DISTRICT IMPROVEMENT PLAN

I. DISTRICT MANAGEMENT

DISTRICT OBJECTIVE: By 2008, 90% of all students tested in Grades 3-11 will pass TAKS (Texas Assessment of Knowledge & Skills)
DISTRICT OBJECTIVE FOR 2007-08:   Overall performance, overall gain, equity performance, and equity gain will improve in Grades 3-11 as compared to Spring 07 TAKS scores in Writing, Reading, Math, Social Studies & Science.

	ACTIVITIES / STRATEGIES	RESOURCES	PERSON RESPONSIBLE	FORMATIVE EVAL/DATES	EXPECTED QUALITY OUTCOMES	SUMMATIVE EVAL/DATES
1.1	The District will continue to support each campus through individual Campus Improvement Plans, which will indicate specific activities to address areas of TAKS deficiencies for all students and economically disadvantaged students.	Local funds and compensatory expenditures: SCE $295,410 ESL $12,618 TITLE 1 $319,560 SP ED $460,372 G/T $13,426 CATE $93,510 CATE (FED) $11,424 CLASSROOM REDUCTION TITLE IV $56,473 ACCELERATED READING/MATH $7,247.00 MIGRANT $24280	Superintendent	Review of CIP'S and monitor performance: January 08, August 08	Improvement in overall performance, overall gain, equity performance, and equity gain in GR 3-11 sections of TAKS.	Comparison of SPRING 07 TAKS to SPRING 08 TAKS for all students and for all population groups; June 08.
1.2	The District will continue support of TEKS curriculum alignment project in PK-12 math, language arts, science, social studies, physical education, health, fine arts, and other areas as determined by district directive.	Local and compensatory funds	Superintendent	January 08	Improvement in overall and equity performance and in overall gain in GR 3-11 level on TAKS math and language arts.	Comparison of SPRING 07 TAKS to SPRING 08 scores for all students and for all populations; June 08.
1.3	The District will continue support of the district-wide use of TEKS for all subject areas.	Local and compensatory funds	Superintendent	January 08 June 08	Improvement in overall and equity performance and gain in GR 3-11 on TAKS tests.	Revision of TEKS guidelines for designated subject areas; June 08.

1.4	The District will provide support to all campuses in the form of data, program guidelines, compliance and accreditation training, etc., as determined by campus and district needs.	Local and compensatory funds.	Superintendent	August 07 January 08 June 08	Increased awareness by all staff regarding TAKS performance at all grade levels of all students and of all populations; increased awareness of program requirements; increased awareness of accountability standards.	Agendas of administrators' meetings will indicate presentation topics and dates; June 08.
1.5	Title 1, SCE, ESL, G/T, CATE, and Special Education programs will continue to support the regular program as determined by the specific staffing and organizational needs of each campus (Refer to campus improvement plans for Title 1, At Risk/SCE, ESL, G/T, CATE, TechPrep, and Special Ed).	Local and program funds: SCE $295,410 ESL $12,618 TITLE 1 $319,560 SP ED $460,372 G/T $13,426 CATE $93,510 CATE (FED) $11,424	Superintendent Campus Principals Fed Programs Director Spec Educ Director CATE Director	As needed August 07 through May 08.	Improvement in equity performance and in equity gain in GR 3-11 level on all sections of TAKS.	Comparison of SPRING 07 TAKS scores to SPRING 08 scores for all students And for all populations; June 08.
1.6	The District will provide extended year services for students in Grade 2 Reading students that have been identified as At-Risk for failing the 3rd Grade TAKS, 3rd Grade students that will be taking the 3rd administration of the TAKS, 4th Grade students failing TAKS, and 5th Grade students that will be taking 3rd administration of the TAKS.	Title 1; SCE; Optional Extended Year; Local	Superintendent Campus Principals Fed Programs Director Special Ed Director CATE Director	Mar 08 June 08 July 08	Improvement of promotion rate and mastery of essential knowledge and skills.	Comparison of SPRING 07 TAKS scores to SPRING 08 scores for all students and for all populations.
1.7	The District will provide credit recovery services for students in grades 9-12 that have been identified as at-risk of dropping out/not graduating on time.	Optional Extended Year; Local	Superintendent Secondary Principal Academic Advisor	January 08 June 08 July 08	Credits recovered with improved % of students staying on grade level.	Rate of students graduating on time will increase.
1.8	The District will continue standardized testing for students in GR K-2 using the TEXAS PRIMARY READING INVENTORIES recommended by TEA and will administer the E-MAT for K-2 math assessment.	Local	Elementary/Inter. Principal	November 07 January 08 May 08	Improved student performance in all academic areas.	Compilation of test data for pre/post test determination of growth.
1.9	Facilitate three days of staff development and four work days during the 2007 – 08 school year for all campuses on topics related to planning for excellence, TAKS disaggregation, curriculum	District staff, ESC-20 Consultants, Independent	Superintendent Campus Principals: Technology Director	August 07 January 08 June 08	Improvement in overall performance, overall gain, equity performance, and equity gain in GR 3-11 on TAKS.	Comparison of SPRING 07 TAKS scores to SPRING 08 scores for all

