

Brazosport Independent School District

District Improvement Plan

2025-2026 Formative Reviews



Board Approval Date: October 27, 2025
Public Presentation Date: October 27, 2025

Mission Statement

The mission of Brazosport ISD is to graduate each student to be future ready.

Vision

Brazosport ISD...Setting the standard for educational excellence.

Value Statement

1. Every child deserves the highest quality education.
2. Everyone is accountable for student success.
3. Students find purpose through connections with their schools.
4. Collaborative partnerships are vital to strengthening the learning experience.
5. We value and support the contributions of our staff.

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Goals

Goal 1: Brazosport ISD will provide a rigorous a relevant learning experience to ensure that every student will B*FutureReady.


Performance Objective 1: The percent of 3rd grade students that score Meets Grade Level or above on STAAR Reading will increase from 47% in 2021 to 60% by June 2026. (Outcome Goal 1)







TEA Priorities:
Build a foundation of reading and math

High Priority

HB3 Goal

Evaluation Data Sources: Third grade STAAR Reading Exam results at the Meets Grade Level standard by all applicable Domain III: Closing the gaps groups
PK-3 reading screener progress reports comparing the beginning of the year with the end of the year

Strategy 1 Details	Reviews			
Strategy 1: Literacy Specialist will monitor the implementation of the Early Childhood Reading and Writing Curriculum, and provide training and resources to early childhood teachers. Strategy's Expected Result/Impact: Improved reading performance from the beginning of the year to the end of the year for 90% or more of students in grades PK through 4 Staff Responsible for Monitoring: Deputy Superintendent of Elementary Academics: Language Acquisition and Early Childhood Deputy Superintendent of Curriculum, Instruction, & Assessment Problem Statements: Student Learning 1, 2 - District Processes & Programs 9, 10	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 2 Details	Reviews			
Strategy 2: District level literacy supervisors will ensure that Balanced Literacy and science of teaching reading is implemented with fidelity in every elementary classroom. Strategy's Expected Result/Impact: 65% or more of students in grades 1-3 will demonstrate a minimum of one year of growth using the Star Renaissance screener. 58% of grade 3 students will perform at Meets Grade Level on the STAAR reading. Staff Responsible for Monitoring: Deputy Superintendent of Elementary Academics: Language Acquisition and Early Childhood Deputy Superintendent of Curriculum, Instruction, & Assessment Results Driven Accountability Problem Statements: Student Learning 1 - District Processes & Programs 9	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 3 Details	Reviews			
Strategy 3: Use Imagine Learning to accelerate language and literacy skills for all students including Emergent Bilinguals in grades PK-4. (Title III) Strategy's Expected Result/Impact: Improved reading performance from the beginning of the year to the end of the year for 90% or more of students in grades PK-4. Staff Responsible for Monitoring: Deputy Superintendent of Elementary Academics: Language Acquisition and Early Childhood Results Driven Accountability Problem Statements: Student Learning 1, 2 - District Processes & Programs 9, 10 Funding Sources: Imagine Learning Language and Literacy Licenses - 263 - Title III, Part A - \$34,500	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Brazosport ISD will provide a rigorous a relevant learning experience to ensure that every student will B*FutureReady.

Performance Objective 2: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 47% in 2021 to 63% by June 2026. (Outcome Goal 2)








TEA Priorities:

Build a foundation of reading and math

High Priority

HB3 Goal

Evaluation Data Sources: Third grade STAAR Mathematics Exam results at the Meets Grade Level standard by all applicable Domain III: Closing the gaps groups

Strategy 1 Details	Reviews			
Strategy 1: Improve implementation of Spatial Temporal (ST) Math with Pre-K students through support from the Numeracy Specialist and Early Childhood Specialist. Strategy's Expected Result/Impact: ST Math reports will indicate that 90% of students are on track in mathematics. Staff Responsible for Monitoring: Assistant Superintendent of Elementary Academics: Language Acquisition and Early Childhood Results Driven Accountability Problem Statements: Student Learning 1 - District Processes & Programs 9	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: The district will facilitate the implementation and monitoring of the mathematics curriculum and TIER 1 priorities in K-3 by screeners/CBAs/classroom visits while providing targeted training (implementation of number talks, problem-solving models, fact fluency, etc.) and resources (ST Math, STAAR preparation resources, etc.). Strategy's Expected Result/Impact: Improved mathematics performance from the beginning of the year to the end of the year for 90% or more of students in grades K through 3. Staff Responsible for Monitoring: Coordinator of Mathematics (Curriculum Specialist) Deputy Superintendent of Curriculum, Instruction, & Assessment Results Driven Accountability Problem Statements: Student Learning 1 - District Processes & Programs 9 Funding Sources: Math Curriculum Specialist - 255- Title II, Part A Personnel - 255.13.6119.00.889.24 - \$78,000	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Principals will work with math and ELAR teachers to set math and reading annual performance goals for their students. Strategy's Expected Result/Impact: 75% or more of students in grades 1-3 will demonstrate a minimum of one year of growth using the Star Renaissance screener. Staff Responsible for Monitoring: Deputy Superintendent of Elementary Academics: Language Acquisition and Early Childhood Results Driven Accountability Problem Statements: Student Learning 1 - District Processes & Programs 9	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Brazosport ISD will provide a rigorous a relevant learning experience to ensure that every student will B*FutureReady.

Performance Objective 3: The percentage of graduates that meet the criteria for CCMR will increase from 58% in 2019 (COVID) to 70% by August 2026.
(Outcome Goal 3)

TEA Priorities:

