

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

Performance Objective 4: 1.4 The percentage of first-year freshmen students who earn six or more credits will increase from 89% to 95% by the year 2020 (Outcome Goal4).

Evaluation Data Source(s) 4: The percentage of first-year freshmen students who earn six or more credits will equal or exceed 93%.

Summative Evaluation 4:

TEA Priorities: 3. Connect high school to career and college. 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) Campuses will monitor freshman failure rates at each grading period.	Executive Director of Secondary Academics	Campuses will know which freshmen are in danger of not completing six or more credits at the end of the year.				
Problem Statements: Demographics 1 - Student Achievement 1, 2 - Curriculum, Instruction, and Assessment 2						
Critical Success Factors CSF 4 2) Campuses will place freshmen who cannot average semesters for credit in applicable credit recovery courses in the spring.	Executive Director of Secondary Academics	Number of students enrolled in credit recovery sections for this purpose.				
Problem Statements: Demographics 1 - Curriculum, Instruction, and Assessment 2						
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Performance Objective 4 Problem Statements:

Demographics
Problem Statement 1: High School completion indicators provide evidence that students from poverty are most at risk to dropout of high school. Root Cause 1: Families from poverty need services that will support children going to school instead of to work.
Student Achievement
Problem Statement 1: STAAR scores are below the state average on most STAAR tests subject/grade levels (Reading/Writing) Root Cause 1: Reading and writing strategies need to be embedded and valued throughout all grade levels and subject areas & clear/regular curriculum training and monitoring in all subject areas/grade levels needs to occur
Problem Statement 2: Gaps in student performance with special pops (special education, English learners, economically disadvantaged) are affecting overall student achievement Root Cause 2: No comprehensive accountability for training and implementation exists

Curriculum, Instruction, and Assessment

Problem Statement 2: Instructional strategies are not consistently implemented. **Root Cause 2:** Fidelity of implementation is not being monitored by teachers and administrators at all levels.

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



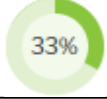











Performance Objective 5: 1.5 The postsecondary readiness measures of industry-based certifications and enrollment in AP/Dual Credit classes will increase from 227 certifications and 2007 enrollments to 301 certifications and 2700 enrollments by the year 2020 (Outcome Goal 5).

Evaluation Data Source(s) 5: The number of industry-based certifications earned by Brazosport ISD students will increase from 249 to at or above 274. The number of enrollments by Brazosport ISD students in College Board Advanced Placement classes and/or Dual Credit courses will equal or exceed 2300.

Summative Evaluation 5:

TEA Priorities: 3. Connect high school to career and college.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 4 CSF 7 1) Provide training opportunities for teachers to receive Gifted and Talented required staff development.	Executive Director of Secondary Academics	Schedule of training; session sign-in sheets; session presentations; # teachers meeting training requirements				
	Problem Statements: Curriculum, Instruction, and Assessment 2 Funding Sources: Local 21 - Gifted and Talented - 9700.00					
2) Additional opportunities for industry-based certifications will be identified and provided to students.	Executive Director of Secondary Academics Director of CTE	Number of industry based certifications awarded.				
	Problem Statements: Curriculum, Instruction, and Assessment 2, 3 Funding Sources: 244 - Carl Perkins - 32000.00, Local 22- Career & Technology - 75000.00					
Critical Success Factors CSF 5 CSF 6 3) Campuses will conduct at least 2 parent information nights including course fairs and information about college readiness.	Executive Director of Secondary Academics Coordinator of Guidance and Counselling	Number of parent nights Number of enrollments in AP/Dual Credit				
	Problem Statements: Demographics 1 - Curriculum, Instruction, and Assessment 3					

<p>Critical Success Factors CSF 1 CSF 4</p> <p>4) Brazosport ISD will collaborate with Brazosport College and other post-secondary institutes to provide and explore meaningful dual credit options on and off campus.</p>	<p>Executive Director of Secondary Academics Director of CTE</p>	<p>Number of enrollments in AP/Dual Credit</p>				
<p>Problem Statements: Demographics 1 - Curriculum, Instruction, and Assessment 3 Funding Sources: Local 22- Career & Technology - 90000.00</p>						
<p>Critical Success Factors CSF 1</p> <p>5) Brazosport ISD will celebrate success and fund: the PSAT for 8th, 10th and 11th grade students; the SAT for 11th grade students; and AP exams for students taking the AP course.</p>	<p>Executive Director of Secondary Academics</p>	<p>Number of students taking exams.</p>				
<p>Problem Statements: Demographics 1 - Curriculum, Instruction, and Assessment 3 Funding Sources: 199 - General Fund - 153500.00</p>						
<p>6) High school campuses will provide at least two practice opportunities for the PSAT / SAT</p>	<p>Executive Director of Secondary Academics</p>	<p>PSAT/SAT performance increase</p>				
<p>Problem Statements: Demographics 1 - Curriculum, Instruction, and Assessment 3 Funding Sources: 199 - General Fund - 8000.00</p>						
<p>Critical Success Factors CSF 1 CSF 4</p> <p>7) 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.</p>	<p>Executive Director of Secondary Academics</p>	<p>Number of hands-on experiential learning opportunities Number of students participating</p>				
<p>Problem Statements: Demographics 1 - Curriculum, Instruction, and Assessment 2 Funding Sources: Local 22- Career & Technology - 200000.00, 244 - Carl Perkins - 32000.00</p>						
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Performance Objective 5 Problem Statements:

Demographics
<p>Problem Statement 1: High School completion indicators provide evidence that students from poverty are most at risk to dropout of high school. Root Cause 1: Families from poverty need services that will support children going to school instead of to work.</p>
Curriculum, Instruction, and Assessment
<p>Problem Statement 2: Instructional strategies are not consistently implemented. Root Cause 2: Fidelity of implementation is not being monitored by teachers and administrators at all levels.</p>

Problem Statement 3: Students need to be moved from "meets" to "masters", increase the number of students taking advanced, pre-AP, AP and Dual Credit courses, and differentiate/enrich instruction for those students who have already mastered grade level curriculum. Students need opportunities to prepare for life after high school, including joining the military and/or earning industry certifications. **Root Cause 3:** Students need differentiated instruction with enrichment and opportunities to earn industry certifications, join the military, or prepare for college and careers.

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

Performance Objective 6: 1.6 In 2018-19, the number of campuses rated at Developing or Sustaining stages on the Professional Learning Communities rubric will equal 18, 9 rating Sustaining (Constraint 1).

Evaluation Data Source(s) 6: Nine or fewer campuses rated Developing and nine or more campuses rated Sustaining.

