

# **Brackett Independent School District**

## **District Improvement Plan**

**2011-2012**

**Accountability Rating: Academically Acceptable**

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

STUDENT INFORMATION	-----District-----		-----State-----	
	Count	Percent	Count	Percent
Total Students:	611	100.0%	4,912,385	100.0%
Students By Grade: Early Childhood Education	0	0.0%	13,652	0.3%
Pre-Kindergarten	19	3.1%	223,243	4.5%
Kindergarten	52	8.5%	373,832	7.6%
Grade 1	38	6.2%	387,655	7.9%
Grade 2	50	8.2%	379,680	7.7%
Grade 3	38	6.2%	375,232	7.6%
Grade 4	37	6.1%	373,915	7.6%
Grade 5	43	7.0%	372,341	7.6%
Grade 6	49	8.0%	361,552	7.4%
Grade 7	47	7.7%	357,262	7.3%
Grade 8	50	8.2%	354,139	7.2%

Grade 9	58 9.5%	390,370 7.9%
Grade 10	44 7.2%	343,450 7.0%
Grade 11	30 4.9%	314,263 6.4%
Grade 12	56 9.2%	291,799 5.9%
Ethnic Distribution: African American	3 0.5%	635,400 12.9%
Hispanic	426 69.7%	2,468,574 50.3%
White	174 28.5%	1,531,757 31.2%
American Indian	0 0.0%	23,457 0.5%
Asian 1	0.2%	168,913 3.4%
Pacific Islander	0 0.0%	6,106 0.1%
Two or More Races	7 1.1%	78,178 1.6%
Economically Disadvantaged	423 69.2%	2,909,554 59.2%
Limited English Proficient (LEP)	34 5.6%	830,795 16.9%
Students w/Disciplinary Placements (2009-10)	4 0.6%	92,810 1.9%
At-Risk	283 46.3%	2,275,179 46.3%
Graduates (Class of 2010):		
Total Graduates	47 100.0%	280,520 100.0%
By Ethnicity (incl. Special Ed.):		
African American	0 0.0%	36,988 13.2%

Hispanic	32 68.1%	119,365 42.6%
White	15 31.9%	108,577 38.7%
American Indian	0 0.0%	1,452 0.5%
Asian	00.0%	9,967 3.6%
Pacific Islander	0 0.0%	363 0.1%
Two or More Races	0 0.0%	3,808 1.4%
By Graduation Type (incl. Special Ed.):		
Minimum H.S. Program	10 21.3%	48,391 17.3%
Recommended H.S. Pgm./DAP	37 78.7%	232,129 82.7%
Special Education Graduates	2 4.3%	25,537 9.1%

|---Non-Special Education Rates---|

|---Special Education Rates----|

District State

District State

Retention Rates By Grade: Kindergarten	7.4% 2.3%	42.9% 10.7%
Grade 1	0.0% 4.7%	11.1% 8.9%
Grade 2	12.8% 2.8%	25.0% 4.1%
Grade 3	6.5% 2.0%	0.0% 1.8%
Grade 4	0.0% 1.1%	0.0% 0.9%
Grade 5	4.3% 1.3%	0.0% 1.3%
Grade 6	0.0% 0.7%	0.0% 1.2%

Grade 7	0.0% 1.0%	0.0% 1.4%
Grade 8	2.2% 1.2%	0.0% 2.1%

|-----District-----| |-----State-----|

CLASS SIZE INFORMATION District      State

Class Size Averages by Grade and Subject:

Elementary: Kindergarten	17.3	19.0
Grade 1	12.7	18.9
Grade 2	15.8	18.8
Grade 3	12.7	18.8
Grade 4	11.7	19.0
Grade 5	13.4	21.4
Grade 6	16.0	20.7
Secondary: English/Language Arts	7.5	17.3
Foreign Languages	10.3	19.0
Mathematics	8.6	17.9
Science	11.5	19.0
Social Studies	8.5	19.6

**Demographics Strengths**

**Demographics Needs**

# Student Achievement

## Student Achievement Summary

District Name: BRACKETT ISD

District #: 136901

2011 Accountability Rating: Recognized

Gold Performance Acknowledgments:

AP/IB Results (2009-10) College-Ready Graduates (Class of 2010) TexasSuccess Initiative (TSI) ELA

TexasSuccess Initiative (TSI) Mathematics      Commended on Writing

Indicator:                      State Reg.20 District Af. Am.    Hisp.    White Indian Asian    Pac.Isl.    2 or More Races SPED ECODIS LEP At-Risk

