

Brazos Independent School District

District Improvement Plan

2020-2021

Accountability Rating: Not Rated: Declared State of Disaster



Vision

Brazos ISD inspires each student to become a productive citizen who demonstrates leadership, passion, and self-reliability. We foster a culture of respect, community, perseverance, and achievement.

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Comprehensive Needs Assessment

Student Learning

Student Learning Summary

Student academic achievement data is disaggregated after each state assessment and is accessible to campus and district administration. The district improvement committee reviewed the current staar data to look for trends and areas of need. Campus benchmarks and TELPAS results were also reviewed. The STAAR assessment data indicates a need with the special education and ELL student groups. These two groups are behind all other program areas. 2018 5th and 8th grade results: 5th reading 64% approaches; 5th math 64%; African American students also lag behind all other race/ethnicity groups in all tested areas.

Student Learning Strengths

US History: Students received a 98% passing score with 52% reaching the masters level in 2017 and the scores maintained the same level in 2018. 5th grade had 9 students pass reading and or math that had failed the year before, scores after the first testing administration showed improvement.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Writing results have been low in all grade levels for the past 3 years.

Problem Statement 2 (Prioritized): ELL students are performing below the district in all areas.

Problem Statement 3: There is a need to expand CTE opportunities for all students.

Problem Statement 4: Students receiving special education services perform lower than the district on state assessments.

Problem Statement 5 (Prioritized): Gaps in student performance exist on various district and state assessments. The district has experienced elevated risk levels on PBMAS accountability.

Perceptions

Perceptions Summary

A parent and community surveys were conducted to gather data and input for procedures, feedback and concerns during COVID-19. District Improvement Committee meetings were held through email and surveys due to our COVID closure.

2019-2020 Data Sources

DEC STAAR EOC Results

COVID-19 Needs: After surveying parents, staff and consulting with the district administration team the following was determined:

Purchase of PPE's sanitation products/equipment

The district has a lack in technology for the staff and students. It is necessary to purchase speakers, microphones, webcams for successful implementation of instruction. Purchase chromebooks as necessary to allow 1:1 devices for the district over the next three years.

ESSER Grant: The ESSER grant will be used to offset the budget and funding for the 20-21 school year. After reviewing the budget, consulting with Region 6 it was determined that our biggest area of need is using this grant to supplement maintenance and custodial salaries, purchase of cleaning equipment and operational costs (electricity) to continue to run the schools during the COVID closure and summer.

2018-2019 Data The results from the survey are:

Brazos elementary results reveal that 80% of the participants strongly agree or agree with the statements in the survey. Results reveal that the majority feel that the school understands the needs of our students and are effectively working with BES students.

School is a safe: 54% strongly agree; 34% agree, 1% or less feel neutral, disagree or strongly disagree

School Staff cares for the students: 51% strongly agree, 32% agree, less than two percent feel neutral, disagree or strongly agree.

Brazos Middle School results revealed the same trend. The majority of the results reveal they strongly agree or agree with what is going on at Brazos Middle School.

Brazos High School: The results reveal that the majority of participants strongly agree or agree with the statements made in the survey.

55% of participants are not involved in events at the school. The comments about the high school principal are positive. "I see change for the better" Some participants feel that the staff needs to do a better job working with the struggling student.

Perceptions Strengths

All three surveys revealed that the support between district, schools and parents/community has improved. The district is headed in the right direction. Parents feel that there is more support for their children from the administration.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: There is a need to continue efforts to communicate more effectively with parents and the community. **Root Cause:** The lack of knowledge of what resources are available to parents and the community to utilize.

Priority Problem Statements

Problem Statement 3: Writing results have been low in all grade levels for the past 3 years.

Root Cause 3:

Problem Statement 3 Areas: Student Learning

Problem Statement 4: ELL students are performing below the district in all areas.

Root Cause 4:

Problem Statement 4 Areas: Student Learning

Problem Statement 5: Gaps in student performance exist on various district and state assessments. The district has experienced elevated risk levels on PBMAS accountability.

Root Cause 5:

Problem Statement 5 Areas: Student Learning

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations
- Federal Report Card Data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results

Goals

Goal 1: Brazos ISD will create a culture of achievement and success.

Performance Objective 1: Student achievement and progress levels will meet state averages for all student groups by the year 2022.

Evaluation Data Sources: STAAR results, Brazos ISD local assessments

Summative Evaluation: None

Strategy 1: Provide supplemental resources, professional development, and/or intervention opportunities to improve academic performance of students to close the achievement gaps in reading, writing and math including that of students in special populations.

