Brazosport Independent School District

District Improvement Plan

2017-2018 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard

Board Approval Date: November 13, 2017
Public Presentation Date: November 13, 2017

Mission Statement

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

Vision

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

Value Statement

1. Every child deserves the highest quality education.

2. Everyone is accountable for student success.

3. Students find purpose through connections with their schools.

4. Collaborative partnerships are vital to strengthening the learning experience.

5. We value and support the contributions of our staff.

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Goals

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

Performance Objective 1: 1.1 The percentage of students reading on grade level will increase from 71%-74% to 100% by the year 2020.

Evaluation Data Source(s) 1: 82% of kindergarten students will end the year reading on grade level as measured by the district's early literacy screener. 81% of first grade students will end the year reading on grade level as measured by the district's reading screener. 82% of second grade students will end the year reading on grade level as measured by the district's reading screener.

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math. 4. Improve low-performing schools.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 4 CSF 5 1) Continue to implement the Family Literacy Project to teach parents how to teach their children how to read.	2, 6	Chief Academic Officer Director of Language Acquisition	Full implementation at each campus as indicated by training materials, agendas, sign-in sheets and schedules				
	Funding Sources: 263 - Title III, Part A - 5000.00						
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 4 CSF 5 2) Provide resources and training to all staff to ensure high quality reading remediation, intervention and enrichment. (SP 1.3.1.2)	1, 2, 6, 7, 10	Directors of Language Acquisition and Special Services; Early Literacy Specialist	At least a year's growth by EOY screener.				
	Funding Sources: 199 - General Fund - 113000.00, 263 - Title III, Part A - 39198.00						
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 7 3) Ensure that Balanced Literacy is implemented with fidelity in every elementary classroom. (SP 1.3.1.3)	1, 2, 3, 7	Chief Academic Officer	Site visits Agendas Sign in sheets				
	Funding Sources: 199 - General Fund - 5000.00						

Strategy	Staff Responsible	Evidence	Formative			Summative
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 4 CSF 5 4) Solicit and support continued community participation in the reading initiative. (SP 1.3.1.4)	6, 10 Chief Academic Officer	Agenda & Sign in sheet from the Literacy Nights and the Free Read Jamboree Funding Sources: 199 - General Fund - 11000.00	🥧 Considerable			
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 4 CSF 5 5) Provide access to reading materials in the community. (SP 1.3.1.5) Book Crates will be placed in community sites such as Dr's offices, waiting rooms, etc.	6, 10 Chief Academic Officer	Community Book Boxes # of students accessing the Books	✔	✔	✔	
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 6 6) Celebrate student attainment of literacy skills. (SP 1.3.1.9)	2 Chief Academic Officer	Award Ceremonies Board Recognition Student Incentives (individual campuses) Free Read Jamboree Photos/Social media	◔ Some Progress			
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 7) Train and support teachers to provide authentic opportunities in Science and Social Studies to teach literacy. (SP 1.2.1.3)	1, 2, 3 Chief Academic Officer	100% of targeted campuses will be trained as evidenced through training documentation, results of Mock STAAR, and anecdotal evidence from content walk-throughs Funding Sources: 199 - General Fund - 15350.00	◔ Some Progress			
PBMAS **Critical Success Factors** CSF 1 CSF 4 8) Provide resources to parents/ guardians that will foster kindergarten readiness. (SP 1.3.1.7)	2, 6 Director of Language Acquisition and Early Literacy Specialist	Increase in students' reading scores Funding Sources: 426 - PreK Grant - 19000.00	🥧 Considerable			
PBMAS **Critical Success Factors** CSF 1 9) Implement campus based reading initiatives that are aligned with that of the district. (SP 1.3.1.8)	2 Director of Language Acquisition	Increase in students' reading scores	🥧 Considerable			
Critical Success Factors CSF 1 CSF 4 10) Provide campuses with early literacy, math and reading screeners.	8, 9 Executive Director of Elementary Academics	Funding Sources: 199 - General Fund - 171080.00	🥧 Considerable			

✔ = Accomplished	➡ = Continue/Modify	🥧 = Considerable	◔ = Some Progress	⬤ = No Progress	✖ = Discontinue

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

Performance Objective 2: 1.2 The percentage of students in grades 3 through 8 who perform above the state passing standards in reading and mathematics will increase from at or below state level to eight to ten percentage points above the state by the year 2020.

Evaluation Data Source(s) 2: BISD third, fourth and eighth grade students will outperform the state passing standards in reading and mathematics by at least 5% in both reading and math. BISD fifth, sixth and seventh grade students will equal or exceed the state passing standards in reading and mathematics.