	alignment topics, technology, gifted/talented programming, and needs as determined by campuses.	consultants: Local, SCE				students and for all population groups; June 08.
1.10	Facilitate campus staff development focused on review and revision of campus plans and analysis of student data.	District and campus staff	Superintendent Campus Principals	August 07 May 08	Improvement in overall and equity performance and gain in GR 3-11 on all sections of TAKS.	Comparison of SPRING 07 TAKS to SPRING 08 scores for all students and for all populations; June 08.
1.11	The District will continue to direct, monitor, and support the campuses' methods for addressing the needs of students for all special programs such as dyslexia, dropout reduction, technology, and discipline management. (Refer to district guidelines for Title 1, At Risk/SCE, ESL, G/T, CATE, and Special Ed for specific information as well as campus staff development plans in individual campus improvement plans).	Local and program funds: SCE $295,410 ESL $12,618 TITLE 1 $319,560 SP ED $460,372 G/T $13,426 CATE $93,510 CATE (FED) $11,424	Superintendent Fed Programs Director Campus Principals	As needed August 07 Through June 08	Improvement in equity performance and in equity gain in GR 3-11 on all sections of TAKS.	Comparisons of SPRING 07 scores to SPRING 08 scores for all students and for all populations; June 08.
1.12	The Brackett District Advisory Committee will review the District Improvement Plan.	BDAC members	Superintendent	Feb 08 May 08	Improved communication with BDAC members and campuses related to district goals and campus initiatives.	Agendas 07-08
1.13	The District will continue support to its schools through adherence to district and campus administrative guidelines related to discipline management, special education, Title 1, At Risk programs and state compensatory education, bilingual/ESL education, gifted and talented education, safe and drug free schools programming, career and applied technology programming, and educational technology.	District staff Campus staff ESC-20 State technical assistance	Superintendent Campus Principals	Continuous monitoring of programs	To coordinate programs to effectively and efficiently use funds to benefit all populations.	Comparison of SPRING 07 TAKS scores to SPRING 08 scores for all students and for all populations June 08
1.14	The District will support the Title 1 Schoolwide Projects at Jones Elementary / Intermediate, Brackett Junior High and Brackett HS.	Title 1 funds; local and compensatory funds	Superintendent Fed Programs Director	9 weeks monitoring of At Risk students through June 08	Improved student performance of all populations	June 08
1.15	The District G/T Advisory Committee will evaluate one aspect of the G/T program annually. The District will support training of all	Local funds	G/T Coordinator	August 07	Improved overall G/T program	June 08 List of G/T trained teachers.

	teachers with 30 hours of G/T training.					

II. SPECIAL EDUCATION: COMPREHENSIVE ANALYSIS PROCESS

	ACTIVITIES / STRATEGIES	**RESOURCES**	PERSON RESPONSIBLE	FORMATIVE EVAL/DATES	EXPECTED QUALITY OUTCOMES	SUMMATIVE EVAL/DATES

2.1	Professional development opportunities will enable faculty and staff members to meet the needs of all students:
	   1. Mainstreaming
	   2. Campus Crisis Teams
	   3. ARD Training
	   4. Current Issues
	   5.Discipline Management
	   6. Inclusion
		Local; Special Ed.	Superintendent
			Special Ed Coordinator/Diagnostician
			Campus Principals
				Aug 07 – June 08	Enable faculty and staff members to meet the needs of all students by addressing:
					a) behavior intervention through a cadre of trained professionals from each campus
					b) ARD training
					c) RtI
						June 08
						
						Completed professional development linked to identified student needs on each campus.

