

Brazos Independent School District

District Improvement Plan

2019-2020

Accountability Rating: B



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.

Table of Contents

Comprehensive Needs Assessment	4
Student Academic Achievement	4
Perceptions	5
Priority Problem Statements	6
Comprehensive Needs Assessment Data Documentation	8
Goals	9
Goal 1: Brazos ISD will create a culture of achievement and success.	9
Goal 2: Parent and Family Engagement: Brazos ISD will engage parents in supporting the educational process.	16
Goal 3: Brazos ISD will strive to provide opportunities to incorporate technology throughout the district.	18
Goal 4: A safe, orderly, positive and quality learning and working environment will be provided for students and staff	20
District Improvement Committee	24
District Funding Summary	25

Comprehensive Needs Assessment

Student Academic Achievement

Student Academic Achievement 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 Academic Achievement 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 Academic Achievement Needs

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

Problem Statement 2: 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: 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 survey was conducted. 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 1: There is a need to continue recruiting efforts and collect data on staff retention in an effort to ensure all campuses and departments are adequately staffed.

Root Cause 1:

Problem Statement 1 Areas: Demographics

Problem Statement 2: There is a need to continue recruiting efforts and collect data on staff retention in an effort to ensure all campuses and departments are adequately staffed.

Root Cause 2:

Problem Statement 2 Areas: Staff Quality, Recruitment, and Retention

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 Academic Achievement

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

Root Cause 4:

Problem Statement 4 Areas: Student Academic Achievement

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 Academic Achievement

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS 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 English Language Proficiency Assessment System (TELPAS) results
- 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 2020.

Evaluation Data Source(s) 1: STAAR results, Brazos ISD local assessments

Summative Evaluation 1:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
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.	2.4, 2.5, 2.6	Campus Administrator, Special Programs Director	Improved scores on district and state assessments.				
Funding Sources: Title III - 0.00, Title II - 0.00							
							

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 2020.

Evaluation Data Source(s) 2: STAAR results
PBMAS Reports

Summative Evaluation 2:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
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.	2.4, 2.5, 2.6	Campus Administrators, Special Programs Coordinator	Increase in STAAR scores by 5 percentage points for sub-pops: Special Education, ESL, Economically Disadvantaged.				
2) Collaborate to align curriculum, instruction, and assessment resources, PD, and practices to appropriately address the needs of English Learners	2.6	Campus Principals Special Programs Coordinator	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.				
3) Provide opportunities for at-risk and ELL students in grades K12 to enhance reading and math skills through summer school.	2.6	Campus Principals Counselors Special Programs Coordinator	Increase in academic progress and STAAR scores.				
Funding Sources: Title I - 0.00, Local - 0.00							
							

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 Source(s) 3: Hiring records, job descriptions, retention records

Summative Evaluation 3:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Make timely offers of employment to maximize and increase the likelihood of acquiring the best possible applicants.		Superintendent, Campus Administration	Increase in high quality and effective staff employed by Brazos ISD.				
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.		Campus Principals Special Programs Coordinator	Increase in teacher retention.				
			Increase in student academic progress and scores.				
Funding Sources: Title II - 0.00							
							

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 Source(s) 4: Staff Development logs, sign in sheets, budget

Summative Evaluation 4:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
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.	2.5	Special Programs Coordinator	Students' academic skills will increase as reflected on local, state, and national assessments All campuses have access to identified resources.				
Funding Sources: Title II - 0.00							
							

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.

Evaluation Data Source(s) 5:

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
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.	2.4, 2.5, 2.6	Prairie Harbor Campus Principal Special Programs Coordinator Superintendent	Improved scores Improved graduation rate				
Funding Sources: State Comp Ed - 0.00							
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.	2.6	Campus Principals 504 Coordinator Dyslexia Teacher Counselor	STAR Enterprise Reports Individual RtI data for students Local & State Assessment Reports				
							

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.