Summative Evaluation 6:

TEA Priorities: 1. Recruit, support, retain teachers and principals. 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide time for vertical conversations.	Chief Academic Officer Content Coordinators					
2) Through Professional Learning Communities we will review curriculum, study the results of student performance measures, identify problem areas, and develop specific strategies to address those areas in instruction and intervention. 1. Scheduled collaboration meetings 2. Data talks 3. Scheduled intervention/enrichment time	Chief Academics Officer Executive Director of Secondary Education Executive Director of Elementary Education Campus Principals					
<p>Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1, 2</p> <p>Funding Sources: 255 - Title II, Part A - 99372.00</p>						
3) Using Professional Learning Communities, disaggregate data of district-wide, curriculum-based assessments (CBAs) and campus-based common assessments to adjust curriculum and instruction	Chief Academic Officer Content Coordinators					
4) Utilize content specific guiding coalitions to develop and review curriculum, teacher resources and assessments.	Chief Academic Officer Content Coordinators					

<p>Critical Success Factors CSF 1 CSF 4</p> <p>5) Continue to improve the master scheduling planning process across campuses to ensure: the inclusion of special education teachers in PLCs, and that Co-teachers plan together. (SP 1.1.2.3)</p>	<p>Chief Academic Officer C&I Directors Campus Principals Director of Special Services</p>	<p>Campus master schedules entered into TEAMS identify targeted intervention time 100% of campuses provide documentation of PLC implementation as evidence by sign in logs, agendas and minutes of the meetings. Master schedules support team planning as evidenced by team planning agendas or Eduphoria team planners</p>				
	<p>Problem Statements: Student Achievement 2 Funding Sources: 224 - IDEA B - 0.00</p>					
<p>Critical Success Factors CSF 1 CSF 3 CSF 4</p> <p>6) Provide an online professional development platform to support the implementation of professional learning communities.</p>	<p>Chief Academic Officer Executive Director of Secondary Education Executive Director of Elementary Education</p>	<p>Tracking Professional Development Document</p>				
	<p>Funding Sources: 199 - General Fund - 0.00</p>					
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Performance Objective 6 Problem Statements:

Student Achievement
<p>Problem Statement 1: STAAR scores are below the state average on most STAAR tests subject/grade levels (Reading/Writing) Root Cause 1: Reading and writing strategies need to be embedded and valued throughout all grade levels and subject areas & clear/regular curriculum training and monitoring in all subject areas/grade levels needs to occur</p>
<p>Problem Statement 2: Gaps in student performance with special pops (special education, English learners, economically disadvantaged) are affecting overall student achievement Root Cause 2: No comprehensive accountability for training and implementation exists</p>
Curriculum, Instruction, and Assessment
<p>Problem Statement 1: In general, students perform below the state on STAAR assessments. Root Cause 1: There was a lack of fidelity of implementation of the curriculum.</p>
<p>Problem Statement 2: Instructional strategies are not consistently implemented. Root Cause 2: Fidelity of implementation is not being monitored by teachers and administrators at all levels.</p>

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

Performance Objective 7: 1.9 In 2018-19, the district will provide on-going professional development opportunities to support student learning. (Strategic Plan 1.2.1)

Evaluation Data Source(s) 7: Conduct professional development that is useful and relevant to student learning and achievement, and which results in the district meeting 80% of Growth and Constraint Performance Measures.

Summative Evaluation 7:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide opportunities to collaborate and implement evidence based strategies provided through professional development. (SP 1.2.1.4)	Chief Academic Officer Content Coordinators					
2) Evaluate student learning by reviewing lesson plans, walk-through observations, and participant surveys. (1.2.1.5)	Chief Academic Officer Content Coordinators					
3) Identify, align and focus resources on professional development activities that address district needs and high impact priorities. (SP 1.2.1.2)	Curriculum and Instruction					
<p>Problem Statements: Student Achievement 2 - Curriculum, Instruction, and Assessment 1</p> <p>Funding Sources: 211 - Title I, Part A - 5202.00, 255 - Title II, Part A - 11924.00, 889 - Federal Programs - 7350.00, 289 - Title IV, Part A - 5700.00, 224 - IDEA B - 25050.00, 263 - Title III, Part A - 27958.40, 199 - General Fund - 41250.00</p>						
<p>Critical Success Factors CSF 1 CSF 4</p> <p>4) Provide curriculum documents for K-12 core classes that organize TEKS into units of study and offer guidance for sequencing and pacing. (SP 1.1.1.1)</p>	Chief Academic Officer All content area coordinators Instructional Coaches	100% of core classes are organized into a desk top curriculum.				
<p>Funding Sources: 199 - General Fund - 0.00</p>						
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Performance Objective 7 Problem Statements:

Student Achievement

Problem Statement 2: Gaps in student performance with special pops (special education, English learners, economically disadvantaged) are affecting overall student achievement **Root Cause 2:** No comprehensive accountability for training and implementation exists

Curriculum, Instruction, and Assessment

Problem Statement 1: In general, students perform below the state on STAAR assessments. **Root Cause 1:** There was a lack of fidelity of implementation of the curriculum.

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

Performance Objective 8: In 2018-2019, BISD will provide resources and implement practices to assist district and campus personnel with meeting federal and state compliance requirements resulting in no Title 1, Part A campuses being identified for Comprehensive Improvement. (Constraint 3)

Evaluation Data Source(s) 8: All BISD campuses identified for school improvement will perform at a letter grade of C or above. All Title I, Part A campuses and the district will be 100% compliant with all federal requirements.

Summative Evaluation 8:

TEA Priorities: 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 1) Hire a Professional Service Provider to support the two Comprehensive Improvement campuses.	Executive Director of Compliance and Data Quality	Both identified campuses will perform at a letter grade of C or above in 2019.				
	Problem Statements: Demographics 1 - Student Achievement 1, 2 Funding Sources: 872 - Assessment & Accountability - 25000.00					
Equity Plan Strategy Critical Success Factors CSF 1 2) Campuses identified for Comprehensive Improvement will engage in the Continuous Improvement Process and develop a Targeted Improvement Plan for addressing areas of deficiency in performance.	Executive Director of Compliance and Data Quality.	Both identified campuses will perform at a letter grade of C or above in 2019.				
	Problem Statements: Student Achievement 1, 2 - Staff Quality, Recruitment, and Retention 2, 3 Funding Sources: 872 - Assessment & Accountability - 100.00, 211 - Title I, Part A - 109.00					
PBMAS Critical Success Factors CSF 1 CSF 2 3) Campuses identified for Additional Targeted Support will add strategies to their Campus Improvement Plan that address the learning needs of specific population groups for whom performance was identified as deficient.	Executive Director of Compliance and Data Quality	All identified target populations will meet the sufficient percentage of Domain 3 indicators to no longer require additional targeted support.				
	Problem Statements: Student Achievement 1, 2					