Connect high school to career and college

High Priority

HB3 Goal

Evaluation Data Sources: CCMR accountability verifier

CCMR accountability tracker

AP exam results



SAT and ACT reports








TSIA reports

Industry Based Certification attainment reports

Military enlistment reports

College Prep classes passing reports

Strategy 1 Details	Reviews			
Strategy 1: Opportunities for meaningful industry-based certifications will be identified and provided to students. Strategy's Expected Result/Impact: Number of industry based certifications awarded. Staff Responsible for Monitoring: Deputy Superintendent of Curriculum, Instruction, & Assessment Director of CTE Problem Statements: Student Learning 3 - District Processes & Programs 11	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Brazosport ISD will ensure students have free access to earn college credit with Brazosport College and through AP exams, to college readiness assessments/preparation, and to industry-based certifications. Strategy's Expected Result/Impact: Increased percent of students achieving CCMR from June 2024 to June 2025. Staff Responsible for Monitoring: Deputy Superintendent of Curriculum, Instruction, & Assessment Director of CTE Problem Statements: Student Learning 3 - District Processes & Programs 11 Funding Sources: PSAT Prep Program Tutorials - 289- Title IV, Part A Personnel - \$7,800	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 3 Details	Reviews			
Strategy 3: Provide Career and Technical Education students with hands-on experiential learning opportunities through real world settings such as internships, clinicals, and practicum learning experiences that coincide with curriculum and instructional strategies to better equip and prepare students upon graduation. Strategy's Expected Result/Impact: Number of hands-on experiential learning opportunities Number of students participating Staff Responsible for Monitoring: Deputy Superintendent of Curriculum, Instruction, & Assessment Director of CTE Problem Statements: Student Learning 1, 3 - District Processes & Programs 9, 11 Funding Sources: Supplementals and Materials for CTE - 244 - Carl Perkins - \$126,096	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 4 Details	Reviews			
Strategy 4: Partner with Brazosport College to assist families in filling out the FAFSA and to ensure there are clear transitional supports. Strategy's Expected Result/Impact: By the end of the school year, two opportunities in each of the two semesters will be offered to families at Brazosport College where they can get assistance in completing the FAFSA. Staff Responsible for Monitoring: Director of Guidance & Counseling Problem Statements: Student Learning 1, 2, 3 - District Processes & Programs 9, 10, 11	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 5 Details	Reviews			
Strategy 5: Provide families of Emergent Bilingual students who will enter or who are already enrolled in the high schools with tours to expose them to CTE opportunities, and with guidance in selecting Programs of Study suited for the EB students. Strategy's Expected Result/Impact: Improved student performance on the reading STAAR EOC and improved graduation rate and decreased drop out rate. Staff Responsible for Monitoring: Assistant Superintendent of Elementary Academics: Language Acquisition and Early Childhood. Language Acquisition Coordinator. Parent & Family Liaison Results Driven Accountability Problem Statements: Student Learning 1, 3 - District Processes & Programs 9, 11	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Brazosport ISD will provide a rigorous a relevant learning experience to ensure that every student will B*FutureReady.



Performance Objective 4: In 2025-2026, BISD campuses will provide accelerated instruction to all student groups that are not achieving their full potential in order to close achievement and growth performance gaps. (Required element TEC 11.252(a)(3)(A)); (HB 4545)




TEA Priorities:




Build a foundation of reading and math, Improve low-performing schools


High Priority





Evaluation Data Sources: 2025 underperforming BISD student groups will close the gap between the performance of the groups and both the state and the traditionally higher performing groups on STAAR assessments.

Strategy 1 Details	Reviews			
Strategy 1: Provide campuses with grade level specific math support programs. Strategy's Expected Result/Impact: Improved student performance on the math STAAR, and improved growth of TIER III students from the beginning of the year to the end of the year as measured by grade level math screeners. Staff Responsible for Monitoring: Deputy Superintendent of Curriculum, Instruction, & Assessment Math Coordinator Results Driven Accountability Problem Statements: Student Learning 1, 3 - District Processes & Programs 9, 11	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Provide campuses with grade level specific reading support programs. Strategy's Expected Result/Impact: Improved student performance on the reading STAAR, and improved growth of TIER III students from the beginning of the year to the end of the year as measured by grade level reading screeners. Staff Responsible for Monitoring: Deputy Superintendent of Curriculum, Instruction, & Assessment ELA Coordinator Results Driven Accountability Problem Statements: Student Learning 1, 2, 3 - District Processes & Programs 9, 10, 11	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 3 Details		Reviews			
Strategy 3: Provide accelerated instruction through the Brazos Success Academy to students who are not on track to graduate with their cohort. Strategy's Expected Result/Impact: Greater-than or equal to 75% for the four-year graduation rate. The district dropout rate will be 1.5% or lower Staff Responsible for Monitoring: Assistant Superintendent of Compliance & Data Quality Results Driven Accountability Problem Statements: Demographics 1 - Student Learning 1, 3 - District Processes & Programs 8, 9, 11, 14 Funding Sources: Supplies and Materials - Brazos Success Academy - Local 26 State Comp Ed (BSA) - \$89,318, Supplies, Materials and Personnel - Local 99 - (BSA) - \$7,300		Formative			Summative
		Nov	Jan	Mar	June
		 Moderate Progress			
Strategy 4 Details		Reviews			
Strategy 4: Provide instruction and accelerated instruction, summer school, and/or tutorials to students who are identified as at-risk, those who did not pass STAAR, including students who are identified as Emergent Bilingual and/or are served through special education. Strategy's Expected Result/Impact: Improved individualized progress and academic performance in alignment with the performance objective measures. Staff Responsible for Monitoring: Deputy Superintendent of Curriculum, Instruction, & Assessment Deputy Superintendent of Elementary Academics and Language Acquisition and Early Childhood Assistant Superintendent of Secondary Academics Problem Statements: Student Learning 1, 2, 3 - District Processes & Programs 9, 10, 11 Funding Sources: Summer School and Summer School Now - SCE 199- Summer School/Summer School NOW (HB 4545) - \$500,000		Formative			Summative
		Nov	Jan	Mar	June
		 Some Progress			
Strategy 5 Details		Reviews			
Strategy 5: The district will provide support with planning, along with monitoring and analysis of student performance to campuses identified through the state accountability system as needing support. Strategy's Expected Result/Impact: Student groups with consecutive years of missing Domain III targets will meet their targets. FIS will improve to second year Comprehensive School Improvement with Improvement. CIS and BSA will both improve to not being identified for Additional Targeted Support Staff Responsible for Monitoring: Assistant Superintendent of Compliance & Data Quality Results Driven Accountability Problem Statements: Demographics 1 - Student Learning 1, 2, 6 - District Processes & Programs 5, 8, 9, 10		Formative			Summative
		Nov	Jan	Mar	June
		 Considerable			