### TAKS Met 2011 Standard.Grade 3 (English)

Reading	2011	90%	88%	> 99%	*	> 99%	> 99%	*	*	*	*	> 99%	*	> 99%
	2010	92%	91%	97%	*	> 99%	> 99%	*	*	*	*	*	95%	* 94%
Mathematics	2011	88%	85%	92%	*	88%	> 99%	*	*	*	*	*	88%	* 86%
	2010	87%	84%	88%	*	93%	87%	*	*	*	*	*	84%	* 78%
All Tests	2011	83%	80%	92%	*	88%	> 99%	*	*	*	*	*	88%	* 86%
	2010	84%	81%	88%	*	93%	87%	*	*	*	*	*	84%	* 78%

### TAKS Met 2011 Standard



Grade 4 (English)

Reading	2011	86%	84%	94%	*	88%	> 99%	*	*	*	*	> 99%	88%	*	86%
	2010	86%	85%	81%	*	75%	> 99%	*	*	*	*	83%	79%	*	88%
Mathematics	2011	89%	86%	91%	*	88%	93%	*	*	*	*	> 99%	88%	*	71%
	2010	89%	86%	81%	*	75%	> 99%	*	*	*	*	67%	79%	*	75%
Writing	2011	91%	90%	97%	*	93%	> 99%	*	*	*	*	83%	93%	*	86%
	2010	92%	91%	92%	*	89%	> 99%	*	*	*	*	67%	91%	*	75%
All Tests	2011	78%	75%	82%	*	71%	93%	*	*	*	*	83%	71%	*	43%
	2010	78%	75%	68%	*	57%	> 99%	*	*	*	*	50%	64%	*	63%

TAKS Met 2011 Standard

Grade 5 (English) First Administration Only

Reading	2011	87%	87%	69%	*	66%	86%	*	*	*	*	80%	65%	*	56%
	2010	86%	85%	85%	*	81%	> 99%	*	*	*	*	> 99%	79%	*	77%
Mathematics	2011	86%	85%	74%	*	71%	86%	*	*	*	*	40%	73%	*	56%
	2010	86%	85%	91%	*	89%	> 99%	*	*	*	*	> 99%	88%	*	77%
Science	2011	86%	85%	85%	*	82%	> 99%	*	*	*	*	60%	86%	*	72%
	2010	87%	85%	83%	*	84%	78%	*	*	*	*	60%	80%	*	64%
All Tests	2011	76%	75%	62%	*	57%	86%	*	*	*	*	40%	59%	*	44%
	2010	75%	73%	69%	*	66%	78%	*	*	*	*	60%	60%	*	43%

TAKS Met 2011 Standard

Grade 6

Reading	2011	85%	82%	93%	*	92%	> 99%	**	*	*	*	90%	*	86%
	2010	86%	85%	93%	*	88%	> 99%	**	*	*	*	89%	*	86%
Mathematics	2011	83%	79%	> 99%	*	> 99%	> 99%	**	*	*	*	> 99%	*	> 99%
	2010	83%	78%	98%	*	96%	> 99%	**	*	*	*	96%	*	93%
All Tests	2011	76%	72%	93%	*	92%	> 99%	**	*	*	*	90%	*	86%
	2010	76%	73%	93%	*	88%	> 99%	**	*	*	*	89%	*	86%

**Student Achievement Strengths**

**Student Achievement Needs**

## Staff Quality, Recruitment, and Retention

### Staff Quality, Recruitment, and Retention Summary

STAFF INFORMATION	-----District-----	-----State-----
Count Percent	Count Percent	
Total Staff:	109.9 100.0%	659,820.6 100.0%
Professional Staff:	61.7 56.1%	416,978.9 63.2%
Teachers	53.4 48.6%	333,006.8 50.5%
Professional Support	3.0 2.7%	58,575.8 8.9%
Campus Administration (School Leadership)	3.3 3.0%	18,543.4 2.8%
Central Administration	2.0 1.8%	6,852.9 1.0%
Educational Aides:	17.0 15.5%	64,700.8 9.8%
Auxiliary Staff:	31.2 28.4%	178,140.9 27.0%
Total Minority Staff:	45.7 41.6%	289,833.3 43.9%
Teachers by Ethnicity and Sex:		
African American	1.0 1.9%	31,677.1 9.5%
Hispanic	8.0 15.0%	74,998.8 22.5%
White	44.4 83.1%	221,068.7 66.4%
Native American	0.0 0.0%	969.4 0.3%

Asian/Pacific Islander	0.0 0.0%	4,292.8 1.3%
Males	10.7 20.0%	76,550.7 23.0%
Females	42.7 80.0%	256,456.0 77.0%

Teachers by Highest Degree Held:

No Degree	0.0 0.0%	2,696.1 0.8%
Bachelors	43.7 81.9%	257,498.8 77.3%
Masters	9.7 18.1%	70,998.1 21.3%
Doctorate	0.0 0.0%	1,813.8 0.5%

Teachers by Years of Experience:

Beginning Teachers	10.8 20.3%	20,077.3 6.0%
1-5 Years Experience	8.9 16.7%	103,267.4 31.0%
6-10 Years Experience	6.0 11.2%	67,484.2 20.3%
11-20 Years Experience	15.7 29.3%	81,095.2 24.4%
over 20 Years Experience	12.0 22.5%	61,082.7 18.3%

Number of Students per Teacher:                      11.2 n/a                      14.5 n/a

**Staff Quality, Recruitment, and Retention Strengths**

**Staff Quality, Recruitment, and Retention Needs**

# Comprehensive Needs Assessment Data Documentation


The following data were used to verify the comprehensive needs assessment analysis:

# Goals

## Goal 1: Improve student achievement annually.

**Performance Objective 1:** Provide a comprehensive curriculum and instructional program with high standards (PK - 12) which enables all students to improve achievement.