Strategy's Expected Result/Impact: Improved scores on district and state assessments.

Staff Responsible for Monitoring: Campus Administrator, Special Programs Director

Title I Schoolwide Elements: None

Problem Statements: None

Funding Sources:

ELL Resources and Staff Development Training Title III
Staff Training Title II

Formative

Nov

Jan

Mar

Summative

June



No Progress



Accomplished



Continue/Modify



Discontinue

Performance Objective 2: STAAR scores at Approaches Grade Level for student groups: Special Education, ESL, and Economically Disadvantaged will all increase from the previous year in each subject area assessed by 5% points by 2022.

Evaluation Data Sources: STAAR results
PBMAS Reports

Summative Evaluation: None

Strategy 1: Provide supplemental resources, professional development, and/or intervention opportunities to improve academic performance of students to close the achievement gaps in reading, writing and math including that of students in special populations.

Strategy's Expected Result/Impact: Increase in STAAR scores by 5 percentage points for sub-pops: Special Education, ESL, Economically Disadvantaged.

Staff Responsible for Monitoring: Campus Administrators, Special Programs Coordinator

Title I Schoolwide Elements: 2.4, 2.5, 2.6

Problem Statements: None

Funding Sources:
None

Formative

Nov

Jan

Mar

Summative

June


Strategy 2: Collaborate to align curriculum, instruction, and assessment resources, PD, and practices to appropriately address the needs of English Learners


<p>Strategy's Expected Result/Impact: Curriculum - embed ELL supports, linguistic accommodations in each unit of instruction for the core content areas. Instruction - embed ELL supports for instruction into content area professional learning.</p> <p>Staff Responsible for Monitoring: Campus Principals Special Programs Coordinator</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative
	Nov
	Jan
	Mar
	Summative
	June
<p>Problem Statements: None</p> <p>Funding Sources: None</p>	

Strategy 3: Provide opportunities for at-risk and ELL students in grades K12 to enhance reading and math skills through summer school.

<p>Strategy's Expected Result/Impact: Increase in academic progress and STAAR scores.</p> <p>Staff Responsible for Monitoring: Campus Principals Counselors Special Programs Coordinator</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative
	Nov
	Jan
	Mar
	Summative
	June
<p>Problem Statements: None</p> <p>Funding Sources: Summer School Teachers Title I Summer School Teachers Local</p>	

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Performance Objective 3: All campuses and departments will be 100% staffed with highly effective, certified (if applicable) personnel.

Evaluation Data Sources: Hiring records, job descriptions, retention records





Summative Evaluation: None

Strategy 1: Make timely offers of employment to maximize and increase the likelihood of acquiring the best possible applicants.	
Strategy's Expected Result/Impact: Increase in high quality and effective staff employed by Brazos ISD.	Formative
Staff Responsible for Monitoring: Superintendent, Campus Administration	Nov
Title I Schoolwide Elements: None	Jan
Problem Statements: None	Mar
Funding Sources: None	Summative
	June
Strategy 2: Implement a mentor program to assist first year teachers, alternative certified teachers and teachers that are struggling with classroom management and discipline strategies as well as assistance with navigating the curriculum.	
Strategy's Expected Result/Impact: Increase in teacher retention.	Formative
Increase in student academic progress and scores.	Nov
Staff Responsible for Monitoring: Campus Principals Special Programs Coordinator	Jan
Title I Schoolwide Elements: None	Mar
Problem Statements: None	Summative
Funding Sources: Mentor Extra Duty Pay/Stipend Title II 1500	June
 No Progress  Accomplished  Continue/Modify  Discontinue	





Performance Objective 4: The district will provide well rounded and high quality staff development to enhance the instruction and education provided for our students on a yearly basis.

Evaluation Data Sources: Staff Development logs, sign in sheets, budget

Summative Evaluation: None

Strategy 1: Professional Learning opportunities will be provided to various stakeholders to reinforce the implementation of the appropriate TEKS curriculum and best practices for classroom instruction.	
<p>Strategy's Expected Result/Impact: Students' academic skills will increase as reflected on local, state, and national assessments All campuses have access to identified resources.</p> <hr/> <p>Staff Responsible for Monitoring: Special Programs Coordinator</p> <hr/> <p>Title I Schoolwide Elements: 2.5</p>	Formative
	Nov
	Jan
	Mar
	Summative
<p>Problem Statements: None</p> <hr/> <p>Funding Sources: Staff Development Training Title II</p>	June
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Performance Objective 5: BISD will provide a well rounded education and academic opportunities for at-risk students.