4) Provide campuses and departments with an online program for collecting, organizing, and validating district, state, and ESSA documentation requirements.	Executive Director of Compliance and Data Quality	100% compliance with federal documentation requirements.			
	Problem Statements: Parent and Community Engagement 1 - School Context and Organization 2 Funding Sources: 889 - Federal Programs - 10050.00				
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Performance Objective 8 Problem Statements:

Demographics
Problem Statement 1: High School completion indicators provide evidence that students from poverty are most at risk to dropout of high school. Root Cause 1: Families from poverty need services that will support children going to school instead of to work.
Student Achievement
Problem Statement 1: STAAR scores are below the state average on most STAAR tests subject/grade levels (Reading/Writing) Root Cause 1: Reading and writing strategies need to be embedded and valued throughout all grade levels and subject areas & clear/regular curriculum training and monitoring in all subject areas/grade levels needs to occur
Problem Statement 2: Gaps in student performance with special pops (special education, English learners, economically disadvantaged) are affecting overall student achievement Root Cause 2: No comprehensive accountability for training and implementation exists
Staff Quality, Recruitment, and Retention
Problem Statement 2: Students from poverty and students of color are not demonstrating growth or postsecondary readiness. Root Cause 2: Root Cause Supporting: Teachers lack training in how to address the learning styles and needs of students from poverty and students of color.
Problem Statement 3: Students from poverty and students of color are not demonstrating growth or postsecondary readiness. Root Cause 3: Root Cause Retaining: Teachers need increased instructional and professional support from administrators at campuses with high populations of students from poverty or students of color to reduce teacher burnout.
Parent and Community Engagement
Problem Statement 1: Parents aren't involved in campus decision making. Root Cause 1: Parents need to be actively recruited to serve on campus decision making committees. The locations and times of the meetings need to reflect the needs of the parents (flexible times & locations).
School Context and Organization
Problem Statement 2: Not all teachers feel a sense of urgency to help the campus and the district to achieve the five outcome goal measures or superintendent constraints. Root Cause 2: The "why" behind the district student outcome goals and the adopted measures has not been clearly communicated to teachers at every campus.




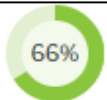
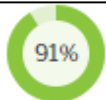


Goal 2: Brazosport ISD learning environments will be safe and conducive to learning.















Performance Objective 1: In 2018-19, BISD will design and align with best practices and implement learning environments that address the needs of each student. (Strategic Plan 2.1)

Evaluation Data Source(s) 1: Develop a district-wide system for innovative student-centered learning, which includes accountability (student achievement data) and consistent monitoring by campus and district supervisors in the following groups: All Learners, Economically Disadvantaged, Gifted and Talented, Special Education, and Culturally Diverse (Minority) Students.

Summative Evaluation 1:

TEA Priorities: 1. Recruit, support, retain teachers and principals. 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Create and implement individualized learning plans for each student, which include elements of differentiated instruction, inquiry, and various brain-based learning activities to address the different learning modalities of each student. (SP 2.1.1.2)	Director of Career and Technical Education	All CTE students begin the year with a plan and it is updated as the year progresses as needed.				
Problem Statements: Student Achievement 2 Funding Sources: 244 - Carl Perkins - 35000.00, Local 22- Career & Technology - 25000.00						
2) Implement a philosophy which stresses culturally-responsive teaching, and actively seeks to embrace and celebrate the cultural differences in the BISD community and uses them to enhance the learning experience for all stakeholders. (SP 2.1.1.4)	Director of Student Services					
3) Institute an independent evaluation system which ensures that the spirit and intent of all district professional development and initiatives (ie., curriculum/programs) are carried out with fidelity and consistency and data is measured incrementally to ensure all resources are properly devoted to ensuring the success of all learners. (SP 2.1.1.9)	Executive Director of Compliance and Data Quality	Creation of an implementable program evaluation and audit process and a time line for implementation.				

<p>Critical Success Factors CSF 1 CSF 4</p> <p>4) The district will coordinate with the Region 4 ESC to recruit, identify and serve Migrant students.</p>	<p>Executive Director of Compliance & Data Quality</p>	<p>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>Problem Statements: Student Achievement 2 Funding Sources: 211 - Title I, Part A - 78.00</p>						
<p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>5) The district will provide McKinney-Vento and Title I related services to students who have been identified as homeless.</p>	<p>Assistant Superintendent of Administrative Services</p>	<p>Number of identified students receiving McKinney-Vento or Title I related services.</p>				
<p>Problem Statements: Demographics 1 - Student Achievement 2 Funding Sources: 211 - Title I, Part A - 3000.00</p>						
<p>Equity Plan Strategy</p> <p>6) Train all teachers in cultural competence through Safe Schools and culturally responsive strategies through face-to-face training during faculty meetings. (DVM-D CAP #3 & #5)</p>	<p>Director of Student Services</p>	<p>Increased proportionality in discipline referrals and out-of-class placements between ethnicities</p>				
<p>Problem Statements: Staff Quality, Recruitment, and Retention 2, 5</p>						
<p>Critical Success Factors CSF 1</p> <p>7) Provide programs and or services designed to improve and enhance the general education program for all students. Including: Materials, Supplies, Services, Resources</p>	<p>Executive Director of Secondary Academics Federal Programs Coordinator Director of Language Acquisition and early Childhood</p>	<p>Sign in sheets, state assessment data, programmatic data, screener data Improved academic performance in alignment with the performance objective measures.</p>				
<p>Problem Statements: Student Achievement 1, 2 - Curriculum, Instruction, and Assessment 1, 3 Funding Sources: Local 21 - Gifted and Talented - 78650.00, 211 - Title I, Part A - 500.00, 255 - Title II, Part A - 4185.00, 289 - Title IV, Part A - 21400.00, 244 - Carl Perkins - 25717.00, Local 22- Career & Technology - 28725.00, 263 - Title III, Part A - 360.00</p>						
<p>8) Campuses will participate in the "Hour of Code" event where students will be provided with the opportunity to experience and learn coding skills.</p>	<p>Coordinators of Digital Learning Executive Director of Secondary Academics</p>					