Strategy 6 Details	Reviews			
Strategy 6: The Language Acquisition Department will monitor the implementation of the reading and math curricula and provide training and resources to teachers who serve EB students. Strategy's Expected Result/Impact: Improved student performance on the reading STAAR and improved growth of Tier III students from the beginning of year to the end of year as measured by progress monitoring. Staff Responsible for Monitoring: Language Acquisition Department Coordinator, Emergent Bilingual Specialist and Deputy Superintendent of Elementary Academics: Language Acquisition and Early Childhood Results Driven Accountability Problem Statements: Student Learning 1, 2, 6 - District Processes & Programs 5, 9, 10 Funding Sources: Contracted Services - 263 - Title III, Part A - \$9,240, Teacher Professional Development - 263 - Title III, Part A - \$15,812, Seidlitz Dictado - 263 - Title III, Part A - \$5,595	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 7 Details	Reviews			
Strategy 7: Provide reading tutorials to Bilingual and ESL students at elementary/middle/intermediate and HS school campuses to help improve language acquisition and literacy. (Title III) Strategy's Expected Result/Impact: Improved student performance on the reading STAAR and improved growth of Tier III students from the beginning of year to the end of year as measured by progress monitoring. Staff Responsible for Monitoring: Campus administration, teachers that are teaching tutorials, and the Language Acquisition Department. Results Driven Accountability Problem Statements: Student Learning 1, 2, 3 - District Processes & Programs 9, 10, 11	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 8 Details	Reviews			
Strategy 8: Provide a Read 180 Reading Intervention Program for 7th-12th grade ESL students. Strategy's Expected Result/Impact: Improved student performance on the reading STAAR and improved growth of Tier III students from the beginning of year to the end of year as measured by progress monitoring. Staff Responsible for Monitoring: Deputy Superintendent of Elementary Academics: Language Acquisition and Early Childhood Results Driven Accountability Problem Statements: Student Learning 1, 2, 3 - District Processes & Programs 9, 10, 11 Funding Sources: Read 180 Licenses - 263 - Title III, Part A - \$13,625	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 9 Details	Reviews			
Strategy 9: Imagine Learning/Edgenuity--Digital Libraries 6-12 Comprehensive All Site License -Middle School and High School--content for Math,ELA, Science,SS, electives, AP,world languages,Virtual Tutors-District Purchase Strategy's Expected Result/Impact: Improve student performance Staff Responsible for Monitoring: Deputy Superintendent of Curriculum, Instruction, & Assessment Deputy Superintendent of Elementary Academics and Language Acquisition and Early Childhood Assistant Superintendent of Secondary Academics Problem Statements: Student Learning 1, 2, 3 - District Processes & Programs 9, 10, 11 Funding Sources: Imagine Learning/Edgenuity - Local 26 State Comp Ed (BSA) - \$77,350	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Goal 2: Brazosport ISD learning environments will be safe, secure, and conducive to learning.

Performance Objective 1: In 2025-2026, BISD will implement ten or more strategies that ensure the health and safety of students and staff in all learning environments.

TEA Priorities:


Improve low-performing schools


High Priority



Evaluation Data Sources: District out-of-classroom data




Data on identified valid threats








Tracking of threats from the beginning to the end of school

Strategy 1 Details	Reviews			
Strategy 1: Health and safety specialists will be added to the two high schools and two intermediate schools. Strategy's Expected Result/Impact: The addition of the four Health and Safety Specialists will support a 10% reduction of state coded disciplinary actions by June 1, 2025. Staff Responsible for Monitoring: Chief Finance Officer Deputy Superintendent of Administrative Services Director of Federal Programs Problem Statements: District Processes & Programs 1 Funding Sources: Health and Safety Specialists (4) - 289- Title IV, Part A Personnel - \$94,220	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			

Strategy 2 Details		Reviews			
<p>Strategy 2: The district will train key district and campus personnel, including BISD Police and BISD Security/Safety Officers Level II and Level III, in the National Incident Management System (NIMS) and their role in supporting school safety. [TEC 37.081]</p> <p>Strategy's Expected Result/Impact: By the end of the second semester, all personnel who are required to receive the training will be trained. The District has hired a number of new safety specialists in many of our positions. This was due to staffing attrition issues. The new safety specialist hired during the first semester of the 2025/2026 school year will complete this training by the end of the 2025/2026 school year.</p> <p>Staff Responsible for Monitoring: Executive Chief of Safety, Security, BISD Police Dept, and Emergency Management</p> <p>Problem Statements: District Processes & Programs 1</p>		Formative			Summative
		Nov	Jan	Mar	June
		 Considerable			

