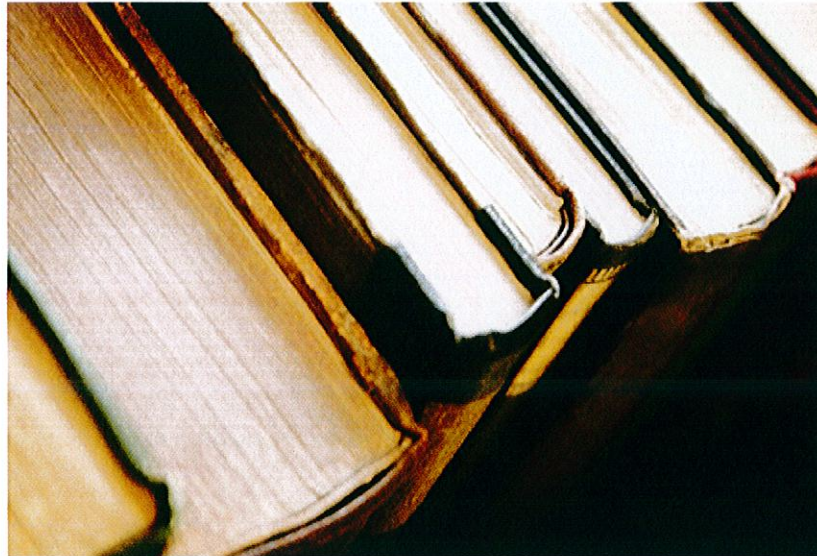


Brackett Independent School District
District Improvement Plan
2013-2014

Accountability Rating: Met Standard









Board Approval Date: March 17, 2014

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: Focus has been and continues to be on gearing up for the more rigorous STAAR and End of Course testing. Tutorials were implemented at the secondary schools.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Structured administrative meetings that focus on instruction, school policies and collaboration among campuses.	Alma Gutierrez, Elem. Principal / George Burks, JH Principal / Kevin Newsom, HS Principal					✔
2) Building Facility Assessment Committee 10-year Plan		Implementation of 10-year plan for improvement abilities.				✔
Funding Sources: Local						
3) "BISD The Best That We Can Be" through interviews with students, staff, community members.						✔
4) Staff Development focused on a common vision for the school system, grades PK-12.	Alma Gutierrez / George Burks / Kevin Newsom / Taylor Stephenson					
Funding Sources: Local						
5) Annual Yearly Progress - Passing scores in all areas.	Taylor Stephenson / George Burks / Alma Gutierrez / Kevin Newsom	Test results from AYP				✔
6) 2014 STAAR testing. Continue preparing students and staff for more rigorous tests.	Alma Gutierrez / George Burks / Kevin Newsom	Test results from STAAR				✔
Funding Sources: Local						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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: All staff are highly qualified.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Hire the most qualified regardless of level of experience.	Taylor Stephenson, Supt.	All staff is Highly Qualified!				
2) Continue focusing on a comprehensive view of all staff working at BISD. Adjust Staff - review state standards/local needs and adjust through attrition.	Taylor Stephenson / Alma Gutierrez / George Burks / Kevin Newsom	Implementation of staff changes as recommended by Principals and Superintendent.				
Funding Sources: Local						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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: Focus has been on common district planning with law enforcement, campus administrators and border patrol.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Periodic meetings with law enforcement, campus administrators and border patrol.	Taylor Stephenson, Supt.	A written District plan developed and understood by all.				✓
Funding Sources: Local						
2) Develop a long range facilities plan.	Taylor Stephenson, Supt.	A written plan prepared with assistance from the Architect, Administrators, Board and Committee.				✓
Funding Sources: Local						
3) Implement Safety Audit for all campuses to focus on school safety.	Taylor Stephenson / Principals / Architect	Written building safety plan. Safety Committee meetings.				✓
Funding Sources: Local						
						

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.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Special Education Study	ESC Region 20	Written study adopted by School Board and implemented.				✓
Funding Sources: Local Spec Ed						
2) Staffing Study	Taylor Stephenson, Supt. / Principals	Written study.				✓
Funding Sources: Local						
3) Focus on budget control.	Taylor Stephenson, Supt. / Marla Madrid, Business Manager	Weekly meetings with focus on budget controls. Continued input from Principals.				✓
4) A balanced budget with revenue and expenditures.	Taylor Stephenson, Supt./ Marla Madrid, Business Manager/ Alma Gutierrez, Elem. Principal / George Burks, JH Principal / Kevin Newsom, HS Principal	Adopt 2014-2015 balanced budget.				✓
5) Reduce number of computer assisted instruction programs.	Taylor Stephenson / Principals	Cost analysis. Focus on fewer, more effective programs.				✓
						