Strategy 1: Provide instructional staff to meet the needs of at-risk students and improve their academic scores and provide them with the college and career readiness strategies.	
Strategy's Expected Result/Impact: Improved scores Improved graduation rate	Formative
Staff Responsible for Monitoring: Prairie Harbor Campus Principal Special Programs Coordinator Superintendent	Nov
Title I Schoolwide Elements: 2.4, 2.5, 2.6	Jan
Problem Statements: None	Mar
Funding Sources: Teachers State Comp Ed	Summative
	June
Strategy 2: Provide supplemental services targeting at-risk students in reading & math as evidenced by the Universal Screening tool, Dyslexia Screening, STAAR scores and other screening tools for students in jeopardy of not meeting the state standard on state assessments.	
Strategy's Expected Result/Impact: STAR Enterprise Reports Individual RtI data for students Local & State Assessment Reports	Formative
Staff Responsible for Monitoring: Campus Principals 504 Coordinator Dyslexia Teacher Counselor	Nov
Title I Schoolwide Elements: 2.6	Jan
Problem Statements: None	Mar
Funding Sources: None	Summative
	June
 No Progress  Accomplished  Continue/Modify  Discontinue	

Performance Objective 6: BISD will provide well round and high quality staff development for teachers of ELL students to increase academic achievement.

Strategy 1: ELL teachers will attend training offered through region 6 to increase knowledge of sheltered instruction and strategies to use with ELL students.

Strategy's Expected Result/Impact: increased TELPAS scores and STAAR scores

Staff Responsible for Monitoring: Special Programs Coordinator
Principals

Title I Schoolwide Elements: 2.6

Problem Statements: None

Funding Sources:

Staff Development Title III
Staff Development Local \$6,000

Formative

Nov

Jan

Mar

Summative

June



No Progress



Accomplished



Continue/Modify







Discontinue

Performance Objective 7: BISD will implement a mentoring program for all new staff to the district.

Evaluation Data Sources: Surveys, mentoring logs, feedback, teacher retention rates

Summative Evaluation: None

Strategy 1: Campus principals will assign new staff members a mentor to assist with curriculum, classroom management and other needs.	
Strategy's Expected Result/Impact: improved staff moral improved retention rates.	Formative
Staff Responsible for Monitoring: Special Programs Coordinator Principal	Nov
Title I Schoolwide Elements: None	Jan
Problem Statements: None	Mar
Funding Sources: Title II	Summative
	June
Strategy 2: Special Programs coordinator will provide support and training to new staff in the district. Supports includes teacher's needs and aligning training to meet the needs of the teacher.	
Strategy's Expected Result/Impact: improved staff moral improved retention rates.	Formative
Staff Responsible for Monitoring: Special Programs Coordinator Principal	Nov
Title I Schoolwide Elements: None	Jan
Problem Statements: None	Mar
Funding Sources: None	Summative
	June
 No Progress  Accomplished  Continue/Modify  Discontinue	

Goal 2: Parent and Family Engagement: Brazos ISD will engage parents in supporting the educational process.

Performance Objective 1: By the end of the school year, the amount of in school activities/opportunities available for parent and family engagement will continue to increase.

Evaluation Data Sources: Sign in sheets, flyers, parent surveys, event logs and records

Summative Evaluation: None

Strategy 1: Schedule parent information meetings at the junior high and high school campuses to inform parents/guardians, students of course offerings CTE & Career Pathways, Dual Credit offerings, special program services and criteria.	
Strategy's Expected Result/Impact: Parent sign-in sheets Course Selection Forms	Formative
Staff Responsible for Monitoring: Counselors Principals	Nov
Title I Schoolwide Elements: 3.2	Jan
Problem Statements: None	Mar
Funding Sources: None	Summative
	June
Strategy 2: Continue to maintain and upgrade the district web page to include all required public notifications and opportunities for parental participation in organizations such as booster clubs, PTO's and volunteer programs. Ensure all Social Media Accounts are up to date and comply with school policy.	
Strategy's Expected Result/Impact: Postings Increased participation/involvement	Formative
Staff Responsible for Monitoring: Campus Principals Web Master Technology Director	Nov
Title I Schoolwide Elements: 3.2	Jan
Problem Statements: None	Mar
Funding Sources: None	Summative
	June

Strategy 3: Provide information to BMS and BHS students, teachers, & parents concerning higher education admission requirements & procedures, financial aid & scholarship opportunities with reminders throughout the year. (FASFA Night, Course Selection Night)

Strategy's Expected Result/Impact: Agenda Sign In sheets increase attendance	Formative
	Nov Jan Mar
Staff Responsible for Monitoring: Counselors Campus Principals	
Title I Schoolwide Elements: None	Summative
Problem Statements: None Funding Sources: None	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Goal 3: Brazos ISD will strive to provide opportunities to incorporate technology throughout the district.