Strategy 3 Details	Reviews			
<p>Strategy 3: The district will adopt and then train staff, students, parents, and district partners on the Standard Response Protocol, Student Reunification Method, and Stop the Bleed, providing drills to ensure preparedness for emergencies.</p> <p>Strategy's Expected Result/Impact: By the end of the school year, every campus will have conducted the Standard Response Protocol Drill, each campus will complete a tabletop/talk-through exercise on the Student Reunification Method, protocols, and execution process with their crisis management team.</p> <p>The District conducts the following Drills: Two (2) Lockdown Drills, four (4) Fire Drills, One (1) Secure Drill, One (1) shelter Drill, One (1) Hold Drill, One (1) Reunification Tabletop exercise, and, One 1()Site Evacuation Tabletop exercise</p> <p>By the end of the first semester, all new teachers will have received training on Stop the Bleeding Protocols during TIPS and/or at their respective campuses.</p> <p>By the end of the first semester, all substitute teachers will have received training on Stop the Bleeding Protocols during the start of the school year, either through onboarding training or at their respective campuses.</p> <p>By the end of the school year, all 7th - 12th-grade students will be trained on Stop the Bleeding Protocols. Each year, we train the new 7th graders at LJI, CIS, and FIS. All students in 8th - 12th grade have been trained.</p> <p>This Strategy is ongoing (LJI 7th-grade students were trained on 10/10/2025, FIS is scheduled for 10/24/2025, CIS is scheduled for when we return from the Holiday Break).</p> <p>All Campus Leadership Teams have re-trained their staff and students on the Standard Response Protocols Drills. Each Campus has done a tabletop/talk exercise with its staff.</p> <p>This Strategy is ongoing based on the TEA-mandated drill schedule list above.</p> <p>Staff Responsible for Monitoring: Executive Chief of Safety, Security, BISD Police Department, and Emergency Management</p> <p>Problem Statements: District Processes & Programs 1</p>	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
Strategy 4 Details	Reviews			
<p>Strategy 4: The district will train staff and students on threat assessment reporting and protocols, as well as support threat assessment teams in evaluation and response to potential behavioral threats to school security and suicide risk.</p> <p>Strategy's Expected Result/Impact: Threat Assessment Team members on each campus will be trained by either the School Safety Center, the Region 4 Service Center, or by district personnel.</p> <p>Staff Responsible for Monitoring: Deputy Superintendent of Administrative Services and Director of Guidance and Counseling</p> <p>Problem Statements: District Processes & Programs 1</p>	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 5 Details	Reviews			
Strategy 5: The district will train school personnel in how to identify and assist victims of human trafficking. [TEC 38.0041(a)] [TEC 11.252(c)(9)] Strategy's Expected Result/Impact: By the end of the first semester, all personnel required to receive the training will complete it. Staff Responsible for Monitoring: Director of Guidance & Counseling Problem Statements: District Processes & Programs 14	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 6 Details	Reviews			
Strategy 6: The district will implement a substance abuse prevention program to include an e-cigarette prevention program in grades 7-12. Strategy's Expected Result/Impact: By the end of the school year, a variety of resources will be used to ensure that targeted students participating in Teen Leadership at the high school level will receive instruction on e-cigarette and substance abuse prevention. Additionally all other secondary students will receive instruction in the prevention of e-cigarettes according to individual campus' processes and procedures, and all secondary students who receive disciplinary actions due to using e-cigarettes will be assigned online modules or face-to-face lessons to teach them about the dangers of e-cigarettes. Staff Responsible for Monitoring: At-Risk Coordinator and Director of Guidance & Counseling Problem Statements: District Processes & Programs 14	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 7 Details	Reviews			
Strategy 7: The district will train staff and students on behavior expectations, including the district's policy on prevention, reporting, and response procedures related to bullying, sexual harassment (Title IX), dating violence and for teachers and staff who work with behaviorally challenged students, TBSI. [TEC 37.0832] [TEC 11.252(3)(E)] [TEC 37.083(a)] [TEC 11.252(a)(9)] [TEC 38.0041] [TEC 37.0831] [TAC 19 103.1201(b)] Strategy's Expected Result/Impact: At the beginning of the school year, all staff will receive the Title IX training. By the end of the first semester, staff will receive training in bullying, while all students in elementary and secondary schools will receive training in anti-bullying, which includes sexual harassment and dating violence, during the month of October. Staff Responsible for Monitoring: Director of Student Services, At Risk Coordinator, and Director of Guidance & Counseling Problem Statements: District Processes & Programs 1, 14	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 8 Details	Reviews			
Strategy 8: The district will provide an alternative education setting through the Lighthouse Learning Center to students who are experiencing behavioral difficulties on their home campus. (TAC 19.103.1201(b)) Strategy's Expected Result/Impact: During the 2025-2026 school year, the recidivism rate will be reduced by 1.5% Staff Responsible for Monitoring: Deputy Superintendent of Administrative Services Results Driven Accountability Problem Statements: District Processes & Programs 14 Funding Sources: Lighthouse Learning Center (LLC) Personnel - Local 28 - Disciplinary AEP State Comp Pers (LLC) - \$1,301,019, Supplies and Materials Lighthouse Learning Center - Local 28 - Disciplinary AEP State Comp (LLC) - \$7,750, Lighthouse Learning Center LLC-local activities - Local 99 (LLC) - \$17,235, LLC Character Ed Supplies - Local - Local 11- LLC - \$1,400	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 9 Details	Reviews			
Strategy 9: The district will ensure that each campus has the technology needed to adequately screen visitors to the campus. Strategy's Expected Result/Impact: All campuses will have the Raptor System in Place for use in screening and identifying both district employees and others who visit the campus. Staff Responsible for Monitoring: Executive Director of School Safety and Security Chief Operations and Technology Officer Problem Statements: District Processes & Programs 1	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 10 Details	Reviews			
Strategy 10: The district will continue to provide enhanced staff training on professional standards and ethics. Required practices from employee handbook reminders. Strategy's Expected Result/Impact: The HR department will utilize the Staff Bulletins and email reminder to review required practices from the employee handbook. Staff Responsible for Monitoring: Chief HR Officer Problem Statements: Demographics 2 - Student Learning 5	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Brazosport ISD learning environments will be safe, secure, and conducive to learning.

Performance Objective 2: In 2025-2026, BISD will implement strategies that support the mental health and developmental needs of students.



TEA Priorities:




Improve low-performing schools




High Priority**Evaluation Data Sources:** Communities in Schools monthly reports








Report on supports to students identified as homeless or in foster care

Implementation supporting documentation for statutorily required activities and trainings