2.2	Implementation of a system to implement parent training on special education issues.	Local; Special Ed.	Special Ed. Coordinator	Aug 07 Jan 08 March 08	Offer parent trainings in fall and spring	June 08 Parent meeting sign-ins and agendas.
2.3	Continue implementation of a system to train Admission, Review and Dismissal committee members (ARD) related to SDAA, or alternative assessment testing assignments.	Special Ed.	Special Ed. Coordinator	Aug 07 Jan 08 Feb 08	Train ARD committee members	Completed TAKS alternative assessment testing assignments.
2.4	Continue implementation of CLASS software and management program for the development, monitoring of IEP's, and reporting progress to parents.	Special Ed.	Special Ed Director	Aug 07 Sept 07 Dec 07 Feb 08 June 08	Train Special Ed teachers to use software and management programs for the development and monitoring of IEP's	Completed IEP's; CLASS summaries.

III. ACADEMIC EXCELLENCE INDICATOR SYSTEM SUPPORT

	ACTIVITIES / STRATEGIES	**RESOURCES**	PERSON RESPONSIBLE	FORMATIVE EVAL/DATES	EXPECTED QUALITY OUTCOMES	SUMMATIVE EVAL/DATES
A	The District will support Campus Improvement Plan strategies at all campuses to improve TAKS scores of all students in GR 3-11, working to achieve the state standard of 90% by 2008.	Local, compensatory and other program entitlements.	Superintendent Campus Principals Director of Technology	August 07 Jan 08 June 08	Improvement in overall performance, overall gain, equity performance, and equity gain in GR 3-11 and exit level on all sections of TAKS.	Comparison of SPRING 07 Assessments to SPRING 08 for all students and for all population groups; June 08.
B	The District will support CIP's of all campuses to improve attendance rate at each campus and districtwide.	Local funds as specified by individual campuses.	Superintendent Campus Principals	Each nine weeks Aug 07 through June 08	Improvement of each campus's attendance rate.	Comparison of 2006-2007 district and campus attendance rates to 2007-2008 district and campus attendance rates; June 08.
C1	The District will support High School and Junior High CIP's to maintain the 2007-08 campus and district drop-out rates below .6%.	Local and compensatory funds as specified by individual campuses	Superintendent Secondary Principal	Aug 07 through Jun 08	Improvement of district dropout rate for all students and for all populations.	Final drop-out rate for 2006-07 compared to 2007-08.
C2	The District will support the Brackett Educational Academy academic program to offer an alternative way to graduate from High School.	Local and compensatory funds	Superintendent Secondary Principal Director @ the Academy	Monthly; August 07 through June 08	Improvement of campus and district dropout rates.	Comparison of 2006-07 graduation rates to 2007-08.
D	The District will support the High School CIP to improve performance on college admission tests based on the Class of 2007.	Local	Secondary Principal Academic Advisor	June 08	Improve performance of college admission tests by all populations; increase number of students taking college admission tests.	Comparison of performance of college admission tests for the Class of 2007 compared to the Class of 2008.
E	The District will support the High School CIP to improve performance on the TAKS/Accuplacer	Local	Secondary Principal Academic Advisor	January 08 May 08	Improve number of students scoring at or above equivalency standard.	July 08

	equivalency standard based on the Class of 2007.					
F	The District will support the High School, Junior High, and Intermediate Campus with their efforts to provide information to students, parents, teachers, and counselors about the need to participate in a challenging high school curriculum through the TEXAS EXCELLENCE, ACCESS AND SUCCESS (TEXAS) grant program and the TEACH FOR TEXAS grant program.	Local	Secondary Principal Academic Advisor Counselor	August 07 June 08	Increase number of students completing the Recommended High School Program or the Distinguished Achievement Program.	Verification of campus strategies used to provide students, teachers, counselors and parents about TEXAS grant program: -campus newsletters -campus advertisements -district newsletter -campus meeting agenda
G	The District will support the High School and Junior High with their efforts to provide information to students, parents, teachers and counselors about higher education admissions and financial aid opportunities and sources of information on higher education admissions and financial aid.	Local	Secondary Principal Academic Advisor Counselor	Aug 07 through June 08	Increase number of students and parents attending and obtaining information about higher education admissions and financial aid.	Verification of campus strategies used to provide students and parents about admissions and financial aid opportunities: -campus letters -campus meeting agenda
H	The District will support the campuses' efforts to provide information to students, parents, and teachers about accelerated education opportunities, including advanced placement courses, honors courses and dual credit opportunities.	Local	Secondary principal Academic Advisor Counselor	August 07 Jan 08 June 08	Increase number of students participating in accelerated education opportunities.	Verification of participation.