Summative Evaluation 2:

TEA Priorities: 2. Build a foundation of reading and math. 4. Improve low-performing schools.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 2 CSF 7 1) Monitor the system to ensure that district initiatives intended to improve the performance of students served by special programs are implemented with fidelity on district campuses. (TEA Required Action) (Targeted Improvement Plan)	1, 2, 10	Director of Special Services Director of Language Acquisition Coordinator of Counseling Services	Process and Procedure document developed for district monitoring that includes evidence of campus fidelity	◑			
			Funding Sources: 199 - General Fund - 26000.00, 224 - IDEA B - 875562.00, 225 - IDEA B Preschool - 68827.00				
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 7 2) Identify the professional development needs based on the results of staff input, along with state and district testing. (SP 1.2.1.1)	1, 2, 9	Chief Academic Officer	Sign in sheets Eduphoria PD at a Glance	◑			
			Funding Sources: 199 - General Fund - 28000.00, Local 22- Career & Technology - 54070.00				
Equity Plan Strategy 3) Identify, align, and focus resources on professional development activities that address district needs and highest-impact priorities. (SP 1.2.1.2)	1, 2, 3, 4, 6, 10	Executive Director of Compliance and Data Quality	% of professional development activities related to district needs as documented through TEAMS financial reports.	✔	✔	✔	
			Funding Sources: 199 - General Fund - 3750.00, 211 - Title I, Part A - 7542.00, 263 - Title III, Part A - 2200.00, 244 - Carl Perkins - 10000.00, 224 - IDEA B - 45800.00				

System Safeguard Strategy	1, 2, 4	Chief Academic Officer Executive Director of Elementary Academics Language Acquisition Director	# training documentation Results of mock STAAR % increased results for all students on district (CBA) and state assessments	
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 2 CSF 3 CSF 4 4) Provide training and support for ELA teachers in grades 5-12 on instructional methods for struggling readers and writers. (SP 1.2.1.3) 1. Multiple ELA Consultants	1, 2, 4	Chief Academic Officer Executive Director of Elementary Academics Language Acquisition Director	# training documentation Results of mock STAAR % increased results for all students on district (CBA) and state assessments	
	Funding Sources: 199 - General Fund - 3000.00, 263 - Title III, Part A - 49988.00			
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 7 5) Provide additional specific PD on BE/ESL instructional strategies. (TEA Required Action) 1.Professional development 2. Instructional resources for classrooms		Director of Language Acquisition	100% of scheduled trainings offered and completed. Agenda & sign in sheets.	
	Funding Sources: 263 - Title III, Part A - 9628.00			
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 4 CSF 7 6) All secondary ELA teachers will be English as a Second Language (ESL) certified by the end of the school year. (SP 1.2.1.3) 1. ESL Trainers 2. Earning ESL Certification (199)	1, 2, 4	Chief Academic Officer Director of Language Acquisition	% of ELA teachers completing ESL training; % of ELA teachers successfully earning ESL certification Since teachers are being reassigned or hired at this time, we have sessions set up for summer training for the ESL endorsement. We will continue to address and support ESL certification in the following year.	
	Funding Sources: 199 - General Fund - 5000.00			
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 7) Train and support campuses in utilizing the Sheltered Instruction Protocol Model. (SP 1.2.1.3) 1. Eduphoria e-course	1, 2, 3	Chief Academic Officer Director of Language Acquisition	100% of targeted campuses will be trained as evidenced by sign-in sheets results of Mock STAAR anecdotal evidence from content walk-throughs	

PBMAS **Critical Success Factors** CSF 1 CSF 2 8) All teachers of ELLs will receive LPAC training and attend the meetings for their students. (TEA Required Action) (Targeted Improvement Plan)	1, 3, 8	Chief Academic Officer Director of Language Acquisition Principals Teachers	100% of ELL teachers will attend and receive training on LPAC training				
		Funding Sources: 199 - General Fund - 100.00					

System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 CSF 3 9) Provide content specific training and support for K-4 teachers. (SP 1.2.1.3) 1. Assessment Kits 2. Content specific consultants	1, 2, 4	Chief Academic Officer	# participants as evidenced by sign-in sheets Results of mock STAAR % of increased results for all student on district (CBA) and state assessments Establish baseline of students exiting on grade level (grade level only) Funding Sources: 199 - General Fund - 77000.00				

Strategy	Index	Staff Responsible	Evidence / Measure				
PBMAS **Critical Success Factors** CSF 1 CSF 2 8) All teachers of ELLs will receive LPAC training and attend the meetings for their students. (TEA Required Action) (Targeted Improvement Plan)	1, 3, 8	Chief Academic Officer Director of Language Acquisition Principals Teachers	100% of ELL teachers will attend and receive training on LPAC training				
		Funding Sources: 199 - General Fund - 100.00					
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 CSF 3 9) Provide content specific training and support for K-4 teachers. (SP 1.2.1.3) 1. Assessment Kits 2. Content specific consultants	1, 2, 4	Chief Academic Officer	# participants as evidenced by sign-in sheets Results of mock STAAR % of increased results for all student on district (CBA) and state assessments Establish baseline of students exiting on grade level (grade level only)				
		Funding Sources: 199 - General Fund - 77000.00					
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 CSF 3 10) Provide training and strategies for teachers to incorporate daily problem solving opportunities to apply math to everyday life, make a plan for problem solving, and communicate and justify mathematical understanding. (SP 1.2.1.3) 1. Math consultants	1, 2, 3	Chief Academic Officer	# of Content walkthroughs # Training documentation % Increased results for all students on district and state assessments for multi coded standards				
		Funding Sources: 199 - General Fund - 17000.00					
Critical Success Factors CSF 1 CSF 4 CSF 7 11) Provide training opportunities for teachers to receive Gifted and Talented required staff development. (SP 1.2.1.3)	3, 4	Executive Director of Secondary Academics	Schedule of training; session sign-in sheets; session presentations; # teachers meeting training requirements				
		Funding Sources: 199 - General Fund - 18500.00, Local 21 - Gifted and Talented - 24500.00					
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 4 12) Provide campuses with a math support program.	1, 2, 9	Math Coordinator					
		Funding Sources: 199 - General Fund - 45600.00					

