

Brckett Independent School District
District Improvement Plan
2024-2025 Formative Review with Notes

Mission Statement

The mission of the District, in partnership with parents and the community, is to enable all students to be safe and to obtain the knowledge, desire, and integrity to pursue meaningful and productive lives.

Vision

The District ensures graduates have diverse learning experiences, creating confidence to reach their full potential, and the honesty to own mistakes and the integrity to start again and achieve goals.

Core Beliefs

We believe Brackett ISD instills confidence, honesty, and integrity in students to challenge, prepare, and empower students to succeed in life.

We believe our students desire to be productive citizens.

We believe in Brackett ISD that instruction should be flexible to meet each student's needs.

We believe that Brackett ISD attracts and retains highly qualified staff.

We believe the Brackett ISD school Board is open-minded, engaged, supportive, student-focused and provides the tools and resources necessary for success.

We believe the Brackett ISD community is a supporting, giving, and trusting community that deserves to be informed and involved.


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Goals








Goal 1: Promote high academic achievement through the delivery of a TEKS aligned curriculum and the promotion of college, career and military standards for secondary students.

Performance Objective 1: All schools will show growth in all subject areas as rated in the 3 domains rated by the state accountability system (Domain I - Student Achievement; Domain II - School Progress; Domain III - Closing the Gaps and in CTE completion.

Strategy 1 Details	Reviews
<p>Strategy 1: Implement planning protocol in order to establish an effective and aligned procedure for data analysis, instructional planning and implementation of TEKS resources system.</p> <p>Strategy's Expected Result/Impact: improved student learning</p> <p>Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration</p>	<p>Nov November Evidence of Progress</p> <p> master schedules for both campuses were developed so that all teachers had an additional 60 minutes of planning build into the day to develop instructional plans and completed student data analysis, training was provided to staff in august on teks resource system. The dashboard continues to be revamped and worked with for teacher effective use; teacher curriculum committee utilized for feedback</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>



Strategy 2 Details	Reviews
<p>Strategy 2: Provide instructional resources and professional development to teachers in order to provide interventions and supports to special program students (ESL/Special Education/504/GT)</p> <p>Strategy's Expected Result/Impact: closing the achievement gap amongst special populations</p> <p>Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration</p>	<p>Nov November Evidence of Progress  August professional development is completed; professional development is also scheduled on early outs and there are some additional days in the spring.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 3 Details	Reviews
<p>Strategy 3: Utilize the 21st Century Grant program to provide summer school programs that support state requirement and increase student learning opportunities in academics and also for enrichment.</p> <p>Strategy's Expected Result/Impact: improved student learning & closing the achievement gap amongst special populations</p> <p>Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration</p>	<p>Nov November Evidence of Progress  ACE program is funded by the 21st century grant, we currently have about 75 students attending; we are working on increasing enrollment and 2 parent events have been conducted.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: Provide teachers with professional learning experiences to gain effective instructional strategies.</p> <p>Strategy's Expected Result/Impact: improved instructional delivery and increases scores on required assessments</p> <p>Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration</p>	<p>Nov November Evidence of Progress  trainings have been provided through Vector Solutions; training has been provided virtually and in person by our staff as well as outside vendors.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>