IV. GRANTS

	ACTIVITIES / STRATEGIES	**RESOURCES**	PERSON RESPONSIBLE	FORMATIVE EVAL/DATES	EXPECTED QUALITY OUTCOMES	SUMMATIVE EVAL/DATES
4.1	The District will administer the TELECOMMUNICATIONS INFRASTRUCTURE FUND grant (TIF) to provide technology and its infrastructure to campuses in the district.	TIF grant	Director of Technology	Midpoint Jan 08	Integration of technology into the curriculum; use of hardware in classrooms with appropriate software.	TIF final evaluation, June 08

V.   BRACKETT I.S.D. TECHNOLOGY PLAN

(1) TEACHING AND LEARNING
     A) To enhance the ongoing professional development of district staff by integrating technology across the curriculum.
     B) To integrate technology into the learning environment in order to expand students' critical thinking skills, problem-solving skills, and integrate life-long learning.
     C) To actively involve community resources in the electronic learning community.
(2) EDUCATOR PREPARATION AND DEVELOPMENT
     A) To collaborate with appropriate professional development providers in order to support educators with necessary and time-efficient training.
(3) ADMINISTRATION AND SUPPORT SERVICES
     A) To use technology-based data systems when planning for instruction and for school improvement decision-making.
(4) INFRASTRUCTURE FOR TECHNOLOGY
     A) To establish the technical and human infrastructure that creates communication networks and enhances public education stakeholders skills and knowledge.

	ACTIVITIES / STRATEGIES	**RESOURCES**	PERSON RESPONSIBLE	FORMATIVE EVAL/DATES	EXPECTED QUALITY OUTCOMES	SUMMATIVE EVAL/DATES
(1) A)	The District will: ○ Establish technology proficiencies for educators ○ Plan staff development activities that increase educators' effectiveness in using technology ○ Develop strategies that enable teachers to integrate technology into all areas of TEKS implementation	Local, compensatory and technology expenditures	Director of Technology	Monthly	Increase teacher and student use of technology; provide more technology training opportunities for staff.	Classroom observations; observations of teacher and student demonstrations; monthly with final analysis June 08

	The District will:	Local, compensatory and technology expenditures	Director of Technology	Monthly	Increase computer-to-student ratio based on state's long range technology plan; increase percentage of students using technology; provide laptops for homebound students; provide video conferencing opportunities for additional curricular offerings; provide electronic databases on all networked computers throughout the district; provide students and staff with home use of electronic databases.	Completed purchases of additional computers; observations; log of homebound student usage; increased student offerings; availability of databases
(1) B)	o Ensure accessibility by all students to technology-based instruction and to adaptive/assistive devices as appropriate o Increase students' technology proficiencies o Use distance learning and distributed learning for expanded curricular offerings and meeting the needs of all homebound students including students with special needs o Provide access by staff and students to the best available electronic resources in classrooms, libraries, and other appropriate sites.					Aug 07 through June 08
(1) C)	The District will: o Identify and communicate the best technology practices o Provide parents and other community members access to the infrastructure for educational resources o Use distance learning to provide educational services and information about education to parents and other community members	Local; community ed; electronic resources	Director of Technology	Monthly	BISD Web pages; expanded library hours available for community use.	Updated web pages; schedule of training and sign-in sheets Jun 08 evaluation
(2) A)	The District will: o Provide technology funds for professional development	Local technology funds; state technology funds	Director of Technology	Monthly	Continue use of district technology director to provide on-site training.	Budgeted and encumbered funds June 08
(3) A)	The District will: o Integrate technology planning into all classroom, campus, and district plans o Integrate technology into instructional management and administration	Local technology funds	Director of Technology	Monthly	Assure support for technology needs addressed in campus and district improvement plans.	Written plans; evaluated June 08
(4) A)	The District will: o Update computer technology at Brackett Educational Academy o Update technology infrastructure	TIF grants; E-rate grant; additional grants as become available	Director of Technology	Monthly	Actively pursue grant funding; provide technology for physically challenged employees to assure continued employability; employ technician, student coop worker and outside	TIE, TIF, E-rate grant evaluations June 2008

					consultants as available.	
(4) B)	Continue use of RSCCC student accounting and financial software district-wide.	Local	Director of Technology Business Manager	Monthly beginning July 07	Implement training and software use by district central office and by campus personnel	Evaluation of use through Oct 2007; study previous use Nov 2005-Dec 2006; Recommendation by March 2008
(4) C)	Brackett ISD will continue District Technology meetings with representation from campuses, community and students to make hardware, software and training decisions for the district.	Local and State Technology funds	Director of Technology	Feedback from members March 08 June 08	State-of-the-art technology purchases will be made that support the State Long Range Plan for Technology as well as the BISD Technology Plan. The integration of technology will increase with the curriculum as more training and decisions are made.	Evaluation documents from training; campus feedback through prioritization procedure.
	REFERENCE B.I.S.D. TECHNOLOGY PLAN ADOPTED BY DISTRICT TECHNOLOGY COMMITTEE 2002					

VI. BISD TECHNOLOGY TRAINING

DISTRICT GOAL: To increase technological ability levels of all educators in the district through the use of staff development by integrating technology across the curriculum (Brackett ISD Technology Plan)

DISTRICT GOAL: To increase student achievement with the appropriate technology.