System Safeguard Strategy **PBMAS**	1			🥧			
Critical Success Factors CSF 1 CSF 4 13) Provide grades 3-8 with STAAR preparation materials.		Funding Sources: 199 - General Fund - 1500.00					
System Safeguard Strategy **PBMAS** **Equity Plan Strategy**	3, 9, 10	Executive Director of Compliance & Data Quality	Improved academic performance in alignment with the performance objective measures.	✔	✔	✔	
Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 5 CSF 7 14) Support district Title I Schoolwide campuses by providing Title I and State Compensatory Education funding for supplemental needs, such as personnel, tutoring, professional development, supplies/materials, and parent & family engagement.		Funding Sources: 211 - Title I, Part A - 1760720.00					
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 CSF 3 CSF 4 CSF 7	2	Executive Director of Compliance & Data Quality	All Turnaround campuses will meet standard in 2018.	✔	✔	✔	
15) Support district Title I Turnaround campuses by providing additional Title I funding for supplemental needs, such as personnel, tutoring, professional development, and supplies/materials.		Funding Sources: 211 - Title I, Part A - 141640.00					
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 4 CSF 7 16) Intermediate and secondary level ESL teachers will utilize the instructional resources provided for their ESL language intervention classes. (Targeted Improvement Plan)	1, 9	Language Acquisition Director	Attainment of District targeted Improvement Performance Measures	🥧			
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 17) All campuses will receive training on ELPS and PLDs to address TELPAS components, especially the Writing. (Targeted Improvement Plan)	1	Language Acquisition Director	Improved performance on all TELPAS measures and improved percentage of one or more year growth.	🥧			

PBMAS 18) The district will continue quarterly audits on folders to ensure documentation is properly kept. (Targeted Improvement Plan)	1	Language Acquisition Director	All LPAC Folders will be maintained in compliance with statutory requirements.	◐			
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 4 19) Support elementary, middle and intermediate schools in creating master schedules for 2018-19 that ensure the learning needs of EL identified students are addressed. (Targeted Improvement Plan)	1, 2	Language Acquisition Director	100% of elementary, middle and intermediate school master schedules will be structured in a manner that benefits the learning of EL identified students.	⚪			
PBMAS **Critical Success Factors** CSF 1 20) Evaluate the system to ensure that district initiatives intended to improve the performance of students served by special programs were implemented with fidelity on the campuses. (Targeted Improvement Plan)	1	Language Acquisition Director; Director of Special Services	The district will meet all targeted Improvement Plan performance measures for ELs and Special education served students	⚪			
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 4 21) District and campus personnel will review end of the year performance data to determine if efforts to ensure that ELLs receive appropriate interventions and supports are effective in improving their performance. (Targeted Improvement Plan)	1	Language Acquisition Director	The district will meet all targeted improvement plan performance measures for ELs.	⚪			
✔ = Accomplished ➡ = Continue/Modify ◕ = Considerable ◐ = Some Progress ⚪ = No Progress ✖ = Discontinue							

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

Performance Objective 3: 1.3 The percentage of students assessed on STAAR end-of-course exams who perform above the state passing standards will increase from below state level to four to eight percentage points above the state by the year 2020.

Evaluation Data Source(s) 3: The percentage of all students who perform at or above the state passing standards on STAAR end-of-course exams will equal or exceed the state percentage in all tested subjects. The percentage of all first time tested students who perform at or above the state passing standards on STAAR end-of-course exams will equal or exceed the state percentage in all tested subjects.

Summative Evaluation 3:

TEA Priorities: 2. Build a foundation of reading and math. 4. Improve low-performing schools.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
PBMAS **Critical Success Factors** CSF 1 CSF 7 1) Provide additional specific PD on BE/ESL instructional strategies. (TEA Required Action) 1.Professional development 2. Instructional resources for classrooms		Director of Language Acquisition	100% of scheduled trainings offered and completed. Agenda & sign in sheets.				
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 4 CSF 7 2) All secondary ELA teachers will be English as a Second Language (ESL) certified by the end of the school year. (SP 1.2.1.3) 1. ESL Trainers 2. Earning ESL Certification (199)	1, 2, 4	Chief Academic Officer Director of Language Acquisition	% of ELA teachers completing ESL training; % of ELA teachers successfully earning ESL certification Since teachers are being reassigned or hired at this time, we have sessions set up for summer training for the ESL endorsement. We will continue to address and support ESL certification in the following year.				

