

Brazos Independent School District

District Improvement Plan

2021-2022

Accountability Rating: Not Rated: Declared State of Disaster



Board Approval Date: July 28, 2021
Public Presentation Date: July 28, 2021

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 2019 and December 2020 data to look for trends and areas of need. Campus benchmarks and TELPAS results were also reviewed.

Student Learning Strengths

December retesters did exceptionally well compared to scores in prior years. This was a result of a more effective tutorial plan and program. exceptional

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): The trend for 4th grade writing scores is low. **Root Cause:** resources, scheduling: not enough time in the period to effectively teach writing.

Problem Statement 2: There is a need to expand CTE opportunities for all students.

Problem Statement 3: Students receiving special education services perform lower than the district on state assessments.

Problem Statement 4 (Prioritized): Gaps in student performance exist on various district and state assessments. The district has experienced elevated risk levels on PBMAS accountability.

Priority Problem Statements

Problem Statement 3: The trend for 4th grade writing scores is low.

Root Cause 3: resources, scheduling: not enough time in the period to effectively teach writing.

Problem Statement 3 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
- Campus 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
- (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

Employee Data

- Teacher/Student Ratio

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

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 2024.

Evaluation Data Sources: STAAR results, Brazos ISD local assessments

Strategy 1 Details	Reviews			
<p>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.</p> <p>Strategy's Expected Result/Impact: Improved scores on district and state assessments.</p> <p>Staff Responsible for Monitoring: Campus Administrator, Special Programs Director</p> <p>Funding Sources: ELL Resources and Staff Development Training - Title III, Staff Training - Title II</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide high quality summer school, tutorials and tutors to improve and meet the learning gap due to COVID Closures and Remote learning.</p> <p>Strategy's Expected Result/Impact: Improved scores on district and state assessments.</p> <p>Staff Responsible for Monitoring: Campus Administrator, Special Programs Director</p>	Formative			Summative
	Nov	Jan	Mar	June

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

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 2024.

Evaluation Data Sources: STAAR results
PBMAS Reports

Strategy 1 Details	Reviews			
<p>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.</p> <p>Strategy's Expected Result/Impact: Increase in STAAR scores by 5 percentage points for sub-pops: Special Education, ESL, Economically Disadvantaged.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Special Programs Coordinator</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Collaborate to align curriculum, instruction, and assessment resources, PD, and practices to appropriately address the needs of English Learners</p> <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			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide opportunities for at-risk and ELL students in grades K12 to enhance reading and math skills through summer school.</p> <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> <p>Funding Sources: Summer School Teachers - Title I, Summer School Teachers - Local</p>	Formative			Summative
	Nov	Jan	Mar	June

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

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Make timely offers of employment to maximize and increase the likelihood of acquiring the best possible applicants.</p> <p>Strategy's Expected Result/Impact: Increase in high quality and effective staff employed by Brazos ISD.</p> <p>Staff Responsible for Monitoring: Superintendent, Campus Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>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.</p> <p>Strategy's Expected Result/Impact: Increase in teacher retention.</p> <p>Increase in student academic progress and scores.</p> <p>Staff Responsible for Monitoring: Campus Principals Special Programs Coordinator</p> <p>Funding Sources: Mentor Extra Duty Pay/Stipend - Title II - 1500</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide staff with retention stipends to encourage staff to stay with the district.</p> <p>Strategy's Expected Result/Impact: increased retention of teachers</p> <p>Staff Responsible for Monitoring: Principals, Business Office</p> <p>Funding Sources: - ESSER</p>	Formative			Summative
	Nov	Jan	Mar	June

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

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

Strategy 1 Details	Reviews			
<p>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> <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> <p>Staff Responsible for Monitoring: Special Programs Coordinator</p> <p>Title I Schoolwide Elements: 2.5</p> <p>Funding Sources: Staff Development Training - Title II</p>	Formative			Summative
	Nov	Jan	Mar	June

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

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

Strategy 1 Details	Reviews			
<p>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.</p> <p>Strategy's Expected Result/Impact: Improved scores Improved graduation rate</p> <p>Staff Responsible for Monitoring: Prairie Harbor Campus Principal Special Programs Coordinator Superintendent</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: Teachers - State Comp Ed</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>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.</p> <p>Strategy's Expected Result/Impact: STAR Enterprise Reports Individual RtI data for students Local & State Assessment Reports</p> <p>Staff Responsible for Monitoring: Campus Principals 504 Coordinator Dyslexia Teacher Counselor</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June

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

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

Strategy 1 Details	Reviews			
<p>Strategy 1: ELL teachers will attend training offered through region 6 to increase knowledge of sheltered instruction and strategies to use with ELL students.</p> <p>Strategy's Expected Result/Impact: increased TELPAS scores and STAAR scores</p> <p>Staff Responsible for Monitoring: Special Programs Coordinator Principals</p> <p>Title I Schoolwide Elements: 2.6</p> <p>Funding Sources: Staff Development - Title III, Staff Development - Local - \$6,000</p>	Formative			Summative
	Nov	Jan	Mar	June