Strategy 5 Details	Reviews
<p>Strategy 5: Monitor the use of research based and TEA recommended programs and assessments to support classroom instruction in the areas of Reading and Math</p> <p>Strategy's Expected Result/Impact: Improved scores on state assessments in reading and math; improved academic growth</p> <p>Staff Responsible for Monitoring: Superintendent, Director of Instruction and Accountability and Campus Administrators</p>	<p>Nov November Evidence of Progress</p> <p> Through the use of TTESS, we are monitoring implementation of instructional programs. Teachers must submit lesson plans and to date, campus administrators have conducted pre-conferences and started walkthroughs.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 6 Details	Reviews
<p>Strategy 6: Implement a district mentoring program to assist teachers with effective implementation of instructional and behavior strategies to increase student success in the classroom.</p> <p>Strategy's Expected Result/Impact: improved students classroom behavior and and teacher instructional delivery</p> <p>Staff Responsible for Monitoring: Superintendent, Director of Instruction and Accountability, District Mentor(s)</p>	<p>Nov November Evidence of Progress</p> <p>N/A Currently, Director of Instruction and accountability is mentoring the DOI teachers and scheduled individual meetings every six weeks to identify progress in the program and teacher needs. First round of meetings were completed by 11/1/24</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 7 Details	Reviews
<p>Strategy 7: Offer additional CTE license programs and recruit and monitor students to ensure completion of the pathway.</p> <p>Strategy's Expected Result/Impact: improved College, Career and Military data for accountability</p> <p>Staff Responsible for Monitoring: Secondary Principal, Secondary counselor, Director of Instruction and Accountability</p>	<p>Nov November Evidence of Progress</p> <p> Master schedule was completed and students were enrolled for the 24-25 school year; an additional accounting and educational course was offered as a pathway; now we will continue to monitor for completion.</p> <p>Jan January Evidence of Progress</p> <p></p> <p>Mar March Evidence of Progress</p> <p></p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 2: Utilize a curriculum committee to support the adoption, implementation and creation of aligned curriculum, resources and professional development for effective instructional practices in the classroom and for interventions.







Performance Objective 1: Evaluate data from campuses to provide support for the instructional systems by purchasing resources to be used in the classroom and for interventions.

Strategy 1 Details	Reviews
<p>Strategy 1: Provide teachers with a curriculum planning period to collaborate, review data and plan for instruction.</p> <p>Strategy's Expected Result/Impact: building instructional resources for staff in order to improve instructional delivery to students</p> <p>Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration</p>	<p>Nov November Evidence of Progress</p> <p> Planning time and planning days have been schedule and embedded into the day and into the calendar; administrators monitor and guide the planning time.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Teachers will utilize TEKS resource system to vertically align the lesson and to develop TEKS specific lessons.</p> <p>Strategy's Expected Result/Impact: improved instructional delivery and student learning</p> <p>Staff Responsible for Monitoring: Campus Administration</p>	<p>Nov November Evidence of Progress</p> <p> TEKS resource training was provided in August; now implementation is being monitored through lesson plans and walkthroughs</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Follow the TTESS program (Texas Teacher Evaluation and Support System) which includes goal setting, conferencing, walkthroughs and observations to provide feedback to staff members</p> <p>Strategy's Expected Result/Impact: identify effective learning practices to be shared with others and provide support to identified teachers</p> <p>Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration</p>	<p>Nov November Evidence of Progress TTESS training conducted; all required documentation are submitted and monitored through eduphoria</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	





Goal 3: Ensure the success of all students by providing a safe, healthy, engaging and inclusive learning environment recognizing every member of the learning community as a valued individual.








Performance Objective 1: Provide social emotional support and study skills instruction so students can be academically successful.

Strategy 1 Details	Reviews
<p>Strategy 1: Through Stronger Connections Grant, provide social, emotional support through counseling sessions, social emotional learning and parents training to increase student grades, attendance, peer interaction and parent engagement.</p> <p>Strategy's Expected Result/Impact: improved student discipline, engagement and motivations</p> <p>Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration</p>	<p>Nov November Evidence of Progress</p> <p> Purchased 7 Mind Sets curriculum, hired contract employees to assist with implementation; required survey project completed.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Utilize Region 20 training for staff to assist in increase their knowledge of practicing empathy, antibullying and teachers will implement effective discipline practices.</p> <p>Strategy's Expected Result/Impact: provide teacher resources to meet student needs</p> <p>Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration</p>	<p>Nov November Evidence of Progress</p> <p> No action taken through region 20 pending January staff development sessions; currently utilize counselors to assist in this area</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 3: Ensure the success of all students by providing a safe, healthy, engaging and inclusive learning environment recognizing every member of the learning community as a valued individual.