Strategy		Staff Responsible	Evidence/Impact				
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 2 CSF 3 CSF 4 3) Train and support campuses in utilizing the Sheltered Instruction Protocol Model. (SP 1.2.1.3) 1. Eduphoria e-course	1, 2, 3	Chief Academic Officer Director of Language Acquisition	100% of targeted campuses will be trained as evidenced by sign-in sheets results of Mock STAAR anecdotal evidence from content walk-throughs				
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 7 4) Provide training and support for CTE teachers on the curriculum and new CTE certifications. (SP 1.2.1.3)	1, 4	Director of CTE	survey responses from the training sign in sheets of faculty				
		Funding Sources: Local 22- Career & Technology - 1000.00, 244 - Carl Perkins - 7800.00					
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 2 CSF 4 CSF 7 5) All teachers of ELLs receive LPAC training and attend the meetings for their students. (TEA Required Action)	1, 3, 8	Chief Academic Officer Director of Language Acquisition Principals Teachers	100% of ELL teachers will attend and receive training on LPAC training				
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 4 6) Provide secondary schools with a technology-based math support program to improve student performance.	2, 9	Executive Director of Secondary Education					
		Funding Sources: 199 - General Fund - 24500.00					
System Safeguard Strategy **Critical Success Factors** CSF 4 7) Providing optional flexible schedules to students that have dropped out, at risk of dropping out, are pregnant or have fallen behind in the number of credits needed to graduate.	2, 9	Executive Director of Secondary Academics	Greater than or equal to 83% for the four-year graduation rate. Greater-than or equal to 88% for the five-year graduation rate.	✔	✔	✔	
		Funding Sources: 199 - General Fund - 0.00					

Strategy		Row Level	Staff Responsible	Evidence that Demonstrates Success	Q1	Q2	Q3	Q4
System Safeguard Strategy **Critical Success Factors** CSF 4 8) Provide accelerated instruction through the B*Success Academy to students who are not on track to graduate with their cohort.		2, 9	Executive Director of Secondary Academics	Greater-than or equal to 88% for the five-year graduation rate.	✔	✔	✔	
			Funding Sources: 199 - General Fund - 81127.00					
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 4 9) Provide accelerated instruction through the B*Inspired Academy to students who did not earn all four core credits during their freshmen year.		2, 9	Executive Director of Secondary Academics	Greater than or equal to 83% for the four-year graduation rate.	✔	✔	✔	
			Funding Sources: 199 - General Fund - 81127.00					
Critical Success Factors CSF 1 CSF 4 CSF 5 10) Develop a three-year plan for the improvement of the G/T program.		2	Chief Academic Officer	Final approved draft of the three year plan	◔			
			Funding Sources: 199 - General Fund - 100.00					
PBMAS **Critical Success Factors** CSF 1 CSF 2 CSF 5 11) Create and implement a process to identify and track the performance of students who were displaced by 2017 Hurricanes. (Targeted Improvement Plan)		10	Executive Director of Compliance and Data Quality; Homeless Liaison; Coordinator of Counselors; Federal Programs Coordinator	60% of homeless students will meet or exceed the Approaches Grade Level Standard on the STAAR Grade 8 social studies exam, 56% on the STAAR Algebra 1 EOC exam, and 45% on the English Language Arts EOC exams, so that the 2017-18 dropout rate is 6.0 or less and the 2017-18 annual graduation rate is at or above 66%.	◔			
PBMAS **Critical Success Factors** CSF 1 CSF 2 CSF 3 12) Provide training to principals, counselors and other critical stakeholders on the requirement to identify and track the performance of students who qualify as homeless and with guidelines for entering data in the tracking sheet, proper identification and providing timely supports. (Targeted Improvement Plan)		10	Executive Director of Compliance and Data Quality; Homeless Liaison; Coordinator of Counselors	60% of homeless students will meet or exceed the Approaches Grade Level Standard on the STAAR Grade 8 social studies exam, 56% on the STAAR Algebra 1 EOC exam, and 45% on the English Language Arts EOC exams, so that the 2017-18 dropout rate is 6.0 or less and the 2017-18 annual graduation rate is at or above 66%.	✔	✔	✔	
PBMAS **Critical Success Factors** CSF 5 13) Create and provide to principals and counselors a list of resources available to support homeless students, including students who were displaced by the 2017 hurricanes. (Targeted Improvement Plan)		10	Executive Director of Compliance and Data Quality; Homeless Liaison; Coordinator of Counselors	60% of homeless students will meet or exceed the Approaches Grade Level Standard on the STAAR Grade 8 social studies exam, 56% on the STAAR Algebra 1 EOC exam, and 45% on the English Language Arts EOC exams, so that the 2017-18 dropout rate is 6.0 or less and the 2017-18 annual graduation rate is at or above 66%.	✔	✔	✔	

PBMAS **Critical Success Factors** CSF 1 CSF 4 14) Ensure that a PGP, AIP, IPI, or Plan of Success is developed as appropriate for any homeless students who did not pass the previous year state assessment. (Targeted Improvement Plan)	9	Executive Director of Compliance and Data Quality; Homeless Liaison; Coordinator of Counselors	60% of homeless students will meet or exceed the Approaches Grade Level Standard on the STAAR Grade 8 social studies exam, 56% on the STAAR Algebra 1 EOC exam, and 45% on the English Language Arts EOC exams, so that the 2017-18 dropout rate is 6.0 or less and the 2017-18 annual graduation rate is at or above 66%.				
PBMAS **Critical Success Factors** CSF 4 15) Ensure that homeless students are assigned to appropriate RtI groups and that their progress is being tracked. (Targeted Improvement Plan)	9	Executive Director of Compliance and Data Quality/DCSI	60% of homeless students will meet or exceed the Approaches Grade Level Standard on the STAAR Grade 8 social studies exam, 56% on the STAAR Algebra 1 EOC exam, and 45% on the English Language Arts EOC exams, so that the 2017-18 dropout rate is 6.0 or less and the 2017-18 annual graduation rate is at or above 66%.				
✔ = Accomplished → = Continue/Modify ◕ = Considerable ◔ = Some Progress ◯ = No Progress ✖ = Discontinue							

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.