Evaluation Data Source(s) 6:

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) ELL teachers will attend training offered through region 6 to increase knowledge of sheltered instruction and strategies to use with ELL students.	2.6	Special Programs Coordinator Principals	increased TELPAS scores and STAAR scores				
Funding Sources: Title III - 0.00, Local - 6000.00							

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 Source(s) 7: Surveys, mentoring logs, feedback, teacher retention rates

Summative Evaluation 7:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
TEA Priorities Recruit, support, retain teachers and principals 1) Campus principals will assign new staff members a mentor to assist with curriculum, classroom management and other needs.		Special Programs Coordinator Principal	improved staff moral improved retention rates.				
	Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: Title II - 0.00						
TEA Priorities Recruit, support, retain teachers and principals 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.		Special Programs Coordinator Principal	improved staff moral improved retention rates.				

Performance Objective 7 Problem Statements:

Staff Quality, Recruitment, and Retention
Problem Statement 1: There is a need to continue recruiting efforts and collect data on staff retention in an effort to ensure all campuses and departments are adequately staffed.

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, 2020 the amount of in school activities/opportunities available for parent and family engagement will continue to increase.

Evaluation Data Source(s) 1: Sign in sheets, flyers, parent surveys, event logs and records

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
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.	3.2	Counselors Principals	Parent sign-in sheets Course Selection Forms				
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.	3.2	Campus Principals Web Master Technology Director	Postings Increased participation/involvement				
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)		Counselors Campus Principals	Agenda Sign In sheets increase attendance				
4) Continue to use Latino Family Literacy project at Brazos Elementary as an engagement program for Spanish speaking parents for family reading, vocabulary development and ESL	3.2	Special Programs Coordinator Teacher - monitoring the program Principal	increase parent involvement Increase in students reading and comprehension skills.				
Funding Sources: Title III - 1850.00							


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				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.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Integrate advanced technologies, including emerging technologies, into curricula and instruction and use those technologies to create new learning environments.	2.5	Superintendent Technology Director Campus Principals	Teachers will increase their understanding of technology integration and blended learning as measured by teacher surveys and instructional walkthroughs.				
Funding Sources: Local - 0.00							
							

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 Source(s) 2: Staff Development Sign in Sheets
Certificates
T-TESS (technology use in the classroom)

Summative Evaluation 2:

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 Source(s) 3: sign in sheets, campus walk-throughs

Summative Evaluation 3:

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 Source(s) 1: Safety Drill Logs
 Safety Surveys
 District and Campus Safety Meeting Agendas

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
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 and mentoring for at-risk students.		Campus Principals Special Programs Coordinator	Increased awareness of the needs of mental, emotional and social needs of students.				
2) Coordinated Health Program <ul style="list-style-type: none"> • Student fitness assessment data • Student academic performance data • Student attendance rates • Percentage of students who are Economically Disadvantaged • Use and success of methods of physical activity • Other indicators 		SHAC Committee Athletic Director	Fitnessgram reports SHAC Meeting agenda/notes				
3) Implement integrated general education classroom instruction that reinforces bullying & violence intervention & prevention in all grades.		Counselors Principal	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				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				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 Source(s) 2: PEIMS Data
Discipline Reports

Summative Evaluation 2:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
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	2.6	Campus Principal PEIMS Clerk Superintendent	PEIMS Report Local & State Discipline Reports				
2) Provide Safety Care Training to campus staff and Behavior teams.		Campus Principals Safety Care Trainer	Number of teachers trained Number of Certificates issued				




= Accomplished



= Continue/Modify



= No Progress




= Discontinue

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 Source(s) 3: Practice Drills

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
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 purchad of CopSync		Superintendent	To provide a safe and secure enviroment				
Funding Sources: Title IV - 2000.00							
							

District Improvement Committee

Committee Role	Name	Position
Administrator	Teresa Ressler	Special Programs Coordinator
Administrator	Brian Thompson	Superintendent
Parent	Rachelle Demny	Parent
Administrator	Clay Hudgins	Principal
Administrator	Eric Cormier	Principal
Classroom Teacher	Deborah Haltom	Elementary
Classroom Teacher	Michelle Chupik	Elementary
Classroom Teacher	Chad Divin	High School

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
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
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
2	1	4	Latino Family Literacy Project	263	\$1,850.00
Sub-Total					\$1,850.00
Grand Total					\$9,850.00