Performance Objective 2: All staff will receive on-going emergency response training (Standard Response Protocol).

Strategy 1 Details	Reviews
<p>Strategy 1: SRO, Director of Operations and facilities and Networking safety monitor will work together and collaborate with campus administration to ensure the safety of the district.</p>	<p>Nov November Evidence of Progress  SRP training conducted in August; the following drills have also already been conducted, 1 - fire drill , 1 hold in place , 1 - lock down</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Implementation and continued monitoring of the BISD Guardian Program</p>	<p>Nov November Evidence of Progress  applications opened and submitted; required training provided; application approved.</p> <p>Jan January Evidence of Progress </p> <p>Mar March Evidence of Progress </p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Review and upgrade security features such as cameras, alarm systems, badge readers and panic buttons on an annual basis.</p>	<p>Nov November Evidence of Progress  upgrades and maintenance conducted on a monthly basis; door checks on a daily basis and submitted to TEA on a weekly basis</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: Develop and utilize the Student Threat Assessment Team (STAT) as building/campus/district response team for crisis intervention</p> <p>Strategy's Expected Result/Impact: quick response to crisis</p> <p>Staff Responsible for Monitoring: District/Campus administration and STAT leaders</p>	<p>Nov November Evidence of Progress  STAT team created; STAT team has completed required Behavior training; pending documentation and procedures for threat assessment.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 5 Details	Reviews
<p>Strategy 5: Utilize the use of RAPTOR for all components</p>	<p>Nov November Evidence of Progress  All components of raptor are now active - have utilized for lock down; and hold in place as well as fire drill ; other drills still pending but scheduled.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	







Goal 4: Recruit and Retain teachers so that Brackett ISD has 95% certified teachers.

Performance Objective 1: Provide comparable salaries and stipends

Strategy 1 Details	Reviews
<p>Strategy 1: Review salaries schedules on an annual basis and utilize TASB salary study to recommend competitive salaries and fringe benefits Strategy's Expected Result/Impact: improved teacher recruitment and retention Staff Responsible for Monitoring: Superintendent/Director of Business and Finance</p>	<p>Nov November Evidence of Progress  Completed as part of the budget process - Summer 2024</p> <p>Jan January Evidence of Progress </p> <p>Mar March Evidence of Progress </p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Offer stipends to teachers in approved subject areas and/or as as incentive for certification in areas such as Science, Math and Special Education and for retention Strategy's Expected Result/Impact: improved teacher recruitment and retention Staff Responsible for Monitoring: Superintendent/Director of Business and Finance</p>	<p>Nov November Evidence of Progress  Completed during Summer 2024; in process of approving the retention stipend</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	



Goal 5: Develop attendance strategies to achieve a district attendance of 96% or better.







Performance Objective 1: All students will be actively engaged in student learning and attendance will be monitored.

Strategy 1 Details	Reviews
<p>Strategy 1: Utilize the truancy/safety monitor for parental conferences and home visits to education parents on the compulsory attendance law.</p>	<p>Nov November Evidence of Progress  Utilizing truancy office for meetings; Saturday schools for attendance make up to be scheduled as well as possible flex days if calendar revision approved</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Utilize and monitor campus attendance committees to create attendance improvement plans Strategy's Expected Result/Impact: improve campus attendance Staff Responsible for Monitoring: Superintendent, Director of Instruction and Accountability and Campus Administrators</p>	<p>Nov November Evidence of Progress  Committees are working with principals on incentive programs; earning of prizes , etc.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 6: Improve communication between district, community, and other stakeholders through the use of specific platforms to create transparency and trust in order to increase parental involvement and focus on improvement.







Performance Objective 1: Continue to improve communication with parents and build positive effective relationships.