Strategy 1 Details	Reviews			
Strategy 1: The district will provide support services to students through character education. Strategy's Expected Result/Impact: By the end of the year, all elementary campuses will have implemented QuaverReady and Rhithm, and all secondary schools will have implemented Capturing Kids' Hearts. Staff Responsible for Monitoring: Director of Guidance & Counseling Results Driven Accountability Problem Statements: District Processes & Programs 14 Funding Sources: Character Education Curriculum-2Words - 289 - Title IV, Part A - \$6,000, Character Education on site Student and Staff Training - 289 - Title IV, Part A - \$6,500	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: The district will increase ease of access to in house and outside counseling services through community partnerships to support mental health needs and suicide prevention, including a parental or guardian notification. [TEC 11.252(3)(B)(i)] Strategy's Expected Result/Impact: By the end of the first semester, the process for referrals of students suffering from mental health and isolation issues will be fully implemented. Staff Responsible for Monitoring: Director of Guidance & Counseling Problem Statements: District Processes & Programs 14	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 3 Details	Reviews			
Strategy 3: BISD campuses will integrate trauma-informed care practices into the district's PBIS framework, including increasing staff and parent awareness of trauma-informed care implementation of trauma-informed practices and care by District and campus staff, and providing information about available counseling options for students affected by trauma or grief. [TEC 11.252(a)(3)(E) [TEC 11.252(a)(10) [TEC 38.036] Strategy's Expected Result/Impact: All counselors and behavior specialists will implement trauma-informed care practices. Staff Responsible for Monitoring: Director of Guidance & Counseling Results Driven Accountability Problem Statements: District Processes & Programs 14	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 4 Details	Reviews			
Strategy 4: District secondary school campuses will provide Capturing Kids' Hearts, as well as district-by-design support, to enhance staff's ability to connect and build positive relationships with and among students. [TEC 11.252(3)(B)(ii)] [TEC 11.252(3)(B)(iii)] Strategy's Expected Result/Impact: By the end of the school year, there will be a decrease in office discipline referrals at the secondary level. Staff Responsible for Monitoring: Director of Guidance and Counseling Results Driven Accountability Problem Statements: Student Learning 1 - District Processes & Programs 9, 14	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 5 Details	Reviews			
Strategy 5: The district will implement mentoring programs through partnerships such as Loving BISD and through Lift Up, a district-facilitated mentoring initiative. Strategy's Expected Result/Impact: By the end of the second nine weeks, students who have a district mentor will get connected to the mentor. Staff Responsible for Monitoring: Director of Guidance & Counseling and At-Risk Coordinator Problem Statements: District Processes & Programs 14 Funding Sources: Mentor Liaison - Local 24 - State Comp Personnel - \$65,000	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 6 Details	Reviews			
Strategy 6: The district will provide case managers to support students and families at select campuses through a partnership with Communities in Schools. Strategy's Expected Result/Impact: By the end of the school year, more than 300 of the district's most at-risk students who are not being successful in school will receive a variety of supports that address social, emotional, physical and academic needs. Staff Responsible for Monitoring: At-Risk Coordinator Results Driven Accountability Problem Statements: Student Learning 1 - District Processes & Programs 9, 14	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 7 Details	Reviews			
Strategy 7: The district will provide after school programs at select campuses to support students through a partnership with Boys & Girls Club of Brazoria County. Strategy's Expected Result/Impact: By the end of the school year, eleven BISD campuses will host after school Boys' and Girls' Club programs. Staff Responsible for Monitoring: At-Risk Coordinator Problem Statements: Student Learning 1 - District Processes & Programs 9, 14	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 8 Details	Reviews			
Strategy 8: The district will use supplemental funding to coordinate support and transition services to At-Risk students. Strategy's Expected Result/Impact: By the end of the school year, more than 300 of the district's most at-risk students who are not being successful in school will receive a variety of supports that address social, emotional, physical and academic needs. Staff Responsible for Monitoring: At Risk Coordinator Results Driven Accountability Problem Statements: Student Learning 1, 3 - District Processes & Programs 9, 11, 14 Funding Sources: At-Risk Coordinator - Local 24 - State Comp Personnel - \$85,000	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 9 Details	Reviews			
Strategy 9: The district will continue implementation of the ASCEND (Acquiring Strength, Character, Employability and Networking Skills with Determination) Program to offer additional monitoring, supervision, support and enrichment opportunities to students experiencing homelessness. Strategy's Expected Result/Impact: Students experiencing homelessness will have the opportunity to develop better communication, goal setting and employability skills which will increase their resiliency and confidence. Additionally through monitoring and interventions, students will be more successful. Staff Responsible for Monitoring: At Risk Coordinator Results Driven Accountability Problem Statements: Student Learning 1 - District Processes & Programs 9, 14 Funding Sources: McKinney Vento Program Specialist/Program Costs - Brazoria County HOME ARP Grant - \$90,500, TECHY (PCN 14745) 23-24 - 206-TECHY (Homeless) Grant 23.24 funds - \$51,600, TECHY (PCN 14745) 24-25 - 206-TECHY (Homeless) Grant 24.25 funds - \$46,063	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 10 Details	Reviews			
Strategy 10: District elementary school campuses will provide CHAMPS, as well as district-by-design support, to enhance staff's ability to connect and build positive relationships with and among students. Strategy's Expected Result/Impact: By the end of the school year, there will be a decrease in office discipline referrals at the elementary level. Staff Responsible for Monitoring: Deputy Superintendent of Elementary Schools Problem Statements: Student Learning 1 - District Processes & Programs 9, 14	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 11 Details	Reviews			
Strategy 11: The district will release information on key issues such as bullying, gun safety, vaping and fentanyl awareness, and suicide awareness through various forms of communication, such as school messenger, newsletters and media releases. Strategy's Expected Result/Impact: By the end of the year district parents and students will have an increase awareness surrounding these issues. Staff Responsible for Monitoring: Director of Guidance and Counseling and At Risk Coordinator Problem Statements: District Processes & Programs 14	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: BISD will promote, communicate and market the accomplishments, achievements and successes of students and staff.

Performance Objective 1: Increase parent satisfaction with their child's overall school experience from 83% to 90% by the end of the year.

TEA Priorities:
Improve low-performing schools








Evaluation Data Sources: EOY Parent Survey

Strategy 1 Details	Reviews			
Strategy 1: Conduct a mid-year survey to gather parent feedback on their child's satisfaction with their overall school experience during the first semester, and campuses will use this data to inform spring planning. Strategy's Expected Result/Impact: Satisfaction rates will increase from 83% to 90% by the end of the school year. Staff Responsible for Monitoring: Assistant Superintendent of Compliance & Data Quality Problem Statements: Demographics 1 - District Processes & Programs 8	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Implement the district's marketing plan to highlight the district's key messages, programs, successes, and opportunities. Strategy's Expected Result/Impact: Satisfaction rates will increase from 83% to 90% by the end of the school year. Staff Responsible for Monitoring: Assistant Superintendent of Compliance & Data Quality Problem Statements: Demographics 1 - District Processes & Programs 8	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Moderate Progress			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

Goal 3: BISD will promote, communicate and market the accomplishments, achievements and successes of students and staff.

Performance Objective 2: Market student, staff, and program accomplishments to the community by increasing the number of stories and news releases from 180 to 200 for the 2025-2026 school year.