Evaluation Data Source(s) 4: The percentage of first-year freshmen students who earn six or more credits will equal or exceed 91%.

Summative Evaluation 4:

TEA Priorities: 4. Improve low-performing schools.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 1) Campuses will monitor freshman failure rates at each grading period.	1, 2, 9	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.	🟠			
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 4 2) Campuses will place freshmen who cannot average semesters for credit in applicable credit recovery courses in the spring.	2, 9	Executive Director of Secondary Academics	Number of students enrolled in credit recovery sections for this purpose.	🟠			
✔ = Accomplished　➡ = Continue/Modify　🟠 = Considerable　◔ = Some Progress　⚪ = No Progress　✖ = Discontinue							

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.

Evaluation Data Source(s) 5: The number of industry-based certifications earned by Brazosport ISD students will increase from 227 to at or above 249. The number of enrollments by Brazosport ISD students in College Board Advanced Placement classes and/or Dual Credit courses will equal or exceed 2057.

Summative Evaluation 5:

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

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
PBMAS 1) Additional opportunities for industry based certifications will be identified and provided to students.	2	Executive Director of Secondary Academics Director of CTE	Number of industry based certifications awarded.				
Funding Sources: 244 - Carl Perkins - 30000.00							
PBMAS **Critical Success Factors** CSF 5 CSF 6 2) Campuses will conduct at least 2 parent information nights including course fairs and information about college readiness.	6	Executive Director of Secondary Academics Coordinator of Guidance and Counselling	Number of parent nights Number of enrollments in AP/Dual Credit				
Funding Sources: 199 - General Fund - 200.00							
Critical Success Factors CSF 1 CSF 4 3) Brazosport ISD will collaborate with Brazosport College to provide students with meaningful dual credit options on and off campus.	2	Executive Director of Secondary Academics Director of CTE	Number of enrollments in AP/Dual Credit				
Funding Sources: Local 22- Career & Technology - 130000.00							
4) Brazosport ISD will fund the PSAT & ACT for all juniors		Executive Director of Secondary Academics	Number of students taking PSAT & ACT				
Funding Sources: 199 - General Fund - 45000.00							
Critical Success Factors CSF 1 5) Brazosport ISD will fund the AP exam for students taking the AP course.	2	Executive Director of Secondary Academics	Number of students taking AP exams.				
Funding Sources: 199 - General Fund - 60000.00							

Critical Success Factors CSF 1 CSF 4	2	Executive Director of Secondary Academics			
6) High school campuses will provide at least two practice opportunities for the PSAT / ACT	Funding Sources: 199 - General Fund - 3000.00				

✔ = Accomplished ➡ = Continue/Modify 🟠 = Considerable 🟠 = Some Progress ⚪ = No Progress ❌ = Discontinue

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 2017-18, the number of campuses rated at Developing or Sustaining stages on the Professional Learning Communities rubric will equal 18.

Evaluation Data Source(s) 6: The number of campuses rated at or above Developing on the rubric equals 18.

Summative Evaluation 6:

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	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy **Equity Plan Strategy** **Critical Success Factors** CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 1) Through Professional Learning Communities we will use student performance results to drive ongoing review of the curriculum to ensure that instruction is focused on essential learning outcomes and lowest performed student expectations. (SP 1.1.2.5)	1, 3, 8	Chief Academic Officer Campus Principals C&I Directors Instructional Coaches Content Coordinators	8% improvement in reading, 9% improvement in mathematics, 11% improvement in writing, 8% improvement in science and 6% improvement in social studies in all STAAR met standard averages. 100% of campuses provide documentation of PLC implementation as evidence by sign in logs, agendas and minutes of the meetings. All BISD campuses will meet standard.	🟠			
1. Workgroups 2. Campus scheduled collaboration meetings 3. Data meetings	Funding Sources: 199 - General Fund - 25645.00, 224 - IDEA B - 26990.31						
Critical Success Factors CSF 1 CSF 2 2) Develop a process for teachers to collaboratively identify essential learning outcomes and prioritize TEKS. (SP 1.1.2.6)	1, 2	Chief Academic Officer Content Coordinators Principals Teachers	100% of the essential learning outcomes will become available on B*Connect 100% of teachers will be trained on formative assessment processes as it relates to their content area PLC's	✔️	✔️	✔️	