Critical Success Factors CSF 1 CSF 2 CSF 4 9) Provide accelerated instruction, summer school, and/or tutorials to students who are identified as at-risk.	Chief Academic Officer Executive Director of Secondary Academics Federal Programs Coordinator Director of Language Acquisition and early Childhood	Improved individualized progress and academic performance in alignment with the performance objective measures.				
	Problem Statements: Demographics 1 - Student Achievement 1, 2 Funding Sources: Local 24 - State Comp - 503636.00					
Critical Success Factors CSF 1 CSF 4 CSF 6 10) Provide an alternative education setting through the Lighthouse Learning Center to students who are experiencing behavioral difficulties on their home campus.	Asst. Superintendent of Administrative Services	Improved individualized progress and academic performance in alignment with the performance objective measures.				
	Problem Statements: Demographics 1 - Student Achievement 1, 2 - School Culture and Climate 1 Funding Sources: Local 24 - State Comp - 1375776.00					
11) Coordinate with the district architect to create learning environments and collaborative spaces in the new campuses that support both academic and social emotional needs of all learners.	Chief Academic Officer	Ogg, Brannen and Roberts Elementary Schools will be built incorporating state of the art learning spaces, furniture, collaborative spaces and colors that support the academic and social/emotional needs of all learners.				
	Problem Statements: Student Achievement 1, 2					
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Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: High School completion indicators provide evidence that students from poverty are most at risk to dropout of high school. Root Cause 1: Families from poverty need services that will support children going to school instead of to work.
Student Achievement
Problem Statement 1: STAAR scores are below the state average on most STAAR tests subject/grade levels (Reading/Writing) Root Cause 1: Reading and writing strategies need to be embedded and valued throughout all grade levels and subject areas & clear/regular curriculum training and monitoring in all subject areas/grade levels needs to occur Problem Statement 2: Gaps in student performance with special pops (special education, English learners, economically disadvantaged) are affecting overall student achievement Root Cause 2: No comprehensive accountability for training and implementation exists
School Culture and Climate

Problem Statement 1: Students perceive that students do not respect their teachers or each other. **Root Cause 1:** The district has not systematized character education to ensure that every student in the district is receiving quality character education consistently and frequently on every campus throughout the school year.

Staff Quality, Recruitment, and Retention

Problem Statement 2: Students from poverty and students of color are not demonstrating growth or postsecondary readiness. **Root Cause 2:** Root Cause Supporting: Teachers lack training in how to address the learning styles and needs of students from poverty and students of color.

Problem Statement 5: High poverty students and students of color are referred for actionable discipline nearly twice as much as other students. **Root Cause 5:** Root Cause Supporting: We have a limited number of professional development sessions that address cultural awareness as it relates to behavioral and instructional support for high poverty students and students of color.

Curriculum, Instruction, and Assessment

Problem Statement 1: In general, students perform below the state on STAAR assessments. **Root Cause 1:** There was a lack of fidelity of implementation of the curriculum.











Problem Statement 3: Students need to be moved from "meets" to "masters", increase the number of students taking advanced, pre-AP, AP and Dual Credit courses, and differentiate/enrich instruction for those students who have already mastered grade level curriculum. Students need opportunities to prepare for life after high school, including joining the military and/or earning industry certifications. **Root Cause 3:** Students need differentiated instruction with enrichment and opportunities to earn industry certifications, join the military, or prepare for college and careers.

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

Performance Objective 2: BISD will provide supports to students and families that will help reduce the grades 7-12 dropout rate by 0.7% and increase high school graduation rates by 3.2% for 2019, as well as increase the district attendance rate by 0.3%.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The district will provide support services to students through character education.	Coordinator of Guidance & Counseling	Positive results on the student survey				
	Problem Statements: School Culture and Climate 1 Funding Sources: 199 - General Fund - 0.00					
2) Increase ease of access to outside counseling services through a partnership with the Stephen F. Austin Community Health Network.	Coordinator of Guidance & Counseling	Outside counseling services provided to students in need				
	Funding Sources: 199 - General Fund - 0.00					
3) Implement mentoring programs through a partnership with TTLM (Club Belay) and through Lift Up, an district-facilitated mentoring initiative.	At-Risk Coordinator and Volunteer Coordinator	Mentorships provided to students in need				
	Problem Statements: Demographics 1 - Parent and Community Engagement 2 Funding Sources: 199 - General Fund - 0.00					
4) Provide case managers to support students and families at select campuses through a partnership with Communities in Schools.	At-Risk Coordinator	Services provided to students and families supported by case managers				
	Problem Statements: Demographics 1 - Parent and Community Engagement 2 Funding Sources: 211 - Title I, Part A - 90000.00, 889 - Federal Programs - 33200.00, 289 - Title IV, Part A - 15000.00, CJD Grant - 49800.00					
5) Provide Capturing Kids' Hearts, CKH2, and Winning Culture training, as well as district-by-design support, to enhance staff's ability to connect and build positive relationships with students.	Director of Student Services	Decrease in office discipline referrals				
	Problem Statements: School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 2 Funding Sources: 199 - General Fund - 140000.00					

6) Ensure Behavior Intervention Plans are put in place for strategically-identified students exhibiting frequent misbehavior, students are taught and positively reinforced for use of coping strategies and replacement behaviors for expressing frustrations, and fidelity checks are performed regularly to ensure implementation of plans. (DVM-D CAP #6 & #7)	Director of Student Services and Coordinator of Guidance & Counseling	Decrease in office discipline referrals				
	Problem Statements: Staff Quality, Recruitment, and Retention 2, 5					
Critical Success Factors CSF 1 7) Provide after school programs at select campuses to support students through a partnership with Boys & Girls Club of Brazoria County.	At-Risk Coordinator	Services provided to students.				
	Problem Statements: Demographics 1 Funding Sources: 211 - Title I, Part A - 49606.00					
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: High School completion indicators provide evidence that students from poverty are most at risk to dropout of high school. Root Cause 1: Families from poverty need services that will support children going to school instead of to work.
School Culture and Climate
Problem Statement 1: Students perceive that students do not respect their teachers or each other. Root Cause 1: The district has not systematized character education to ensure that every student in the district is receiving quality character education consistently and frequently on every campus throughout the school year.
Staff Quality, Recruitment, and Retention
Problem Statement 2: Students from poverty and students of color are not demonstrating growth or postsecondary readiness. Root Cause 2: Root Cause Supporting: Teachers lack training in how to address the learning styles and needs of students from poverty and students of color.
Problem Statement 5: High poverty students and students of color are referred for actionable discipline nearly twice as much as other students. Root Cause 5: Root Cause Supporting: We have a limited number of professional development sessions that address cultural awareness as it relates to behavioral and instructional support for high poverty students and students of color.
Parent and Community Engagement
Problem Statement 2: Parents lack the skills needed in order to support their child’s learning. Root Cause 2: Although schools are providing parents with information on how to help their child be successful, schools aren’t providing learning opportunities where parents can acquire the skills needed to support their child’s learning.