TEA Priorities:
Improve low-performing schools








Strategy 1 Details	Reviews			
Strategy 1: Develop and communicate procedures for the timely submission of students, staff, and programs success stories with photos and details. Strategy's Expected Result/Impact: 200 or more stories will be published Staff Responsible for Monitoring: Assistant Superintendent of Compliance & Data Quality Problem Statements: District Processes & Programs 7 - Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Create a timeline for submissions so successes are shared promptly and consistently. Strategy's Expected Result/Impact: 90% of Stories will be submitted according to the established timelines Staff Responsible for Monitoring: Assistant Superintendent of Compliance & Data Quality Problem Statements: District Processes & Programs 7 - Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
	 No Progress			
Strategy 3 Details	Reviews			
Strategy 3: Designate one campus contact to collect and submit stories. Strategy's Expected Result/Impact: Each campus will identify one designated contact to collect stories and events Staff Responsible for Monitoring: Assistant Superintendent of Compliance & Data Quality Problem Statements: District Processes & Programs 7 - Perceptions 1	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Brazosport ISD will exercise fiscal responsibility to ensure financial strength and provide the resources to equip and maintain quality facilities and educational programming.

Performance Objective 1: In 2025-2026, BISD Technology will implement activities that will improve the technology infrastructure and support BISD initiatives.

High Priority

Evaluation Data Sources: Evidence of implementation of each activity

Strategy 1 Details	Reviews			
Strategy 1: Enhance the District cybersecurity by implementing an automated identity management system for user accounts lifecycle management, adopting a zero trust access solution for vendor connections, and deploying a network monitor platform to proactively detect and respond to system anomalies. Strategy's Expected Result/Impact: Identity automation system fully deployed and integrated with district systems Implementing vendor access controls system allow vendors to connect without using VPN Network monitor system operational with active alerts and reporting. Staff Responsible for Monitoring: Director of Technology Cybersecurity Coordinator Problem Statements: District Processes & Programs 3	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Migrate district telecommunications services from legacy PRI analog circuits to a SIP-based solution hosted in the district datacenter to improve reliability, reduce operational costs, and enhance business continuity. Strategy's Expected Result/Impact: SIP circuit successfully implemented and tested at the district datacenter. Decommissioning of legacy PRI lines completed. Canceling PRI accounts. Staff Responsible for Monitoring: Director of Technology Problem Statements: District Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Leverage E-rate category 2 funding to modernize district network infrastructure by upgrading cabling at two campuses, replacing all UPS units in network closets, replacing two wireless controllers and two internet routers, and migrating to Aruba Cloud Central to improve reliability, efficiency, and provide cost savings while maximizing available federal discounts. Strategy's Expected Result/Impact: Receipt and documentation of E-rate category 2 funding commitment letter. Completion of reports and invoices for funded projects. Verification of 85% reimbursementsent and 15% district cost share. Staff Responsible for Monitoring: Director of Technology Problem Statements: District Processes & Programs 3	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Brazosport ISD will exercise fiscal responsibility to ensure financial strength and provide the resources to equip and maintain quality facilities and educational programming.

Performance Objective 2: In 2025-2026, BISD will allocate state and federal funds to support the overall instructional program of the district and to address learning loss resulting in all students group meeting or exceeding the math and reading Meets Grade Level targets for the early literacy and numeracy goals, and a 10% or more improvement in Meets Grade Level performance on all STAAR exams for each racial/ethnic and special program population group identify as under performing in 2024. (Federal and State fiscal compliance)

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools



High Priority



Evaluation Data Sources: STAAR Performance Reports



State Accountability Reports




RDA Report







District reading and math screener results

Strategy 1 Details	Reviews			
Strategy 1: The district will support supplemental special education early intervention by providing IDEA-B Preschool funding for supplemental needs such as personnel, intervention, professional development, supplies, and materials. Strategy's Expected Result/Impact: Improved individualized progress and academic performance in alignment with the performance objective measures. Staff Responsible for Monitoring: Director of Special Services Results Driven Accountability Problem Statements: Demographics 2 - Student Learning 5 Funding Sources: - 225 - IDEA B Preschool - \$74,242	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: The district will support supplemental special education Elementary, Middle, and High School instruction by providing IDEA-B funding for supplemental needs such as personnel, intervention, professional development, supplies, and materials. Strategy's Expected Result/Impact: Improved individualized progress and academic performance in alignment with the performance objective measures. Staff Responsible for Monitoring: Director of Special Services Results Driven Accountability Problem Statements: Demographics 2 - Student Learning 5	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 3 Details	Reviews			
<p>Strategy 3: The district will support content and language acquisition by providing local and Federal funding for supplemental needs such as personnel, ESL certification training and reimbursement, intervention, family and engagement activities, supplies, leadership training, memberships, and materials.</p> <p>Strategy's Expected Result/Impact: Improved academic performance in alignment with the performance objective measures.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Elementary Academics: Language Acquisition and Early Childhood</p> <p>Results Driven Accountability</p> <p>Problem Statements: Student Learning 7 - District Processes & Programs 6</p> <p>Funding Sources: Parent and Family Engagement - 263 - Title III, Part A - \$1,000, Program Administrator Travel - 263 - Title III, Part A - \$2,800, Parent Staff Development - 263 - Title III, Part A - \$500, Title III, Part A Indirect Cost - 263 - Title III, Part A - \$5,291, Parent and Family Liaison PCN 14278 - 263 - Title III, Part A Personnel - \$18,000, Classroom Supplies - 263 - Title III, Part A - \$1,719, Supplies for Siedlitz - 263 - Title III, Part A - \$700, PFE Snacks - 263 - Title III, Part A - \$50, TSI Bootcamp - 263 - Title III, Part A Personnel - \$2,500</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Some Progress</p>			
Strategy 4 Details	Reviews			
<p>Strategy 4: The district will coordinate with the Region 4 ESC to recruit, identify and serve Migrant students.</p> <p>Strategy's Expected Result/Impact: Informational migrant posters visibly displayed on each campus (provided by Region 4). 90% of Migrant Surveys returned by parents/caregivers. Number of students identified as Migrant through online & paper enrollment.</p> <p>Staff Responsible for Monitoring: Language Acquisition Coordinator Assistant Superintendent of Elementary Academics: Language Acquisition and Early Childhood</p> <p>Problem Statements: Student Learning 1 - District Processes & Programs 9</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Some Progress</p>			

