD students will graduate with and Industry Based Certification.

Evaluation Data Sources: IBC certifications earned.

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs.

Performance Objective 3: All BISD seniors will submit FAFSA and Apply Texas .

High Priority

Evaluation Data Sources: Apply Texas Counselor Portal

Goal 2: In Buckholts ISD, 100% of core academic courses will be taught by highly qualified teachers and a 100% highly qualified staff will be maintained.

Performance Objective 1: Current staff will become certified in courses they currently teach. Due to teacher shortages, the district utilizes it DOI waiver for some staff.

Evaluation Data Sources: Faculty certificates.

Goal 3: All students in Buckholts ISD will be educated in learning environments that are safe, drug-free, and conducive to learning.

Performance Objective 1: Buckholts ISD will continue to ensure security of declining infrastructures and buildings.

High Priority

Evaluation Data Sources: Campus security checks