Strategy 1 Details	Reviews
<p>Strategy 1: Family forms fair, technology night and other scheduled opportunities for parents to learn and practice using the ascender portal as a student information system to include registration process, scheduling and required forms and monitoring grades and assessment.</p> <p>Staff Responsible for Monitoring: Superintendent, Director of Instruction and Accountability, Campus Administrators and ACE Director</p>	<p>Nov November Evidence of Progress  form night for registration, open house for both campuses, Jones 3rd grade parent night</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Work with TRIO, STAR program (BCFS), universities, Workforce Solutions to inform parents and students on college and career opportunities.</p>	<p>Nov November Evidence of Progress  STAR program being utilized when necessary; TRIO program built into the day for assigned students, CCMR day scheduled</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Offer learning partnership meetings, where parents are provided activities to be used at home to enhance student success.</p>	<p>Nov November Evidence of Progress  3rd grade parent meeting & Fentanyl awareness meeting (october)</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: Plan for events throughout the year for parents and community to celebrate with the school (fall and spring community pep-rally, student showcases, career days, etc)</p>	<p>Nov November Evidence of Progress  Community Pep-rally, homecoming events, domestic violence awareness, fentanyl awareness, Blood drive, trunk or treat & fall festival</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 5 Details	Reviews
<p>Strategy 5: Enhance use of remind, dojo, school messenger, website, social media and the marquee</p>	<p>Nov November Evidence of Progress utilized on a weekly basis (dojo, remind, school messenger, marquee and social media); administrator training on use of website for update 10/24/24</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	






Goal 7: Develop budget plans and calendars that demonstrates a well organized process for the use of available resources while adopting a fiscally responsible budget annually.

Performance Objective 1: Draft a technology maintenance plan

Strategy 1 Details	Reviews
<p>Strategy 1: Create inventory database that is reviewed and monitored annually Strategy's Expected Result/Impact: improved process and procedures regarding technology Staff Responsible for Monitoring: Superintendent/Director of Business and Finance/Technology Manager</p>	<p>Nov November Evidence of Progress  Planning stage</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 2 Details	Reviews
<p>Strategy 2: Monthly meetings to develop and monitor a plan of activities s to be completed on a monthly basis Strategy's Expected Result/Impact: improved process and procedures regarding technology Staff Responsible for Monitoring: Superintendent/Director of Business and Finance/Technology Manager</p>	<p>Nov November Evidence of Progress  Meetings being conducted; discussion on needs that arise (hot water heaters, fire alarms, health inspector audit)</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	





Goal 7: Develop budget plans and calendars that demonstrates a well organized process for the use of available resources while adopting a fiscally responsible budget annually.

Performance Objective 2: Draft a transportation maintenance plan

Strategy 1 Details	Reviews
<p>Strategy 1: Monthly meetings to develop and monitor a plan of activities s to be completed on a monthly basis</p> <p>Strategy's Expected Result/Impact: improved procedures and process for transportation department</p> <p>Staff Responsible for Monitoring: Superintendent/Director of Operations and Facilities/Director of Business and Finance/Transportation Coordinator</p>	<p>Nov November Evidence of Progress  Meetings being conducted; discussion on needs that arise (electrical issues - lights at stadium, ACs at all campuses, audit compliance issues</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 7: Develop budget plans and calendars that demonstrates a well organized process for the use of available resources while adopting a fiscally responsible budget annually.

Performance Objective 3: Draft a facilities and operations maintenance plan

Strategy 1 Details	Reviews
<p>Strategy 1: Monthly meetings to develop and monitor a plan of activities s to be completed on a monthly basis</p> <p>Strategy's Expected Result/Impact: improved procedures and process for transportation department</p> <p>Staff Responsible for Monitoring: Superintendent/Director of Operations and Facilities/Director of Business and Finance</p>	<p>Nov November Evidence of Progress review of facilities assessment; planning stages</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	