Strategy 5 Details		Reviews			
Strategy 5: The district will provide McKinney-Vento and Title I related services to students who have been identified as homeless. Strategy's Expected Result/Impact: Students identified as homeless will receive the supports and services needed for an increase in the number of students to be promoted to the next grade, and that will result a reduction in the dropout rate. Staff Responsible for Monitoring: At-Risk Coordinator Deputy Superintendent of Administrative Services Results Driven Accountability Problem Statements: Demographics 1 - Student Learning 1 - District Processes & Programs 8, 9 Funding Sources: McKinney-Vento Resources/Supplies to meet needs of identified students - 889 - Federal Programs Reservation (Title I) - 211.**.6***.00.***.** - \$3,000		Formative			Summative
		Nov	Jan	Mar	June
		 Some Progress			
Strategy 6 Details		Reviews			
Strategy 6: The district will provide personnel, programs, materials, professional development and services designed to improve and enhance the general education program for ALL (At-Risk, SPED, ECOD, General Ed, etc) students. Including: Materials, Supplies, Services, Personnel and Resources Strategy's Expected Result/Impact: 2022 underperforming BISD student groups will close the gap between the performance of the group and both the state and the traditionally higher performing groups on STAAR assessments. Staff Responsible for Monitoring: Director of State and Federal Programs Results Driven Accountability Problem Statements: District Processes & Programs 4 Funding Sources: Director State and Federal Programs (50%) - 889 - Federal Programs Reservation (Title I) - 211.21.6119.00.889.24 - \$66,187, Title II, Part A Indirect Cost Rate - 255 - Title II, Part A - \$15,901, Title I, Part A Indirect Cost Total - 889 - Federal Programs Reservation (Title I) - \$98,738, Professional Development and District Travel - 889 - Federal Programs Reservation (Title I) - \$1,000, SCE funds to Campuses-Schoolwide - Local 30-State Comp Ed - \$211,349, High School Credit Recovery Teachers - Local 24 - State Comp Personnel - \$386,800, Supplemental Instructional Programs, resources and professional development allocated to campuses to support closing learning gaps - 211 - Title I, Part A - \$2,248,246, Title IV, Part A Indirect Cost Amount - 289 - Title IV, Part A - \$7,199, Truancy Officers - Local 24 - State Comp Personnel - \$160,000, Interventionists-Title 1 Campuses - Local 30-State Comp Ed Personnel - \$1,182,000, District Funded Campus Content Specialists - Local 24 - State Comp Personnel - \$320,000, Training and materials to support the effective use of technology - 289 - Title IV, Part A - \$5,000, SCE Funds to Campus Non-Title - Local 24 - State Comp - \$61,987, Dean of Instruction - 889 - Federal Programs Reservation (Title I) - \$102,000, District Content Specialists-Science & SS - 255- Title II, Part A Personnel - \$160,000, Supplemental Paraprofessionals - Local 24 - State Comp Personnel - \$243,000, Interventionist Non-Title I Campuses - Local 24 - State Comp Personnel - \$385,000, FIS Instructional Coach - Local 30-State Comp Ed Personnel - \$80,000, College (Bridge) Materials - 289 - Title IV, Part A - \$22,500		Formative			Summative
		Nov	Jan	Mar	June
		 Moderate Progress			

Strategy 7 Details	Reviews			
Strategy 7: The district will actively support, monitor and provide funds and resources that are aligned to the parent & family engagement needs and goals of the Title I, Part A Schoolwide campuses. The district will make available in both English and Spanish the district and campus improvement plans. Strategy's Expected Result/Impact: By the end of the year, all BISD Title I, Part A School Wide Programs will report increased parent engagement. Staff Responsible for Monitoring: Director of Federal Programs Problem Statements: District Processes & Programs 4 Funding Sources: Parent and Family Engagement - 211 - Title I, Part A Parent & Family Engagement - \$1,000	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 8 Details	Reviews			
Strategy 8: Provide an effective and comprehensive Gifted and Talented program to all district qualifying students. Strategy's Expected Result/Impact: 80% or more of G/T identified students will score at the Masters Grade Level standard or higher on all STAAR exams. 75% or more of high school students who are identified as G/T will enroll in advanced classes or take dual credit courses. 75% or more of high school students who are identified as G/T will meet the Texas Success Initiative (TSI) criterion under CCMR. Staff Responsible for Monitoring: Advanced Academics Coordinator Deputy Superintendent of Curriculum, Instruction, & Assessment Problem Statements: Demographics 1 - Student Learning 3 - District Processes & Programs 8, 11	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 9 Details	Reviews			
Strategy 9: The district will utilize the Early Education Allotment to adequately staff and support the education of students in grades PK through 3. Strategy's Expected Result/Impact: Improved academic performance in alignment with the performance objective measures. Staff Responsible for Monitoring: Assistant Superintendent of Elementary Academics: Language Acquisition and Early Childhood Problem Statements: Demographics 2 - Student Learning 1, 2, 5 - District Processes & Programs 9, 10	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 10 Details	Reviews			
Strategy 10: The district will actively support, monitor and provide resources to eligible and participating Private Non-Profit schools. Strategy's Expected Result/Impact: Provide support to eligible students and teachers in eligible and participating private non-profit schools. Staff Responsible for Monitoring: Director of State and Federal Programs Problem Statements: Student Learning 6 - District Processes & Programs 4, 5 Funding Sources: Private Non-profit OLQP - 255 - Title II, Part A - \$7,030, PNP-OLQP - 289 - Title IV, Part A - \$3,040, OLQP PNP Supplies and Materials - 889 - Federal Programs Reservation (Title I) - \$5,175	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 11 Details	Reviews			
Strategy 11: The district will utilize TEHCY and Brazoria County ARP grant funding to continue implementation of the ASCEND Program which will provide additional wrap around support to students experiencing homelessness. Strategy's Expected Result/Impact: Students identified as homeless will receive the supports and services needed for an increased number of students to be promoted to the next grade, and that will result a reduction in the dropout rate. Staff Responsible for Monitoring: At Risk Coordinator Deputy Superintendent of Administrative Services Results Driven Accountability - Equity Plan Problem Statements: Student Learning 1, 6 - District Processes & Programs 5, 9, 14	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Brazosport ISD will recruit, develop, and retain highly effective staff.

Performance Objective 1: In 2025-2026, BISD will develop programs to attract and retain highly effective staff.