System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 2 CSF 4 3) 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. (TEA Required Action)(SP 1.1.2.3)	2	Chief Academic Officer C&I Directors Campus Principals	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	
Funding Sources: 224 - IDEA B - 818852.00				
Critical Success Factors CSF 1 CSF 2 4) Provide time for vertical conversations. (SP 1.1.2.4)	1, 8	Chief Academic Officer Content Coordinators C&I Directors Principals	Participation in work groups Correct schedules for ELLs and Special Education students	
Funding Sources: 224 - IDEA B - 932400.00				
PBMAS **Critical Success Factors** CSF 1 CSF 2 CSF 7 5) Evaluate the time and opportunity available for teachers to collaborate on curriculum at the campus and district levels to ensure that academic scores are improving for all students (SP 1.1.2.1)	1, 3, 8	Chief Academic Officer Director of Language Acquisition Principals	Workgroup and PLC participation	
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 CSF 3 CSF 4 6) 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	1, 3, 8	Chief Academic Officer Content Coordinators Director of Language Acquisition Executive Director of Elementary Academics	% of staff PLC Trained # of PLC campus Action plans % Increased results for all students on district and state assessments Funding Sources: 199 - General Fund - 100.00	

Critical Success Factors CSF 1 CSF 7	2	C & I Team					
7) Using Professional Learning Communities, disaggregate data of district-wide, curriculum-based assessments (CBAs) and campus-based common assessments to adjust curriculum and instruction. (SP 1.2.1.4)							
Critical Success Factors CSF 1 CSF 7	2, 8	Principals Content Coordinators					
8) Use teacher teams to work collaboratively to develop formative assessments that are aligned with the essential outcomes for each subject area.							
Critical Success Factors CSF 1 CSF 7	2	Chief Academic Officer Executive Director of Secondary Education					
9) Provide an online professional development platform to support the implementation of professional learning communities.	Funding Sources: 199 - General Fund - 25000.00						
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

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

Performance Objective 7: 1.7 In 2017-18, the BISD improvement required and former improvement required campuses will receive the needed resources to create opportunities for student success.

Evaluation Data Source(s) 7: The number of Unacceptable campuses will decrease from one in 2016-17 to zero.

Summative Evaluation 7:

TEA Priorities: 4. Improve low-performing schools.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 2 CSF 7 1) Evaluate student learning by reviewing lesson plans, walkthroughs, and participant surveys. (SP 1.2.1.5)		Campus Administration at school improvement campuses. District Coordinator of School Improvement	Velasco Elementary School and Lanier Middle School will meet standard in the state accountability system in all Domains. Fleming first grade students will transition off the campus reading at grade level or above. The B* Success Academy will meet standard in all measured domains in the state accountability system.	🟠			
System Safeguard Strategy **PBMAS** **Equity Plan Strategy** **Critical Success Factors** CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 2) Campus Turnaround Implementation Plans will be implemented at Velasco and Fleming Elementary Schools and Lanier Middle School.	2	District Coordinator of School Improvement	Velasco Elementary School and Lanier Middle School will meet standard in the state accountability system in all Domains. Fleming first grade students will transition off the campus reading at grade level or above.	✔	✔	✔	
			Funding Sources: 263 - Title III, Part A - 43603.00				
3) The district will provide Professional Service Providers to support Fleming and Velasco Elementary Schools and Lanier Middle School in monitoring the implementation of Turnaround Implementation Plans.	2	District Coordinator of School Improvement	Velasco Elementary School and Lanier Middle School will meet standard in the state accountability system in all Domains. Fleming first grade students will transition off the campus reading at grade level or above.	✔	✔	✔	
			Funding Sources: 199 - General Fund - 56800.00				

PBMAS **Critical Success Factors** CSF 1 4) The district will provide a Professional Service Provider to support the Language Acquisition Department efforts to improve the performance of students serviced through the Bilingual Education/ English as a Second Language Program.	2	District Coordinator of School Improvement	English Learners served through the BE/ESL Program will improve performance on state assessments by 10%-15% on all STAAR examinations, and improve performance on the TELPAS Composite for students in U.S. schools for multiple years to no higher than 7.5.	✓	✓	✓	
	Funding Sources: 199 - General Fund - 20000.00						
System Safeguard Strategy **Critical Success Factors** CSF 1 5) The district will provide a Professional Service Provider to the B*Success Academy to support completing the first year improvement required activities and the development of a statutorily mandated Targeted Improvement Plan.	2	District Coordinator of School Improvement	The B* Success Academy will meet standard in all measured domains in the state accountability system.	✓	✓	✓	
	Funding Sources: 199 - General Fund - 21000.00						
✓ = Accomplished → = Continue/Modify ◑ = Considerable ◗ = Some Progress ● = No Progress ✗ = Discontinue							

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

Performance Objective 8: 1.8 In 2017-18, BISD will ensure 100% of teachers will be provided comprehensive, rigorous, and teacher-friendly K-12 curriculum documents that are aligned to the TEKS. (Strategic Plan 1.1)

Evaluation Data Source(s) 8: 100% of teachers will be provided comprehensive, rigorous, and teacher-friendly K-12 curriculum documents that are aligned to the TEKS.