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

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus principals will assign new staff members a mentor to assist with curriculum, classroom management and other needs.</p> <p>Strategy's Expected Result/Impact: improved staff moral improved retention rates.</p> <p>Staff Responsible for Monitoring: Special Programs Coordinator Principal</p> <p>Funding Sources: - Title II</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>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.</p> <p>Strategy's Expected Result/Impact: improved staff moral improved retention rates.</p> <p>Staff Responsible for Monitoring: Special Programs Coordinator Principal</p>	Formative			Summative
	Nov	Jan	Mar	June

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

Performance Objective 1: Throughout 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

Strategy 1 Details	Reviews			
<p>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.</p> <p>Strategy's Expected Result/Impact: Parent sign-in sheets Course Selection Forms</p> <p>Staff Responsible for Monitoring: Counselors Principals</p> <p>Title I Schoolwide Elements: 3.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>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.</p> <p>Strategy's Expected Result/Impact: Postings Increased participation/involvement</p> <p>Staff Responsible for Monitoring: Campus Principals Web Master Technology Director</p> <p>Title I Schoolwide Elements: 3.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>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)</p> <p>Strategy's Expected Result/Impact: Agenda Sign In sheets increase attendance</p> <p>Staff Responsible for Monitoring: Counselors Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June

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 Details	Reviews			
<p>Strategy 1: Integrate advanced technologies, including emerging technologies, into curricula and instruction and use those technologies to create new learning environments.</p> <p>Strategy's Expected Result/Impact: Teachers will increase their understanding of technology integration and blended learning as measured by teacher surveys and instructional walkthroughs.</p> <p>Staff Responsible for Monitoring: Superintendent Technology Director Campus Principals</p> <p>Title I Schoolwide Elements: 2.5</p> <p>Funding Sources: - Local</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: The district will provide staff with the proper equipment to rigorous and relevant learning can occur through the virtual platform.</p> <p>Strategy's Expected Result/Impact: Increase in teacher effectiveness</p> <p>Staff Responsible for Monitoring: Technology, Campus Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: The district will purchase student computers to meet the goal of 1:1 devices for students over the next 2 years.</p> <p>Strategy's Expected Result/Impact: increase in learning, higher assessment results, increase in technology usage across the district</p> <p>Staff Responsible for Monitoring: Technology, superintendent, campus Principals</p> <p>Funding Sources: Chromebooks, infrastructure - ESSER</p>	Formative			Summative
	Nov	Jan	Mar	June

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

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)

Strategy 1 Details	Reviews			
Strategy 1: Provide technology training during in-service days for teachers to attend. Staff Responsible for Monitoring: Special Programs Coordinator Principals Superintendent	Formative			Summative
	Nov	Jan	Mar	June

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

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide teachers with information about training offered in the district through face to face and distance learning at the region center.</p> <p>Strategy's Expected Result/Impact: Increase in knowledge of technology use in the classroom.</p> <p>Staff Responsible for Monitoring: Technology Director Special Programs Director</p> <p>Funding Sources: Training, workshops - Title II, Reading Academies - ESSER, Training, workshops - Title I</p>	Formative			Summative
	Nov	Jan	Mar	June

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

Strategy 1 Details	Reviews			
<p>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.</p> <p>Strategy's Expected Result/Impact: Increased awareness of the needs of mental, emotional and social needs of students.</p> <p>Staff Responsible for Monitoring: Campus Principals Special Programs Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Coordinated Health Program</p> <ul style="list-style-type: none"> 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> <p>Staff Responsible for Monitoring: SHAC Committee Athletic Director</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Implement integrated general education classroom instruction that reinforces bullying & violence intervention & prevention in all grades. 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 Staff Responsible for Monitoring: Counselors Principal	Formative			Summative
	Nov	Jan	Mar	June

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

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

Strategy 1 Details	Reviews			
<p>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</p> <p>Strategy's Expected Result/Impact: PEIMS Report Local & State Discipline Reports</p> <p>Staff Responsible for Monitoring: Campus Principal PEIMS Clerk Superintendent</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide Safety Care Training to campus staff and Behavior teams.</p> <p>Strategy's Expected Result/Impact: Number of teachers trained Number of Certificates issued</p> <p>Staff Responsible for Monitoring: Campus Principals Safety Care Trainer</p>	Formative			Summative
	Nov	Jan	Mar	June

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

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

Evaluation Data Sources: Practice Drills

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

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

Evaluation Data Sources: CDC, TEA, district input

Strategy 1 Details	Reviews			
<p>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. Staff Responsible for Monitoring: maintenance/transportation director, superintendent, campus administration. Funding Sources: - ESSER, - Local</p>	Formative			Summative
	Nov	Jan	Mar	June

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
3	3	1	Training, workshops		\$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 I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	3	Summer School Teachers		\$0.00
3	3	1	Training, workshops		\$0.00
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

Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Sub-Total					\$0.00
ESSER					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	3			\$0.00
3	1	3	Chromebooks, infrastructure		\$0.00
3	3	1	Reading Academies		\$0.00
4	4	1			\$0.00
Sub-Total					\$0.00
Grand Total					\$6,000.00

Addendums