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

Performance Objective 3: In 2018-19, BISD campuses will implement ten or more initiatives and strategies that assure safe and secure learning environments for all students and staff.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Health and safety specialists will be added to the two high schools and one intermediate school.	Executive Director of Compliance and Data Quality	The addition of the two Health and Safety Specialists will support a reduction state coded disciplinary actions.				
	Problem Statements: School Context and Organization 1 Funding Sources: 289 - Title IV, Part A - 75000.00					
2) Hire, train, and utilize ten additional Police Officers to prevent crime and provide effective response to potential security breaches, raising the total number to 20 BISD Police Officers.	Superintendent, Assistant Superintendent of Administrative Services, Chief of Police	Decrease in crime and arrests on campuses				
	Problem Statements: School Context and Organization 1					
3) Provide logistical security through perimeter fencing, motion detectors, alarm systems, security vestibules, outside door buzz-in systems, and security cameras.	Chief Operations and Technology Officer	Increase security				
	Problem Statements: School Context and Organization 1					
4) Train key district and campus personnel in the National Incident Management System (NIMS).	Director of Student Services	Increased emergency preparedness				
	Problem Statements: School Context and Organization 1 Funding Sources: 199 - General Fund - 4250.00					
5) Train teachers at campuses with high discipline disproportionality to recognize and respond appropriately when facing a Vulnerable Decision Point. (DVM-D CAP #4)	Director of Student Services	Increased proportionality in discipline referrals and out-of-class placements between ethnicities				
	Problem Statements: Staff Quality, Recruitment, and Retention 5					

6) Provide materials and supplies that support the health and safety of all students.	Coordinator of Federal Programs	Provide the PNP's with the appropriate level of funding for the year.				
	Problem Statements: School Culture and Climate 1 Funding Sources: 289 - Title IV, Part A - 3854.00					
7) Provide students and parents with training on the appropriate use of social media.	Coordinator of Guidance and Counseling	Number of students and parents trained				
	Problem Statements: School Culture and Climate 1 - Parent and Community Engagement 2 Funding Sources: 289 - Title IV, Part A - 1445.00					
8) Proactively monitor social media to assess potential threats that are shared publicly.	Assistant Superintendent of Administrative Services & BISD Chief of Police	Increased proactive response to safety and security threats				
	Problem Statements: School Context and Organization 1 Funding Sources: 698 - Bond 2012 - 18500.00					
9) Equip secondary campuses with metal detectors and access to a weapon-sniffing dog to identify security threats.	BISD Chief of Police	Increased security				
	Problem Statements: School Context and Organization 1					
10) Upgrade and monitor effective visitor management, ensuring all guests on campuses have attained approved entry through front offices and are clearly identified as visitors on the campus.	Director of Student Services	Increased security				
	Problem Statements: School Context and Organization 1 Funding Sources: 698 - Bond 2012 - 10000.00					
11) Adopt and train staff, students, parents, and district partners on the Standard Response Protocol and the Student Reunification Method, providing drills to ensure preparedness for emergencies.	Director of Student Services	Increased emergency preparedness				
	Problem Statements: School Context and Organization 1					
12) Enhance and implement a reporting system that encourages students, staff, parents, and community members to share concerning information that affects student and staff safety.	Assistant Superintendent of Administrative Services & Director of Student Services	Increased proactive response to safety and security threats				
	Problem Statements: School Context and Organization 1					

13) Utilize Threat Assessment Teams to evaluate potential threats to school security and address them through appropriate response and intervention.	Assistant Superintendent of Administrative Services	Safer campuses and interventions provided for students in need				
Problem Statements: School Context and Organization 1						
14) Develop and maintain partnerships with local law enforcement, providing incentives to encourage campus visibility and meeting quarterly to foster ongoing conversations regarding safety and security.	Assistant Superintendent of Administrative Services & Bisd Chief of Police	Increased police presence in district and on campuses				
Problem Statements: School Context and Organization 1						
Critical Success Factors CSF 1 CSF 2 CSF 4	Executive Director of Elementary Academics	% of campuses with an established RtI Program				
15) Continue the development of an effective, researched based system of Response to Intervention. (SP 2.1.1.1)						
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4	Executive Director of Elementary Academics	Principals Agendas				
16) Campus teaching staff and campus administrators will receive training on Response to Intervention.						
Critical Success Factors CSF 1 CSF 2	Executive Director of Elementary Academics	District Star Renaissance and Istation data				
17) Monitor the implementation of the district RtI plan						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 3 Problem Statements:

School Culture and Climate
Problem Statement 1: Students perceive that students do not respect their teachers or each other. Root Cause 1: The district has not systematized character education to ensure that every student in the district is receiving quality character education consistently and frequently on every campus throughout the school year.
Staff Quality, Recruitment, and Retention
Problem Statement 5: High poverty students and students of color are referred for actionable discipline nearly twice as much as other students. Root Cause 5: Root Cause Supporting: We have a limited number of professional development sessions that address cultural awareness as it relates to behavioral and instructional support for high poverty students and students of color.
Parent and Community Engagement
Problem Statement 2: Parents lack the skills needed in order to support their child’s learning. Root Cause 2: Although schools are providing parents with information on how to help their child be successful, schools aren’t providing learning opportunities where parents can acquire the skills needed to support their child’s learning.

School Context and Organization

Problem Statement 1: The district has excellent emergency operation procedures in place, but staff need initial and supplemental training to effectively implement the plan. **Root Cause 1:** The district has not prioritized as a district-wide initiative ensuring that all district personnel are up-to-date in training on the Emergency Operations Procedures.

Goal 3: Brazosport ISD will recruit, develop, and retain highly effective staff.

Performance Objective 1: By the year 2020, BISD will recruit and develop the most qualified teachers available, and retain them at or below 15%. (Strategic Plan 3.1.1)

Evaluation Data Source(s) 1: BISD teacher retention for 2017-2018 will be at or below 14%

Summative Evaluation 1:

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

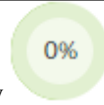
Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Equity Plan Strategy Critical Success Factors CSF 7</p> <p>1) Implement a plan to recruit and retain highly effective staff.</p>	Chief Human Resources Officer	At the end of six months, the district Human Resources Department will have fully implemented the plan to recruit and retain highly effective staff with a focus on campuses with high populations of students from poverty and students of color.				
Problem Statements: Staff Quality, Recruitment, and Retention 4						
<p>Critical Success Factors CSF 7</p> <p>2) Utilize industry partnerships through ambassador programs and community leadership to educate employees on compensation plans and employment opportunities in BISD. (SP 3.1.1.4)</p>	Chief Human Resources Officer	By June of 2019, the Human Resources Department will have completed creating a process for communicating BISD job opportunities for spouses of company employees, and will implement that process at two or more area companies.				
Problem Statements: Staff Quality, Recruitment, and Retention 1						
<p>Equity Plan Strategy Critical Success Factors CSF 7</p> <p>3) Evaluate a Grow Your Own program that will focus on recruiting and supporting the development of teacher candidates from campuses with high populations of students from poverty and students of color.</p>	Chief Human Resources Officer, Chief of Staff	At the end of six months, the Human Resources Department will present the evaluation to the Superintendent.				
Problem Statements: Staff Quality, Recruitment, and Retention 1, 4						
<p>Equity Plan Strategy Critical Success Factors CSF 7</p> <p>4) Establish partnerships with universities and colleges in order to increase the number of student teachers on our campuses.</p>	Chief of Human Resources	In six months, BISD will have added two new universities to its list of partnerships.				
Problem Statements: Staff Quality, Recruitment, and Retention 1, 4						



= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Performance Objective 1 Problem Statements:

Staff Quality, Recruitment, and Retention

Problem Statement 1: Students from poverty and students of color are not demonstrating growth or postsecondary readiness. **Root Cause 1:** Root Cause Attracting: Attracting experienced teachers with a proven record for effectiveness is difficult given the location of the district and the availability of housing.

Problem Statement 4: High poverty students and students of color are referred for actionable discipline nearly twice as much as other students. **Root Cause 4:** Root Cause Attracting: The district needs to strategically increase efforts to recruit teachers of all cultures and ethnicities by growing our own teachers beginning with the current high school students and paraprofessionals, and continuing to recruit for diversity and cultural awareness.

Goal 3: Brazosport ISD will recruit, develop, and retain highly effective staff.

Performance Objective 2: In 2018-2019, BISD will create a culture of highly effective staff through the implementation of five or more initiatives intended to recognize and reward high quality instruction and professional conduct. (Strategic Plan 3.2.1)

Evaluation Data Source(s) 2: Five initiatives to recognize and reward high quality instruction and professional conduct implemented in 2017-2018.

Summative Evaluation 2:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Equity Plan Strategy Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7 1) Develop a mentorship program that attracts your most effective teachers to mentor.. SP (3.2.1.1)	Chief Academic Officer Executive Director of Elementary Chief of Staff and Support Services	A mentorship program proposal will be presented to the Superintendent and his Cabinet for approval.				
Problem Statements: Staff Quality, Recruitment, and Retention 6						
Equity Plan Strategy Critical Success Factors CSF 3 CSF 6 CSF 7 2) Recognize staff weekly, monthly and annually both district wide and at individual campuses. (SP 3.2.1.2)	Chief Human Resources Officer	At the end of six months, the district will have recognized three or more teachers at campuses with high populations of students from poverty and students of color who demonstrate the qualities of highly effective teachers.				
Problem Statements: Staff Quality, Recruitment, and Retention 6						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

Staff Quality, Recruitment, and Retention
Problem Statement 6: High poverty students and students of color are referred for actionable discipline nearly twice as much as other students. Root Cause 6: Root Cause Retaining: Teachers need increased emotional and student management support from administrators at campuses with high populations of students from poverty or students of color to reduce teacher burnout.

Goal 3: Brazosport ISD will recruit, develop, and retain highly effective staff.

Performance Objective 3: In 2018-19, The percentage of teacher attendance will increase from 95.7% in 2017-18 to 95.9%.

Evaluation Data Source(s) 3: The percentage for teacher attendance met or exceeded 95.9%.

Summative Evaluation 3:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Equity Plan Strategy Critical Success Factors CSF 1 CSF 4 CSF 6 CSF 7 1) Continue to reward employees with great attendance. (SP 3.2.1.4)	Chief Human Resources Officer	At the end of the 2018-19 school year, the teacher attendance rate will be at or above 95.9%.				
Problem Statements: Staff Quality, Recruitment, and Retention 6						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 3 Problem Statements:

Staff Quality, Recruitment, and Retention
Problem Statement 6: High poverty students and students of color are referred for actionable discipline nearly twice as much as other students. Root Cause 6: Root Cause Retaining: Teachers need increased emotional and student management support from administrators at campuses with high populations of students from poverty or students of color to reduce teacher burnout.



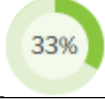


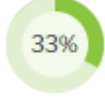





Goal 4: Brazosport ISD will exercise fiscal responsibility to ensure financial strength and provide the resources to equip and maintain quality facilities and educational programming.

Performance Objective 1: In 2018-19, BISD Technology will implement five activities that will improve the technology infrastructure and support BISD initiatives.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) SP (4.1.3) Evaluate 1:1 initiative student devices.	Director of Technology	Evaluate existing devices and upcoming mobile technology options to identify whether to stay with current technology devices / type or choose a different technology / device type. Review damage report. Review funding spent on repairs. Student surveys.				
Problem Statements: Technology 1						
Critical Success Factors CSF 4 2) SP (4.1.5) The Technology Department will evaluate and update core operations systems as needed	Director of Technology	Update Voice over IP system from 9.x to 12.x and add maintenance and support Update security surveillance system from DS Control Point to Salient Systems. Update VM software from 5.x to 6.x and add maintenance and support				
Problem Statements: Technology 1						

<p>3) The Technology Department will increase security cameras and surveillance district wide</p>	<p>Director of Technology</p>	<p>Additional security cameras throughout the district Documentation on replacing broken cameras Implementing video door systems district wide.</p>				
<p>Problem Statements: Technology 1 Funding Sources: 698 - Bond 2012 - 189076.57</p>						
<p>Critical Success Factors CSF 4 4) The Technology Department will implement automation processes to improve access to digital resources and user management</p>	<p>Director of Technology</p>	<p>Complete automation project</p>				
<p>Problem Statements: Technology 1, 2 Funding Sources: 891 - Information Services - 4050.00</p>						
<p>Critical Success Factors CSF 4 5) The Technology Department will draft a comprehensive obsolescence plan that will include a draft time line for a new technology initiative for the 2019 bond.</p>	<p>Chief of Operations & Technology / Director of Technology</p>	<p>Draft obsolescence plan and time line.</p>				
<p>Problem Statements: Technology 1, 2 Funding Sources: 199 - General Fund - 10000.00</p>						
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Performance Objective 1 Problem Statements:

Technology
<p>Problem Statement 1: Network connectivity both internally and externally has been heavily impacted due to the increase in device usage throughout the district. Root Cause 1: An increase in the number of devices connecting to the network as a result of increased staff and student personal technology, district issued technology, and our EmpowerEd 1:1 initiative.</p>
<p>Problem Statement 2: Currently, digital learning is not a consistent partner in instructional planning, or a partner in district initiatives at both the district and campus level. Root Cause 2: The lack of full integration of digital learning into CIA has resulted in delays in fully implementing technology into instruction.</p>

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 2018-2019, BISSD will provide one or more opportunities per month on each campus to foster blended learning environments through one-on-one coaching and/or larger group professional development.