Summative Evaluation 8:

TEA Priorities: 2. Build a foundation of reading and math.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 7 1) Develop campus-level process to design and use frequent common assessments aligned with the curriculum. (SP 1.1.2.7)	2, 8	Principals					
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 4 2) Disaggregate data of district-wide, curriculum-based assessments (CBAs) and campus-based common assessments to adjust curriculum and instruction. (SP 1.1.2.8)	9	C & I Team					
	Funding Sources: 224 - IDEA B - 74750.00, 225 - IDEA B Preschool - 17000.00						
Critical Success Factors CSF 1 3) Monitor implementation of curriculum through CBAs, walkthroughs, and review of lesson plans. (SP 1.1.2.8)	2	C & I Team Principals					
Critical Success Factors CSF 1 CSF 2 CSF 7 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)	1, 2	Chief Academic Officer All content area coordinators Instructional Coaches	100% of core classes are organized into a desk top curriculum.				
	Funding Sources: 199 - General Fund - 63000.00						

Critical Success Factors CSF 1 CSF 2 5) Provide curriculum documents for K-12 core classes that prioritize, decode, and expand on the meaning of each standard. (SP 1.1.1.2)	1, 2	Chief Academic Officer All content area coordinators Instructional Coaches	100% of the essential outcomes will become available on B*Connect.	✔	✔	✔	
	Funding Sources: 199 - General Fund - 3350.00						
Critical Success Factors CSF 1 CSF 2 6) Begin the process of developing curriculum documents for fine arts, LOTE, CTE, and PE/Health by forming committees at each level to review the TEKS and identify essential outcomes. (SP 1.1.1.3)	1, 10	Chief Academic Officer Director of Language Acquisition Director of CTE Director of Fine Art Assistant Superintendent	A process for developing curriculum documents in fine arts, LOTE, CTE, and PE/Health will be provided. Teams have met to set up the outline of curriculum documents for LOTE.	◕			
	Funding Sources: 199 - General Fund - 200.00						
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 7) Provide district-wide, curriculum-based assessments that are modeled after STAAR and aligned with the TEKS and district pacing guides. (Strategic Plan 1.1.1.4)	1, 2, 8	Chief Academic Officer		◕			
	Funding Sources: 199 - General Fund - 45000.00						

✔ = Accomplished ➜ = Continue/Modify ◕ = Considerable ◑ = Some Progress ⬤ = No Progress ✖ = Discontinue

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

Performance Objective 1: 2.1 In 2017-18, 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:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 4 CSF 5 CSF 6 1) The District will provide social support services to campuses.	2, 6, 7, 9, 10	Executive Director of Administrative Services	STAAR Performance Reports; Campus and District Accountability Reports, Screeners, Attendance Reports, Report Cards, Drop-out Rate, Graduation Rate	◑			
			Funding Sources: 211 - Title I, Part A - 139606.00, CJD Grant - 64000.00, 199 - General Fund - 19000.00				
Critical Success Factors CSF 1 2) Provide programs and or services designed to improve and enhance the general education program for all students. Including: Materials, Supplies, Services, Resources	4, 6, 7, 9	Chief Academics Officer	Sign in sheets, state assessment data, programmatic data, screener data	◑			
			Funding Sources: 211 - Title I, Part A - 118572.00, 255 - Title II, Part A - 343430.00, 199 - General Fund - 47388.00, Local 24 - State Comp - 503636.00, 263 - Title III, Part A - 3184.00, 289 - Title IV, Part A - 40536.00, Local 22- Career & Technology - 250000.00, 244 - Carl Perkins - 43851.00, Local 21 - Gifted and Talented - 75400.00				
System Safeguard Strategy **PBMAS** 3) Monitor processes and procedures whereby LPAC committee members use data to make individualized decisions for ELLs. (TEA Required Action)		Chief Academic Officer Director of Language Acquisition	Sign sheets & Agenda	◔			
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 4) Monitor and evaluate the plan for transitioning students. (TEA Required Action)	10	Chief Academic Officer Director of Language Acquisition	Documents for transition of ELLs	◔			

Critical Success Factors CSF 4 CSF 5 5) Provide parents and caregivers with an instructional video resource of learning activities in English and Spanish.	1, 6, 7	Director of Language Acquisition Early Literacy Specialist	Increase usage by 5%; Increase parent participation.	⬤			
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 4 6) Monitor implementation of the procedures relating to the identification of students with disabilities requiring IPIs. Continue to Provide training to appropriate staff on these procedures. (TEA Required Action)	1, 2, 9	Executive Director of Elementary Academics Director of Special Education	Sign in sheets Agendas	◕			
PBMAS **Critical Success Factors** CSF 1 CSF 2 CSF 4 7) Monitor placements of students with disabilities ages 3-5 to ensure students receive services and supports in the LRE. (TEA Required Action)	2, 7, 10	Executive Director of Elementary Academics Director of Language Acquisition Director of Special Services	PEIMS Report	◕			
Critical Success Factors CSF 7 8) Provide an online professional development platform to all staff to use in completing required and discretionary training that includes: a. dyslexia treatment programs [TEC 11.252(a)(3)(B)(iv)]	4	Chief Academic Officer	PD Plans	⬤			
✔ = Accomplished ➡ = Continue/Modify ◕ = Considerable ◔ = Some Progress ⬤ = No Progress ✖ = Discontinue							

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

Performance Objective 2: 2.2 In 2017-18, BISD will create and implement an assessment tool based on identified critical elements that can be used by teachers, administrators and other faculty. (Strategic Plan 2.2.1)

Evaluation Data Source(s) 2: Completed assessment tool.

