Brackett Independent School District Brackett Secondary Schools 2024-2025 Formative Review with Notes



Mission Statement

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

Vision

Stakeholders will Ensure Diverse Experiences Resulting in Productive, Successful Citizens.

Core Beliefs

At Brackett Secondary it is our belief that every student can learn and every student has the right to the best education possible. As teachers and administration it is our priority to make sure that these beliefs can be fulfilled by every student.

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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.

	Reviews
Nov 50%	November Evidence of Progress The 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. 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 and a teacher curriculum committee has been utilized for feedback.
Jan	January Evidence of Progress
Mar	March Evidence of Progress
June	June Evidence of Progress
	Jan Mar

Strategy 2 Details		Reviews
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) Strategy's Expected Result/Impact: closing the achievement gap amongst special populations Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration	Nov 50% Jan Mar June	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. January Evidence of Progress March Evidence of Progress June Evidence of Progress
Strategy 3 Details		Reviews
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. Strategy's Expected Result/Impact: improved student learning & closing the achievement gap amongst special populations Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration	Jan Mar June	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. January Evidence of Progress March Evidence of Progress June Evidence of Progress
Strategy 4 Details		Reviews
Strategy 4: Provide teachers with professional learning experiences to gain effective instructional strategies. Strategy's Expected Result/Impact: improved instructional delivery and increases scores on required assessments Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration	Jan Mar June	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. January Evidence of Progress March Evidence of Progress June Evidence of Progress

Strategy 5 Details		Reviews
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 Strategy's Expected Result/Impact: Improved scores on state assessments in reading and math; improved academic growth Staff Responsible for Monitoring: Superintendent, Director of Instruction and Accountability and Campus Administrators	Jan Mar June	November Evidence of Progress 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. January Evidence of Progress March Evidence of Progress June Evidence of Progress
Strategy 6 Details		Reviews
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. Strategy's Expected Result/Impact: improved students classroom behavior and and teacher instructional delivery Staff Responsible for Monitoring: Superintendent, Director of Instruction and Accountability, District Mentor(s)	Nov 50% Jan	November Evidence of Progress 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 January Evidence of Progress
	Mar	March Evidence of Progress
	June	June Evidence of Progress

Strategy 7 Details		Reviews
Strategy 7: Identify student's academic levels using data to create groups and plans to increase achievement and reduce the gap. Strategy's Expected Result/Impact: Improved student performance Staff Responsible for Monitoring: Secondary Principal, Secondary Counselor, Secondary Assistant Principal, Teachers	Jan Mar June	November Evidence of Progress November Evidence of Progress 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. January Evidence of Progress March Evidence of Progress June Evidence of Progress
Strategy 8 Details		Reviews
Strategy 8: Promote military - have an ASVAB day for students to take ASVAB and have all military branches come to campus to meet teachers and students. Strategy's Expected Result/Impact: Increase student military recruitment Staff Responsible for Monitoring: Secondary Principal, Secondary Counselor, Secondary Assistant Principal, Teachers	Jan Mar June	November Evidence of Progress We are set to have College, Career, Military Readiness day Dec. 11th. Different military entities will be available to provide students with information. We hav also been in contact with the Marines representative to come vist students. January Evidence of Progress March Evidence of Progress June Evidence of Progress
Strategy 9 Details		Reviews
Strategy 9: Utilize 2nd period extra 15min to teach academic needs, organizational skills and test taking strategics. Strategy's Expected Result/Impact: Increased student academic performance Staff Responsible for Monitoring: Secondary Principal, Secondary Counselor, Secondary Assistant Principal, Teachers	Nov 50% Jan Mar June	November Evidence of Progress Second period has been used to take care of team meetings to go over expectations and to take care of academic concerns. Second period provides time to have students complete unfinished assignments. January Evidence of Progress March Evidence of Progress June Evidence of Progress

Strategy 10 Details		Reviews
Strategy 10: Hold students accountable and aware of their performance on local and state assessments (STAAR). Strategy's Expected Result/Impact: Student will monitor their performance. Staff Responsible for Monitoring: Secondary Principal, Secondary Counselor, Secondary Assistant Principal, Teachers	Jan Mar June	November Evidence of Progress We continue to use planning sessions to plan meaningful and data driven decisions. Teachers have developed goals to target needed areas of improvement. January Evidence of Progress March Evidence of Progress June Evidence of Progress
No Progress Accomplished Continue.	Modify	X Discontinue