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

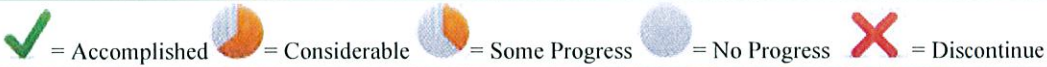
Performance Objective 1: The district will build and maintain positive relationships with its stakeholders, to create common interest in support of the district's mission. Stakeholders include employees, students, parents, trustees, media, volunteers, business partners, senior citizens, taxpayers, and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

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Superintendent's report to the school board on weekly initiatives.	Taylor Stephenson, Supt.	Written reports.				
2) Superintendent's column published in two newspapers circulate in Kinney County.	Taylor Stephenson, Supt.	Newspaper published.				
3) Weekly Administrative Meetings with principals and superintendent.	Taylor Stephenson, Supt.	Minutes of meetings.				
4) High visibility of superintendent in classrooms, campuses, and in the community.	Taylor Stephenson, Supt.	Superintendent calendar / visibility.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 6: All Campuses: Administrators and teachers continue preparation for the STAAR and End of Course exams as they come into place and be able to make necessary adjustments to curriculum to insure our students maintain the high levels of success we are accustomed to. All EOC passing percentage rates will exceed the state passing rate.

Performance Objective 1: Administrators and teachers will receive staff development targeted at changes in the state assessment program and attend the state assessment conference to prepare for the future.

Summative Evaluation: Attendance at state assessment conferences and workshops dealing with STAAR and EOC exams.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Information will be gathered and disseminated to all regarding the changes in the assessment program.	Principals	Attendance at staff development and conferences targeting state assessments.				✓
2) Teacher/parent information meetings on EOC and STAAR	Staff/Administration					✓
3) Inform parents of connection between End of Course standards and graduation plans.	Counselor					✓
4) The administrators will request that the board require students to meet level two on End of Course exams.	Principal and Superintendent					✓
						

Goal 6: All Campuses: Administrators and teachers continue preparation for the STAAR and End of Course exams as they come into place and be able to make necessary adjustments to curriculum to insure our students maintain the high levels of success we are accustomed to. All EOC passing percentage rates will exceed the state passing rate.

Performance Objective 2: Information regarding assessment changes will be provided to all faculty members and discussed at faculty meetings and campus leadership team meetings as it becomes available.

Goal 7: All Campuses will provide a safe and drug-free environment for students, staff and patrons.

Performance Objective 1: Incorporate presentations by motivational speakers, community members, and law enforcement agencies to all students on topics related to gangs/drugs, goals in life, education, and self-esteem. Seek presenters to provide character and anti-drug messages to our students.

Summative Evaluation: Scheduling of events.

Goal 7: All Campuses will provide a safe and drug-free environment for students, staff and patrons.

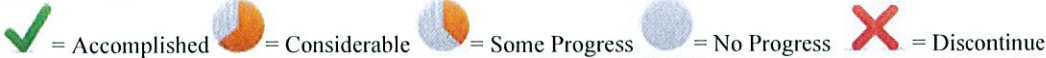
Performance Objective 2: Assure that all extra curricular activities are safe and drug free environments.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Remove disruptive students from extra curricular activities.	Principal and Law Enforcement	Successful campus activities.				
2) Drug dog walk through.	Interquest	No evidence of drugs.				
3) Teacher duty rosters - before school, during lunch and after school.	Teachers	Fewer discipline problems.				
4) Communication with Sheriff's department and City Police	Principal	Safer campus				
5) Bullying	Principal and Law Enforcement	Cell Phone, Facebook, texting, safety, Snap Chat				
6) Code Red and Mandatory Drug Testing	Principal and Law Enforcement/Uvalde Health					
7) Drivers Education	Principal, Administration and School Board	Safer Campus				

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 8: All Campuses: Improve student achievements annually:







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

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Utilize secondary Learning Center.	Staff and Administration	Improved grades and reduced failures.				✓
2) Tutorial periods for all students in need.	Staff	Improved grades and reduced failures.				✓
3) Utilize on-line programs and software.	Staff	Improved grades and reduced failures.				✓
4) Communicate with parents.	Staff	Student achievement.				✓
						

Goal 9: All Secondary Campuses: Increase Student Achievement in Social Studies 6-12

Performance Objective 1: More than 85 percent of all 9-12 students will meet or exceed the state passing level on Social Studies EOC with all subgroups at or above 80 percent. 85 percent of all 7-8 students will meet or exceed the state passing level on Social Studies STAAR exam with all subgroups at or above 80 percent.