Evaluation Data Source(s) 2: 100% of campuses will be provided with one or more professional learning opportunities each month.

Summative Evaluation 2:

TEA Priorities: 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math. 3. Connect high school to career and college. 4. Improve low-performing schools.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 6 CSF 7</p> <p>1) The digital learning department will receive training on the role of a coach in supporting a blended learning environment.</p>	Coordinators of digital learning	100% of digital coaches will have received applicable training				
<p>Critical Success Factors CSF 3 CSF 6 CSF 7</p> <p>2) The digital learning department will establish a standard coaching framework to provide support to teachers in a blended learning environment.</p>	Coordinators of digital learning	Establishment of a coaching framework.				
<p>Critical Success Factors CSF 2 CSF 3 CSF 5 CSF 6</p> <p>3) The digital learning department will provide one-on-one coaching to targeted teachers to support a blended learning environment.</p>	Coordinators of digital learning	Increased proficiency in coaching and providing a blended learning environment for students.				
<p>Critical Success Factors CSF 7</p> <p>4) The digital learning department will provide professional development and support by providing individual, small group, and/or campus wide opportunities to meet the need digital learning of individuals and campuses.</p>	Coordinators of digital learning	A minimum of one training or support opportunity provided per month on each campus.				

 = Accomplished  = Continue/Modify  = No Progress  = 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 3: In 2018-2019, BISD will earn a Superior rating on the Financial Integrity Rating System of Texas (FIRST) and will implement four action steps to continue the process of developing a projected 5 year budget that will allow district administration to make informed and fiscally responsible decisions. (SP 5.1.1)

Evaluation Data Source(s) 3: Superior Rating in FIRST and successful implementation of four action steps for Strategic Plan 5.1.

Summative Evaluation 3:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Solicit 5 year funding plans from District Program Directors to determine fixed costs and variable costs. (SP 5.1.1.4)	Chief Finance and Governmental Affairs Officer	Five-year funding plans received from all district departments				
2) Monitor internal and external trends to evaluate projections and ensure oversight. (SP 5.1.1.9)	Chief Finance and Governmental Affairs Officer	Greater accuracy and consistency in 5-year funding plans.				
3) Conduct annual required audit of district finances.	Chief Finance and Governmental Affairs Officer	Completed audit with findings.				
Funding Sources: 199 - General Fund - 45000.00						
4) Monitor internal controls to ensure financial integrity.	Chief Finance and Governmental Affairs Officer	Superior ratings for financial integrity and top ratings in the annual audit.				
5) Continue to ensure the most effective use of taxpayers' dollars.	Chief Finance and Governmental Affairs Officer	High community confidence in the district's financial management.				
6) Maintain the highest level of transparency and understanding of District financial position.	Chief Finance and Governmental Affairs Officer	Published reports on the district website.				
7) Continue to use the educational foundation to secure sustainable alternative funding sources.	Chief Finance and Governmental Affairs Officer	Listing of Foundation funded initiatives and activities.				

 = Accomplished  = Continue/Modify  = No Progress  = 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 4: In 2018-2019, BISD will convene the Long-Range Planning Facility Committee to evaluate existing facilities and provide feedback to the Board of Trustees regarding the future facility needs. (Strategic Plan 5.2.1)

Evaluation Data Source(s) 4: the Long-Range Planning Facility Committee will convene and complete a facilities needs plan.

Summative Evaluation 4:

TEA Priorities: 3. Connect high school to career and college.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Feedback will be compiled in two categories: current facility needs & future facility needs. (SP 5.2.1.3)	Chief Financial and Governmental Affairs Officer	By mid December 2018, feedback will have been received on current and future facility needs.				
2) Present Facilities Needs Plan to Cabinet and the Superintendent, the Board of Trustees and to voters for approval. (SP 5.2.1.4)	Chief Financial and Governmental Affairs Officer	The Facilities Needs Plan will be presented to the Board of Trustees in January 2019.				
3) Publish team's findings on district web page or other public forum once approved by voters. (SP 5.2.1.5)	Chief Financial and Governmental Affairs Officer	Team findings will be published on the district website in January of 2019.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 5: BISD will promote, communicate and market the accomplishments, achievements and successes of students and staff.

Performance Objective 1: In 2018-19, BISD will create a 3-5 year comprehensive marketing plan to help promote awareness of the great things happening in BISD. (Strategic Plan 6.1.1)

Evaluation Data Source(s) 1: Completed 3-5 year plan

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Using district standing committees, evaluate using a marketing firm to create a 3-5 year marketing plan to be implemented in the 2019-2020 school year. (SP 6.1.1.1)</p>	Superintendent	By May of 2019, the Superintendent will make a final decision regarding the use of a marketing firm to create a 3-5 year marketing plan.				
Problem Statements: School Context and Organization 2						
<p>Critical Success Factors CSF 6</p> <p>2) Consider utilizing ads for marketing such as:</p> <p>a. Billboards b. Ads on school buses and at community bus stops c. Display District Achievements at BISD City Entrances (Welcome) d. Promote district utilizing specific marketing themes (i.e. quality education, learning experiences, caring staff, community pride) (SP 6.1.1.2)</p>	Superintendent	At the end of the 2018-19 school year, the Superintendent will make a final decision regarding the use marketing adds.				
Problem Statements: School Context and Organization 2						
<p>Critical Success Factors CSF 6</p> <p>3) Evaluate plan annually and adjust as needed. (SP 6.1.1.3)</p>	Superintendent	In June of 2019, the Superintendent will lead his team to evaluate the implementation of SP Action Plan 6.1.1.				
Problem Statements: School Context and Organization 2						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 1 Problem Statements:

School Context and Organization

Problem Statement 2: Not all teachers feel a sense of urgency to help the campus and the district to achieve the five outcome goal measures or superintendent constraints. **Root Cause 2:** The “why” behind the district student outcome goals and the adopted measures has not been clearly communicated to teachers at every campus.

Goal 5: BISD will promote, communicate and market the accomplishments, achievements and successes of students and staff.