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

	Reviews
Jan Mar June	November Evidence of Progress TTESS training conducted; all required documentation are submitted and monitored through Eduphoria January Evidence of Progress March Evidence of Progress June Evidence of Progress
	Reviews
Jan Mar June	November Evidence of Progress As we move forward, teachers have used their expertise to help others in need of assistance. During planning sessions, teachers are able to support each other. Guidance has been provided by teachers to teachers in areas such as special education, history, ESL, Behavior management, and ELA. January Evidence of Progress March Evidence of Progress June Evidence of Progress
	Jan Mar June Nov 50% Jan Mar

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
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. Strategy's Expected Result/Impact: improved student discipline, engagement and motivations Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration	Jan Mar June	November Evidence of Progress Purchased 7 Mind Sets curriculum, hired contract employees to assist with implementation; required survey project completed. January Evidence of Progress March Evidence of Progress June Evidence of Progress
Strategy 2 Details		Reviews
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. Strategy's Expected Result/Impact: provide teacher resources to meet student needs Staff Responsible for Monitoring: Superintendent/Director of Instruction & Accountability/Campus Administration	Jan Mar June	No action taken through region 20 pending January staff development sessions; currently utilize counselors to assist in this area January Evidence of Progress March Evidence of Progress June Evidence of Progress
No Progress Accomplished Continue.	/Modify	X Discontinue

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
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.	Jan Mar June	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 January Evidence of Progress March Evidence of Progress June Evidence of Progress
Strategy 2 Details		Reviews
Strategy 2: Implementation and continued monitoring of the BISD Guardian Program	Nov 100%	November Evidence of Progress applications opened and submitted; required training provided; application approved.
	Jan 100%	January Evidence of Progress
	Mar	March Evidence of Progress
	June	June Evidence of Progress

Strategy 3 Details		Reviews
Strategy 3: Review and upgrade security features such as cameras, alarm systems, badge readers and panic buttons on an annual basis.	Nov 40% Jan Mar June	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 January Evidence of Progress March Evidence of Progress June Evidence of Progress
Strategy 4 Details		Reviews
Strategy 4: Develop and utilize the Student Threat Assessment Team (STAT) as building/campus/district response team for crisis intervention Strategy's Expected Result/Impact: quick response to crisis Staff Responsible for Monitoring: District/Campus administration and STAT leaders	Jan Mar June	November Evidence of Progress STAT team created; STAT team has completed required Behavior training; pending documentation an procedures for threat assessment. January Evidence of Progress March Evidence of Progress June Evidence of Progress
No Progress Accomplished Continue/	/Modify	X Discontinue

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 3: Support and promote healthy and nutrional habbits .

Evaluation Data Sources: Lunch program participation

Strategy 1 Details		Reviews
Strategy 1: Make breakfast easily accesible to all students - grab and go breafast. Strategy's Expected Result/Impact: Improve classroom performance; Increase student participation in free breakfast and lunch program. Staff Responsible for Monitoring: Secondary Principal, Secondary Counselor, Secondary Assistant Principal, Teachers	Nov 100%	November Evidence of Progress The number of students eating breakfast has increased by 100 students comparted to last year! By provided a grab and go breakfast every morning, students are not going to class on an empty stomach. A healthy breakfast is made available to them every morning.
	Jan 100%	January Evidence of Progress
	Mar	March Evidence of Progress
	June	June Evidence of Progress

Strategy 2 Details		Reviews
Strategy 2: Use the lunch program to provide meals to all students on campus and those traveling. Strategy's Expected Result/Impact: Healthy students Staff Responsible for Monitoring: Secondary Principal, Secondary Counselor, Secondary Assistant Principal, Teachers	Nov 100%	November Evidence of Progress Students are also provided a healthy lunch every time during lunch time. We provide a healthy lunch and avoid spending money on lunches outside of school that may not be as healthy.
	Jan 100%	January Evidence of Progress
	Mar	March Evidence of Progress
	June	June Evidence of Progress
No Progress Accomplished Continue	/Modify	X Discontinue

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
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	Nov 100%	November Evidence of Progress November Evidence of Progress Completed as part of the budget process - Summer 2024
	Jan 100%	January Evidence of Progress
	Mar	March Evidence of Progress
	June	June Evidence of Progress
Strategy 2 Details		Reviews
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	Nov 60%	November Evidence of Progress Completed during Summer 2024; in process of approving the retention stipend
	Jan	January Evidence of Progress
	Mar	March Evidence of Progress
	June	June Evidence of Progress