TEA Priorities:




Recruit, support, retain teachers and principals, Connect high school to career and college








High Priority

Evaluation Data Sources: Teacher retention data

Wellness participation data

Teacher development data

Strategy 1 Details	Reviews			
Strategy 1: Partner with Sponsor, Alternative Certification Providers and colleges/universities to maintain the Registered Apprenticeship program. Strategy's Expected Result/Impact: An MOU will be developed to define the partnership. 50 or more apprentices will participate in the program. Identify and partner with ACP partners for teacher certification Staff Responsible for Monitoring: Chief Human Resources Officer Equity Plan Problem Statements: Demographics 2 - Student Learning 5	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Strategically place apprentices within campuses to ensure that candidates receive the appropriate mentorship and support they need to be successful. Strategy's Expected Result/Impact: Using interview information, campus needs assessments and local teacher interviews, all apprentices will be assigned to placements that promote their success according to their RAP guidelines. Staff Responsible for Monitoring: Chief Human Resources Officer Equity Plan Problem Statements: Demographics 2 - Student Learning 5 Funding Sources: Mentor Program - 255- Title II, Part A Personnel - \$75,000	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
Strategy 3: Identify funding opportunities (federal, state, local and private) to sustain the Registered Apprenticeship Program. Strategy's Expected Result/Impact: By the end of the year, the district, along with sponsor, will submit one grant proposal to help sustain the apprentice program. Staff Responsible for Monitoring: Chief Human Resources Officer Equity Plan Problem Statements: Demographics 2 - Student Learning 5	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 4 Details	Reviews			
Strategy 4: Maintain, monitor, and expand the Teacher Incentive Allotment to reward teachers who bridge the learning gap and through evaluation demonstrate student achievement. Strategy's Expected Result/Impact: The Teacher Incentive Allotment program will implement the planned design to evaluate all eligible teachers to determine student achievement in their perspective areas and reward teachers monetarily if meet predetermined criteria. Pilot Social Studies for expansion. Utilize and pilot Sibme AI for evaluation support for administrators. TIA Coordinator & Sibme are paid for through the 10% TIA funds. Staff Responsible for Monitoring: Chief of Human Resources, Dep. Supt. Curriculum & Assessment Results Driven Accountability - Equity Plan Problem Statements: Student Learning 4 - District Processes & Programs 12	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 5 Details	Reviews			
Strategy 5: Utilize alternative or local funding to provide a recognition and wellness program to support BISD HR Talent acquisition and retention strategies. Strategy's Expected Result/Impact: The recognition and wellness program will support the Human Resource Department's effort to maintain our continuity of services through staff acquisition and retention by providing an easy-to-use and effective employee engagement solutions that supports HR and staff wellness. Staff Responsible for Monitoring: Chief Human Resources Officer Problem Statements: Student Learning 6 - District Processes & Programs 5	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 6 Details	Reviews			
Strategy 6: The district will assign Preferred Subs to campuses to help support substitute teacher fill rates. Strategy's Expected Result/Impact: There will be an increase in the percentage of filled assignments by substitute teachers. Staff Responsible for Monitoring: Chief Human Resources Officer Problem Statements: District Processes & Programs 1	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Brazosport ISD will recruit, develop, and retain highly effective staff.



Performance Objective 2: In 2025-2026, BISD will ensure that teachers are receiving high-quality professional development that will support their efforts to improve classroom instruction and student performance.








TEA Priorities:

Recruit, support, retain teachers and principals

High Priority**Evaluation Data Sources:** District Professional Development Plan Progress

PD Reports from Eduphoria

Strategy 1 Details	Reviews			
Strategy 1: Implement the District Professional Development Plan with an emphasis on improving the level of pedagogy in core subject classrooms and principal leadership development. Strategy's Expected Result/Impact: By the end of the school year, all instructional staff will complete the appropriate year of their professional develop pathway in accordance with T-TESS and P-TESS Dimension 4.3. Staff Responsible for Monitoring: Director of Instruction & Professional Learning and Asst. Superintendent of Secondary Academics Results Driven Accountability - Equity Plan Problem Statements: Student Learning 1, 7 - District Processes & Programs 6, 9 Funding Sources: Professional Development - 289 - Title IV, Part A - \$13,500, Professional Development Supplies - 255 - Title II, Part A - \$1,000, Professional Development - 255 - Title II, Part A - \$129,500, Professional Development-Principal - 263 - Title III, Part A - \$4,000	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Provide curriculum documents for K-12 core classes that organize TEKS into units of study and offer guidance for sequencing and pacing. Strategy's Expected Result/Impact: Revision of the curriculum documents in the curriculum management plan timeline will be at 100% complete. Staff Responsible for Monitoring: Deputy Superintendent of Curriculum, Instruction, & Assessment All content area coordinators/specialists Problem Statements: Student Learning 1, 2, 3 - District Processes & Programs 9, 10, 11	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 3 Details	Reviews			
Strategy 3: New to the district K-3 teachers will attend and implement components of a teacher literacy achievement academy as phase four of the HB 3 Reading Academy requirements. Strategy's Expected Result/Impact: 65% or more of students in grades 1-3 will demonstrate a minimum of one year of growth using the Star Renaissance screener. 58% of grade 3 students will perform at Meets Grade Level on the STAAR reading. Staff Responsible for Monitoring: Deputy Superintendent of Elementary Academics: Language Acquisition and Early Childhood Results Driven Accountability Problem Statements: Student Learning 1 - District Processes & Programs 9	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 4 Details	Reviews			
Strategy 4: Early childhood support personnel will receive updated training to enable them to better support early childhood classroom teachers. Strategy's Expected Result/Impact: 65% or more of students in grades 1-3 will demonstrate a minimum of one year of growth using the Star Renaissance screener. 58% of grade 3 students will perform at Meets Grade Level on the STAAR reading. Staff Responsible for Monitoring: Deputy Superintendent of Elementary Academics: Language Acquisition and Early Childhood Problem Statements: Student Learning 1 - District Processes & Programs 9	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 5 Details	Reviews			
Strategy 5: The Coordinator of Federal Programs will convene the Programs Advisory Council along with the DEIC to provide meaningful consultation with teachers, principals and other school leaders, paraprofessionals (including organizations representing such individuals), specialized instructional support personnel, parents, community partners, and other organizations or partners with relevant and demonstrated expertise in programs and activities designed to meet the statutory purpose of Title II, Part A. Strategy's Expected Result/Impact: Title II, Part A funds will be allocated appropriately. Staff Responsible for Monitoring: Director of Federal Programs Equity Plan Problem Statements: Demographics 2 - Student Learning 5, 6, 7 - District Processes & Programs 5, 6	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				