Performance Objective 2: In 2018-19, BISD will implement three initiatives to expand efforts to effectively communicate accomplishments, achievements and successes of BISD students and staff to serve our vision of setting the standard of educational excellence. (Strategic Plan 6.1.2)

Evaluation Data Source(s) 2: Completed research project

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 5 1) Research needs and methods to reach parents and other community members with limited Internet access. (SP 6.1.2.5)	Superintendent	By the end of the 2018-19 school year, a report will have been created documenting the needs and methods to reach parents and other community members with limited Internet access.				
Critical Success Factors CSF 6 2) Superintendent will promote, communicate and market the accomplishments, achievements of students and staff by presenting internally (within BISD) 20 or more times.	Superintendent	Increased morale as measured by district-wide staff surveys, published articles, social media postings and comments, and evidence of 20 or more presentations.				
Funding Sources: 199 - General Fund - 2500.00						
Critical Success Factors CSF 6 3) Host parent/principal luncheons one semester.	Superintendent	Invites from both luncheons				
Funding Sources: 199 - General Fund - 1200.00						
Critical Success Factors CSF 6 4) Continue campus ambassadors to be trained to promote campuses and district vision.	Superintendent	List of BISD Ambassadors who completed the 2018-19 training.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 5: BISD will promote, communicate and market the accomplishments, achievements and successes of students and staff.

Performance Objective 3: In 2018-19, BISD will facilitate mutually beneficial and sustainable relationships/partnerships between BISD and ALL stakeholders through the implementation of four initiatives designed to enhance two-way communication and involve stakeholders in a variety of ways. (Strategic Plan 6.2.2)

Evaluation Data Source(s) 3: Completed communications protocol for campuses to express partnership needs (Volunteer Program)

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 5 CSF 6 1) Create a communications protocol for campuses to express partnership needs (Volunteer Program). (SP 6.2.2.5)	Superintendent	By the end of six months, the district will put in place a communications protocol for campuses to express partnership needs.				
	Problem Statements: Parent and Community Engagement 2					
Critical Success Factors CSF 6 2) Host four Leadership BISD Academy training for area business /community members.	Superintendent	Agendas and training materials from four events				
	Funding Sources: 199 - General Fund - 2200.00					
Critical Success Factors CSF 1 CSF 6 3) Conduct and annual review of the BISD Strategic Plan and evaluate progress made on the implementation of each action plan.	Executive Director of Compliance and Data Quality	Agenda, sign-in sheet and updated action plans will all support the completion of this strategy				
	Funding Sources: 199 - General Fund - 3500.00					
Critical Success Factors CSF 6 4) Conduct annual beginning- and end-of year student, staff and parent surveys to gather feedback on district initiatives and performance.	Executive Director of Compliance and Data Quality	BOY and EOY survey's launched and qualitative data used and presented.				
	Funding Sources: 199 - General Fund - 19000.00					
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 3 Problem Statements:

Parent and Community Engagement

Problem Statement 2: Parents lack the skills needed in order to support their child's learning. **Root Cause 2:** Although schools are providing parents with information on how to help their child be successful, schools aren't providing learning opportunities where parents can acquire the skills needed to support their child's learning.

PBMAS Intervention Strategies

Goal	Objective	Strategy	Description
1	1	1	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.
1	1	2	The district will provide training and support to each Title I, Part A Schoolwide campus in creating and monitoring, a Parent and Family Engagement Plan that is aligned to their specific needs and goals.
1	1	7	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.
1	1	9	The district will support content and language acquisition by providing local and Title III funding for supplemental needs such as personnel, ESL certification training and reimbursement, intervention, family and engagement activities, supplies, and materials.
1	1	10	Ensure that Balanced Literacy is implemented with fidelity in every elementary classroom. (SP 1.3.1.3)
1	1	11	Celebrate student attainment of literacy skills. (SP 1.3.1.9)
1	2	1	The district will support Title I Schoolwide campuses by providing Title I and State Compensatory funding for supplemental needs, such as personnel, tutoring, professional development, and supplies/materials.
1	2	6	The district will provide ongoing support/guidance to key campus personnel through training and resources to assist in building relevant engagement opportunities for parents and families.
1	2	19	The district will support supplemental special education instruction by providing IDEA-B funding for supplemental needs such as personnel, intervention, professional development, supplies, and materials.
1	2	20	The district will support content and language acquisition by providing local and Title III funding for supplemental needs such as personnel, ESL certification training and reimbursement, intervention, family and engagement activities, supplies, and materials.
1	2	21	Continue to Identify the professional development needs based on the results of staff input, along with state and district testing. (SP 1.2.1.1)
1	3	6	The district will support supplemental special education High School instruction by providing and IDEA-B funding for supplemental needs such as personnel, intervention, professional development, supplies, and materials.
1	3	7	The district will support content and language acquisition by providing local and Title III funding for supplemental needs such as personnel, ESL certification training and reimbursement, intervention, family and engagement activities, supplies, and materials.
1	8	3	Campuses identified for Additional Targeted Support will add strategies to their Campus Improvement Plan that address the learning needs of specific population groups for whom performance was identified as deficient.

Goal	Objective	Strategy	Description
2	1	5	The district will provide McKinney-Vento and Title I related services to students who have been identified as homeless.

District Educational Improvement Council

Committee Role	Name	Position
Ad hoc	Danny Massey	Superintendent
Ad hoc	Brian Cole	Executive Director of Secondary Academics
Ad hoc	Clara Sale-Davis	Chief Academic Officer
Ad hoc	John Murtell	Executive Director of Elementary Academics
Ad hoc	Jay Whitehead	Assistance Superintendent for Administrative Services
District-level Professional	Ron Redden	Executive Director of Compliance & Data Quality
Administrator	Margaret Meadows	Elementary Principal
Administrator	Susan Wood	Secondary Principal
Administrator	Kimberly Ziehl	Assistant Principal
Non-classroom Professional	Barbara Pruessing	Counselor
Classroom Teacher	Jennifer Metric	Teacher
Classroom Teacher	Karla Harris	PE Teacher
Classroom Teacher	Allison Zuiss	Teacher
Classroom Teacher	Madison Basinger	Teacher
Classroom Teacher	Terry Willy	Teacher
Classroom Teacher	Andrea Hutchison	Music Teacher
Classroom Teacher	Kristen Rudkin	Teacher
Classroom Teacher	Ashley Sanders	Teacher
Classroom Teacher	Kimberly Rutledge	Teacher
Classroom Teacher	Kaitlin Eighme	Teacher
Classroom Teacher	Cassandra Barrera	Teacher
Classroom Teacher	Stephanie Gay	Teacher
Classroom Teacher	Lanie Simmons	Teacher
Classroom Teacher	Cami Lott	Teacher

Classroom Teacher	Angela Brod	Teacher
Classroom Teacher	Kristen Center	Teacher
Classroom Teacher	Gail Logsdon	Teacher
Classroom Teacher	Kayla Josey	Teacher
Classroom Teacher	Patricia Leal	Teacher
Parent	Paulynn Kandler	Secondary School Parent

	+/- Difference	\$0
	Grand Total	\$12,279,651.57