Strategy's Expected Result/Impact: improved recruitment and retention Staff Responsible for Monitoring: Superintendent/Director of Instruction and Accountability/ Director of Business and Finance/Campus Admininstrators 60% opportunity Plann teach conce exper	Reviews
Mar June	opportunities are written down. Trainings in Eduphoria, Planning Dashboard, Special Education, and best teaching practices have taken place to address teacher concerns or just to enhance teaching. We count on the expertise of our staff and also reach out to Region 20 for professional development opportunities. January Evidence of Progress March Evidence of Progress

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
Strategy 1: Utilize the truancy/safety monitor for parental conferences and home visits to education parents on the compulsory attendance law.	Jan Mar June	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 January Evidence of Progress March Evidence of Progress June Evidence of Progress
Strategy 2 Details		Reviews
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	Nov 50%	November Evidence of Progress Committees are working with principals on incentive programs; earning of prizes, etc.
	Jan	January Evidence of Progress
	Mar	March Evidence of Progress
	June	June Evidence of Progress

Strategy 3 Details		Reviews
Strategy 3: Consistently implement school attendance policy - follow guidelines for excused and non-excused absences, make-up work, and make-up days. Strategy's Expected Result/Impact: Improved student attendance Staff Responsible for Monitoring: Superintendent, Director of Instruction and Accountability and Campus Administrators	Jan Mar June	November Evidence of Progress Parents have been informed of attendance policies and expectations for this school year. Student tracking has taken place and meetings with students and parents have been scheduled to address any attendance issues. January Evidence of Progress March Evidence of Progress June Evidence of Progress
Strategy 4 Details		Reviews
Strategy 4: Provide students with fun and eciting incentives to increase student attendance. Strategy's Expected Result/Impact: Improved attendance percentage Staff Responsible for Monitoring: Superintendent, Director of Instruction and Accountability and Campus Administrators	Jan Mar June	November Evidence of Progress Funds have been allotted for student incentives which will be awarded to students based on school attendance Student prizes and gift cards are available for recognizing students with perfect attendance. January Evidence of Progress March Evidence of Progress June Evidence of Progress
No Progress Accomplished — Continue	June e/Modify	×

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
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. Staff Responsible for Monitoring: Superintendent, Director of Instruction and Accountability, Campus Administrators and ACE Director	Nov 40% Jan Mar June	November Evidence of Progress form night for registration, open house for both campuses, Jones 3rd grade parent night January Evidence of Progress March Evidence of Progress June Evidence of Progress
Strategy 2 Details		Reviews
Strategy 2: Work with TRIO, STAR program (BCFS), universities, Workforce Solutions to inform parents and students on college and career opportunities.	Jan Mar June	November Evidence of Progress STAR program being utilized when necessary; TRIO program built into the day for assigned students, CCMR day scheduled January Evidence of Progress March Evidence of Progress June Evidence of Progress

Strategy 3 Details		Reviews
Strategy 3: Offer learning partnership meetings, where parents are provided activities to be used at home to enhance student success.	Nov 25%	November Evidence of Progress 3rd grade parent meeting & Fentanyl awareness meeting (october)
	Jan	January Evidence of Progress
	Mar	March Evidence of Progress
	June	June Evidence of Progress
Strategy 4 Details		Reviews
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)	Nov 30%	November Evidence of Progress Community Pep-rally, homecoming events, domestic violence awareness, fentanyl awareness, Blood drive, trunk or treat & fall festival
	Jan	January Evidence of Progress
	Mar	March Evidence of Progress
	June	June Evidence of Progress
Strategy 5 Details		Reviews
Strategy 5: Enhance use of remind, dojo, school messenger, website, social media and the marquee	Jan Mar June	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 January Evidence of Progress March Evidence of Progress June Evidence of Progress
No Progress Accomplished Continue.	/Modify	X Discontinue

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
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	Nov November Evidence of Progress Planning stage
	Jan January Evidence of Progress
	Mar March Evidence of Progress
	June June Evidence of Progress
Strategy 2 Details	Reviews
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	Nov November Evidence of Progress Meetings being conducted; discussion on needs that arise (hot water heaters, fire alarms, health inspector audit)
Manager	Jan January Evidence of Progress
	Mar March Evidence of Progress
	June June Evidence of Progress
No Progress Continue	e/Modify X Disc

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

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