**Summative Evaluation:** Utilize programs that are identified as being able to improve student achievement, adoption of educational textbooks and electronic media that are aligned with TEKS requirements, use benchmark assessments, 9 week assessments, to check for instruction of TEKS and TEKS alignment, provide differentiated instruction for students in various populations as dictated by educational expectations, provide Content Mastery for mainstreamed special ed students as well as low performing students with learning needs.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Utilize programs that are identified as being able to improve student achievement, adoption of educational textbooks and electronic media that are aligned with TEKS requirements, use benchmark assessments, 9 week assessments, to check for instruction of TEKS and TEKS alignment, provide differentiated instruction for students in various populations as dictated by educational expectations, provide Content Mastery for mainstreamed special ed students as well as low performing students with learning needs.	Superintendent, Principals, Department Heads, Business Manager, Teachers	Student scores on various evaluations will show increases.	◐	◑	◒	
 = Discontinue               = No Progress               ◐ = Some Progress               ◑ = Considerable               ✓ = Accomplished						

**Goal 2: Employ a diverse and qualified teaching, administrative and support staff.**

**Performance Objective 1:** The district will recruit, employ and retain a quality teaching, administrative, and support staff to attain excellence in student performance.









**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) BISD will pay \$4,000 above state base, stipends for set numbers of hours above a Bachelors Degree, a stipend for a Masters Degree, stipends for Dept. Heads; utilize leave incentives for local days, birthdays, 2for 2 days; and utilize resources such as job fairs, professional organizations, and media resources for advertising of positions to be filled.	Superintendent, principals, business manager	Highly Qualified professional staff and paraprofessional staff will be working with students to insure student learning.	✓	✓	✓	
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

**Goal 3: Promote safe, healthy, and nurturing schools.**

**Performance Objective 1:** The district will provide and maintain safe, healthy and nurturing environments conducive to learning, which will enable students to think critically and act responsibly.

**Summative Evaluation:**









Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) BISD will utilize elementary and secondary counselors, various modules of student oriented programs, student assemblies, community counseling resources/programs, a registered nurse at school, parent involvement programs/meetings, training for all staff in school safety and health issues, drills, summer programs, school student organizations, academic and career counseling, and other resources identified as being a positive influence on the school learning environment.	Superintendent, Principals, Business Manager, School Counselors, School Nurse, all Professional and Nonprofessional Staff.	Students will attend school; teachers and students will be knowledgeable about various aspects of the school program that impact safety, health, and achievement; the school atmosphere will be conducive to quality learning; and community resources will be evident on the campuses.				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						



**Goal 4: Efficient use of resources by all district components (campuses, departments and board**

**Performance Objective 1:** The district will align its resources with its mission and establish operational processes that systematically improve individual components, which in turn, improve the district.






**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) BISD Central Office, Campuses, academic, extra-curricular, counseling, library, technology department, varied student-centered programs, and other resources will be aligned with the district mission; the individual components of the BISD educational program will follow sound established procedures and processes that ensure the succes of BISD's mission.	School Board Members, Superintendent, Principals, Business Manager, Teachers, all paraprofessional and nonprofessional staff members.	The involvement of BISD personnel, parents, and community in school activities and programs will be visibly evident; students will be in attendance and participate in the varied programs that enable them to be successful; and the district will maintain a sound fiscal program.				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

**Goal 5: Improve communication between the district and all stakeholders.**

**Performance Objective 1:** The district will build and maintain positive relationships with its stakeholders, to create common interest in support of the district's mission. Stakeholders include employees, students, parents, trustees, media, volunteers, business partners, senior citizens, and other taxpayers and voters.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Positive relationships with all BISD stakeholders will be maintained, developed, and improved through all types of media and groups so that the district's mission can be accomplished.	School Board Members, Superintendent, Principals, Professional Employees, Paraprofessional Employees, and Non-professional Employees of BISD.	Parent participation in school related groups and activities, various media references to BISD activities, positive community attitudes and discussion related to BISD, and student successes in current and future endeavors.	☺	☺	☺	
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

# State Compensatory

## Budget for District Improvement Plan:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
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**Personnel for District Improvement Plan:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
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