Performance Objective 1: BISD will provide adequate infrastructure to support all technology needs.

Strategy 1: Integrate advanced technologies, including emerging technologies, into curricula and instruction and use those technologies to create new learning environments.	
Strategy's Expected Result/Impact: Teachers will increase their understanding of technology integration and blended learning as measured by teacher surveys and instructional walkthroughs.	Formative
Staff Responsible for Monitoring: Superintendent Technology Director Campus Principals	Nov
Title I Schoolwide Elements: 2.5	Jan
Problem Statements: None	Mar
Funding Sources: Local	Summative
	June
Strategy 2: The district will provide staff with the proper equipment to rigorous and relevant learning can occur through the virtual platform.	
Strategy's Expected Result/Impact: Increase in teacher effectiveness	Formative
Staff Responsible for Monitoring: Technology, Campus Administration	Nov
Title I Schoolwide Elements: None	Jan
Problem Statements: None	Mar
Funding Sources: None	Summative
	June

Strategy 3: The district will purchase student computers to meet the goal of 1:1 devices for students over the next 3 years.

Strategy's Expected Result/Impact: increase in learning, higher assessment results, increase in technology usage across the district

Staff Responsible for Monitoring: Technology, superintendent, campus Principals

Title I Schoolwide Elements: None

Problem Statements: None

Funding Sources:
None

Formative

Nov

Jan

Mar

Summative

June



No Progress



Accomplished



Continue/Modify







Discontinue

Performance Objective 2: Personnel will continue to acquire professional development hours to maintain certification and training to be able to effectively utilize technology in the classroom.

Evaluation Data Sources: Staff Development Sign in Sheets
 Certificates
 T-TESS (technology use in the classroom)





Summative Evaluation: None

Strategy 1: Provide technology training during in-service days for teachers to attend.	
Strategy's Expected Result/Impact: None	Formative
Staff Responsible for Monitoring: Special Programs Coordinator Principals Superintendent	Nov
Title I Schoolwide Elements: None	Jan
Problem Statements: None	Mar
Funding Sources: None	Summative
	June
 No Progress  Accomplished  Continue/Modify  Discontinue	

Performance Objective 3: Collaborate with Region 6Tech to develop staff development opportunities to meet the needs of our teachers through onsite and out of district training.

Evaluation Data Sources: sign in sheets, campus walk-throughs

Summative Evaluation: None

Strategy 1: Provide teachers with information about training offered in the district through face to face and distance learning at the region center.	
Strategy's Expected Result/Impact: Increase in knowledge of technology use in the classroom.	Formative
Staff Responsible for Monitoring: Technology Director Special Programs Director	Nov
Title I Schoolwide Elements: None	Jan
Problem Statements: None	Mar
Funding Sources: None	Summative
	June
 No Progress  Accomplished  Continue/Modify  Discontinue	

Goal 4: A safe, orderly, positive and quality learning and working environment will be provided for students and staff

Performance Objective 1: 100% of campuses and departments will meet all the required components of the comprehensive district safety plan and state safety requirements.

Evaluation Data Sources: Safety Drill Logs
 Safety Surveys
 District and Campus Safety Meeting Agendas

Summative Evaluation: None

Strategy 1: Provide programs, resources and professional development to improve school conditions for student learning including mental health awareness, drug and violence prevention, suicide prevention, bullying and harassment prevention, epilepsy, diabetes and mentoring for at-risk students.	
Strategy's Expected Result/Impact: Increased awareness of the needs of mental, emotional and social needs of students.	Formative
Staff Responsible for Monitoring: Campus Principals Special Programs Coordinator	Nov
Title I Schoolwide Elements: None	Jan
Problem Statements: None	Mar
Funding Sources: None	Summative
	June

Strategy 2: Coordinated Health Program

- â€¢ Student fitness assessment data
- â€¢ Student academic performance data
- â€¢ Student attendance rates
- â€¢ Percentage of students who are Economically Disadvantaged
- â€¢ Use and success of methods of physical activity
- â€¢ Other indicators

<p>Strategy's Expected Result/Impact: Fitnessgram reports SHAC Meeting agenda/notes</p> <hr/> <p>Staff Responsible for Monitoring: SHAC Committee Athletic Director</p> <hr/> <p>Title I Schoolwide Elements: None</p>	Formative
	Nov
	Jan
	Mar
	Summative
<p>Problem Statements: None</p> <hr/> <p>Funding Sources: None</p>	June

Strategy 3: Implement integrated general education classroom instruction that reinforces bullying & violence intervention & prevention in all grades.