Summative Evaluation: Number and frequency of meetings documented.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Department leader will train, disseminate information, and align courses and curriculum for social studies. Mentor teachers throughout the year.	Principal and Department Head	Sign-in sheets at department meetings.				✓
2) Provide opportunities for regularly scheduled department meetings (6-12) that would enable better planning for Scope and Sequence; and departmental training and sharing of STAAR/EOC practice materials.	Principals and Department Head	Sign-in sheets at department meetings.				✓
3) Use all available instructional programs to determine all at-risk students and provide appropriate interventions.	Principal, department head.					✓
4) Collaborate on increasing STAAR and EOC data bank of questions for both the standard and modified assessments and utilize these questions for reinforcement and practice.	PLC Committee					✓
5) Upgrade technology in all social studies classrooms. (1 to 1 ratio on available computers, document cameras in each classroom, and availability of online resources).	Technology					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 9: All Secondary Campuses: Increase Student Achievement in Social Studies 6-12







Performance Objective 2: All social studies teachers grade 3-12 will have the opportunity to meet at least once each semester to work on scope and sequence.

Summative Evaluation: Sign-in sheet with minutes of meeting.

Goal 9: All Secondary Campuses: Increase Student Achievement in Social Studies 6-12

Performance Objective 3: Increase available library books dealing with social studies at all levels that have Accelerated Reader tests.


Summative Evaluation: Circulation Reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Social Studies teachers will meet with librarian in January to make recommendations.	District Librarian and Department Heads	Sign-in sheets of meeting and purchase of new books.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 10: All Secondary Campuses: Increase Student Achievement in Science 6-12

Performance Objective 1: 87 percent of all 9-12 students will meet or exceed the state passing level on Science STAAR with all subgroups at or above 80 percent. 80 percent of all 7-8 students will meet or exceed the state passing level on Science STAAR with all subgroups at or above 75 percent.



Summative Evaluation: Campus Accountability Data Tables

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Department Leader will disseminate information via email and Department meetings; help align curriculum and courses, and mentor teachers in department throughout the year.	Department Head	continue				✓
2) Hold both outside of school and in class EOC/STAAR preparation sessions for at least eight weeks prior to the Spring EOC/STAAR	Principal and Department Heads	Sign-in sheets. Continue				✓
3) Utilize technology and online programs to provide both interventions and enrichment to all science students. (Study Island, Brain Pop, and library data banks.)	Principal, department head.	Continue				✓
4) Keep science class sizes as small as possible to enable the teacher to give each student individual attention when needed. Loss of 1 Science teacher position each of the past 2 years has negatively impacted this goal. Analysis of BHS master schedule, class size, and teaching assignments clearly show a need to add 1 full teacher unit to the science department. This will allow us to meet this goal and to offer more courses, some of which have been dropped in the past 2 years	Principal, department head.	Master schedule with class sizes listed. No progress here!				✓
5) Adjust the rigor of science instruction to meet the increased demands of the new state assessments.	Principal, department head	Lesson plans, exams. Continue				✓
6) In cooperation with the Math department, ensure that all Chemistry and Physics students are provided with an up-to-date graphing calculator.	Department Head	Accomplished!				✓
						

Goal 11: All Secondary Campuses: Increase Student Opportunities and Achievement in the Area of Career and Technology Education (CTE)

Performance Objective 1: District will explore the need to update the Family Consumer Lab, Business Lab, and Agriculture Lab to meet the rigors of the changing job market.

Summative Evaluation: Advisory group meetings documented with discussion notes from each meeting.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Identify and create list of equipment requirements based on state curriculum.	CTE teachers, CTE director, Principal, and Superintendent	Updated labs and equipment.				✓
2) Identify Course sequences to support endorsements	CTE teachers, Counselor, Principal, Superintendent	Course catalog/offerings				✓
3) Create plan for shared building, meats lab/culinary arts, commercial	School Board, Superintendent	Approval and Plans				
						

Goal 12: All Campuses: Increase Student Participation in GT Program Through Teacher Education and Awareness

Performance Objective 1: Core teachers will receive 30 hours of GT training and receive GT certification CORE teachers will receive yearly re-certifications of 6 hours continuing education Certificates and hours on file in Central office.

Summative Evaluation: Certificates and hours on file in Central office.







Goal 13: Efficient use of resources by all district components (all campuses, departments and board.)

Performance Objective 1: Increase achievement levels of students in the special education program.

Goal 13: Efficient use of resources by all district components (all campuses, departments and board.)

Performance Objective 2: Address special ed staffing issues to address the needs of the special education population.

Summative Evaluation: STAAR and EOC passing levels will increase.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Teachers will receive all relevant information on each student in the special education program in a timely fashion.	Principal, Special education director.					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						