	ACTIVITIES / STRATEGIES	**RESOURCES**	PERSON RESPONSIBLE	FORMATIVE EVAL/DATES	EXPECTED QUALITY OUTCOMES	SUMMATIVE EVAL/DATES
A.	Brackett ISD will continue to participate / join Region 20—StarNet—Netvision 20.	$3,600	Director of Technology	Usage Reports	Teachers will become proficient in basic word processing, database, spreadsheet, multimedia and telecommunications software.	Annual review of Region 20 Usage Reports August 2008
B.	Brackett ISD will utilize Technology Staff Development resources for staff through the Distance Learning Lab.	No cost.	Director of Technology	Usage logs Feedback from participants	Increased use of technology resources.	Feedback from participants.
C.	Brackett ISD will offer "on-site" scheduled Technology Support for campuses on an "as needed" basis.	Local	Director of Technology	Monthly log sheets	Increased use of technology resources – Help at the point of need.	Teacher feedback
D.	Brackett ISD will continue staff development for skills tutor.	No cost.	Director of Technology	Lesson plans Classroom observation by Principals	Teachers will correlate lab lessons with TEKS and classroom lessons effectively.	Evaluation Sheets Meetings with teachers
E.	Technology training for staff in new technology lab; Gradespeed, Computer Basics, File Management, Print sharing, Basic Internet	Cost of Substitutes	Director of Technology	Monthly	Responsibility to train teachers I use of hardware and software.	TECH Goal; final TIF evaluation report

VII. BISD HIGHLY QUALIFIED TEACHER PLAN : BRACKETT ISD RECRUITMENT AND RETENTION PLAN

DISTRICT GOAL: By the end of the 2006 – 2007 school year, students at BISD will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals.

PERFORMANCE MEASURES:

1. 100% of core area teachers will be highly qualified by the end of the school year.
2. 100% of instructional paraprofessionals will meet the highly qualified standards by the end of the school year.
3. 100% of new hires will meet highly qualified status prior to employment
4. NCLB Indicator 3.1: The percentage of classes being taught by highly qualified teachers in the aggregate and in high-poverty schools will be 100%.
5. NCLB Indicator 3.2: The percentage of teachers receiving high-quality professional development will be 100%.
6. NCLB Indicator 3.3: The percentage of instructional paraprofessionals (excluding those with sole duties as translators and parental involvement assistants) who are highly qualified will be 100%.

ACTIVITIES/STRATEGIES	RESOURCES	PERSON RESPONSBILE	FORMATIVE EVAL/DATES	EXPECTED QUALITY OUTCOMES	SUMMATIVE EVAL/DATES
A. Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include posting vacancies in multiple sites/organizations and maintaining an active webpage	Local funds	Superintendent Campus Administrators Human Resources clerk	August 2007 January 2008	Teaching and paraprofessional vacancies will be filled by highly qualified applicants.	May 2008
B. Maintain an effective mentoring system to encourage retention of highly qualified staff.	Local funds	Campus Administrators	July 2007 Jan 2008	HQ staff will choose to continue employment with the district.	May 2008
C. Appoint a district level person as the point of contact who will work directly with teachers, paraprofessionals and administrators on HQ issues	Local funds	Human Resources clerk	July 2007 Oct 2007 Feb 2008	Contact person will maintain current files on all staff and their status.	May 2008
D. The district will consider changing a teacher's assignment within the school to have current teacher meet highly qualified status.	Local funds	Superintendent Campus Administrators	Aug – Sept 15, 2007	All teachers will be in assignments where they meet the highly qualified regulations.	May 2008
E. The district will conduct a meeting with each teacher or paraprofessional who is not yet highly qualified to develop an individual action plan.	Local funds	Superintendent Campus Administrators	Aug – Sept 2007	All teachers will meet the goals set forth in their individual action plan by the end of the 2006-2007 school year.	May 2008

F. The district will provide transportation for prospective paraprofessionals to attend HQ training/certification program at Region 20.	Local funds	Superintendent	Aug 2007 and Mar 2008	Prospective applicants will attend "Treasuring our Paraprofessionals" certification training at Region 20 at their own expense. Successful participants will receive certification from Region 20 that is filed with TEA.	June 2008