<p>Strategy's Expected Result/Impact: Number of general ed presentations Number of reported incidents of bullying Number of incidents meeting definition of bullying Number of discipline referrals processed related to bullying PEIMS report Local Discipline Reports</p> <hr/> <p>Staff Responsible for Monitoring: Counselors Principal</p> <hr/> <p>Title I Schoolwide Elements: None</p>	Formative
	Nov
	Jan
	Mar
	Summative
<p>Problem Statements: None</p> <hr/> <p>Funding Sources: None</p>	June



No Progress



Accomplished



Continue/Modify







Discontinue

Performance Objective 2: Reduce drug use, violations regarding drugs & alcohol, incidents of violence and/or disruptive behavior among all students.

Evaluation Data Sources: PEIMS Data
Discipline Reports





Summative Evaluation: None

Strategy 1: Conduct annual analysis of DAEP & ISS programs inclusive of the following data items: demographic representation, attendance rates, pre & post assessments, dropout rates, and graduation/completion rates	
Strategy's Expected Result/Impact: PEIMS Report Local & State Discipline Reports	Formative
Staff Responsible for Monitoring: Campus Principal PEIMS Clerk Superintendent	Nov
Title I Schoolwide Elements: 2.6	Jan
Problem Statements: None	Mar
Funding Sources: None	Summative
	June
Strategy 2: Provide Safety Care Training to campus staff and Behavior teams.	
Strategy's Expected Result/Impact: Number of teachers trained Number of Certificates issued	Formative
Staff Responsible for Monitoring: Campus Principals Safety Care Trainer	Nov
Title I Schoolwide Elements: None	Jan
Problem Statements: None	Mar
Funding Sources: None	Summative
	June
 No Progress  Accomplished  Continue/Modify  Discontinue	

Performance Objective 3: Provide a safe environment for our students, staff, community and first responders.

Evaluation Data Sources: Practice Drills





Summative Evaluation: None

Strategy 1: To provide staff with the ability to send emergency alerts to rapidly and accurately direct first responders to an emergency without using the cellular network through the purchase of CopSync	
Strategy's Expected Result/Impact: To provide a safe and secure environment	Formative
Staff Responsible for Monitoring: Superintendent	Nov
Title I Schoolwide Elements: None	Jan
Problem Statements: None	Mar
Funding Sources: Technology Ap Title IV \$2,000	Summative
	June
 No Progress  Accomplished  Continue/Modify  Discontinue	

Performance Objective 4: Provide a safe and sanitized environment due to COVID-19.

Evaluation Data Sources: CDC, TEA, district input

Summative Evaluation: None

Strategy 1: Purchase PPEs and sanitizing equipment/supplies due to the COVID-19 virus.	
Strategy's Expected Result/Impact: limit of exposure to the COVID virus.	Formative
Staff Responsible for Monitoring: maintenance/transportation director, superintendent, campus administration.	Nov
Title I Schoolwide Elements: None	Jan
Problem Statements: None	Mar
Funding Sources: ESSER Local	Summative
	June
 No Progress  Accomplished  Continue/Modify  Discontinue	

District Funding Summary

Title II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Staff Training		\$0.00
1	3	2	Mentor Extra Duty Pay/Stipend	1500	\$0.00
1	4	1	Staff Development Training		\$0.00
1	7	1			\$0.00
Sub-Total					\$0.00
Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	3	Summer School Teachers		\$0.00
1	6	1	Staff Development		\$6,000.00
3	1	1			\$0.00
4	4	1			\$0.00
Sub-Total					\$6,000.00
State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	1	Teachers		\$0.00
Sub-Total					\$0.00
Title IV					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	1	Technology Ap		\$2,000.00
Sub-Total					\$2,000.00
Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	3	Summer School Teachers		\$0.00

Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Sub-Total					\$0.00
Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	ELL Resources and Staff Development Training		\$0.00
1	6	1	Staff Development		\$0.00
Sub-Total					\$0.00
ESSER					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	4	1			\$0.00
Sub-Total					\$0.00
Grand Total					\$8,000.00

Addendums