Summative Evaluation 2:

TEA Priorities: 2. Build a foundation of reading and math. 4. Improve low-performing schools.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 6 1) Building on the work completed in 2016-17 on SP Action Plan 2.2.1, complete the creation of an assessment tool for assessing learning environments that can be used by teachers, administrators and other faculty. SP 2.2.1.1-4)	2	Executive Director of Secondary Education Executive Director of Compliance and Data Quality		⬤			
✔ = Accomplished ➡ = Continue/Modify 🥧 = Considerable ◓ = Some Progress ⬤ = No Progress ✖ = Discontinue							

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

Performance Objective 3: 2.3 In 2017-2018, BISD will equip teachers to create learning environments conducive to higher level learning. (Strategic Plan 2.2.1)

Evaluation Data Source(s) 3: Evidence from all campuses of the institutionalization of the RtI process that includes master schedules, RtI tracking documents, and improved student growth and performance.

Summative Evaluation 3:

TEA Priorities: 4. Improve low-performing schools.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 2 CSF 4 CSF 7 1) Continue the development of an effective, researched-based system of Response to Intervention. (SP 2.1.1)	2	Executive Director of Elementary Academics	% of campuses with an established RtI Program	◕			
Equity Plan Strategy **Critical Success Factors** CSF 1 CSF 4 CSF 6 CSF 7 2) Campus teaching staff and campus administrators will receive training on Response to Intervention. (SP 2.1.1)	2, 4, 8, 9	Executive Director of Elementary Academics	Principals Agendas	◔			
Critical Success Factors CSF 1 CSF 4 3) Monitor the implementation of the district RtI plan. (SP 2.1.1)	1, 2	Executive Director of Elementary Academics	% growth on District Star Renaissance Screener and % of growth in Index 2.	◕			
System Safeguard Strategy **PBMAS** **Critical Success Factors** CSF 1 CSF 2 CSF 4 4) Monitor the master scheduling planning process across campuses to ensure: targeted interventions during the school day. (TEA Required Action)(SP 1.1.2)		Chief Academic Officer C&I Directors Campus Principals	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	◑			

Critical Success Factors CSF 1 5) The district will providing to middle school, junior high and high school students, teachers, counselors, and parents information about: 1. Higher education admissions and financial aid opportunities 2. TEXAS grant program 3. Teach for Texas grant programs 4. The need for students to make informed curriculum choices to be prepared for success beyond high school 5. Sources of information on higher education admissions and financial aid [TEC 11.252(4)]	1	Executive Director of Administrative Services	Documentation of the identified resources, the timeline for dissemination and evidence of completion of dissemination.	◕			
			✔ = Accomplished ➡ = Continue/Modify ◔ = Considerable ◑ = Some Progress ◯ = No Progress ✖ = Discontinue				

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

Performance Objective 4: 2.4 In 2017-2018, BISD will continue to provide campus-based support systems to assist campuses with the utilization and enforcement of the district-wide student management plan resulting in an 8% drop in out of classroom placements.

      Evaluation Data Source(s) 4: 8% decline in out of classroom placements.

      Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 6 1) Train and support all teachers and campus administrators on implementation of student code of conduct policy and TEC Chapter 37 discipline laws. (DVM-D) & (TEC 21.451)	4	Executive Director of Administrative Services	Sign-in sheets, agendas, training materials, & audited Discipline Alternative Education Program (DAEP) placement documents.	✔	✔	✔	
		Funding Sources: 199 - General Fund - 0.00					
Critical Success Factors CSF 7 2) Train teachers, counselors and administrators on conflict resolution strategies. (TEC 21.451)	4	Executive Director of Administrative Services	Safeschools data	✔	✔	✔	
		Funding Sources: 199 - General Fund - 0.00					
Critical Success Factors CSF 6 3) Train all campus staff in maltreatment/sexual abuse signs, and dating violence in students and reporting procedures. (TEC 37.0831)	4	Executive Director of Administrative Services	100% of BISD staff trained	✔	✔	✔	
		Funding Sources: 199 - General Fund - 0.00					
Critical Success Factors CSF 6 4) Train appropriate staff in the district bullying protocol to address prevention, identification, response to, and reporting of bullying. (TEC 21.451)	1, 4	Executive Director of Administrative Services	100% of BISD staff trained	✔	✔	✔	
Critical Success Factors CSF 6 5) Train all new campus staff of grades 5-12 in suicide prevention techniques. (TEC 21.451) & (HB2186)	4	Executive Director of Administrative Services	100% of BISD staff trained	✔	✔	✔	
		Funding Sources: 199 - General Fund - 0.00					

Critical Success Factors CSF 6 6) Assistant Principals shall receive training on Restorative Conversation practices. (DVM-D)	2	Executive Director of Administrative Services	100% of BISD staff trained	🥧			
		Funding Sources: 199 - General Fund - 0.00					
Equity Plan Strategy **Critical Success Factors** CSF 3 CSF 6 7) Increase Positive Behavior Interventions and Support (PBIS) implementation efforts on each campus.	2	Executive Director of Administrative Services	100% implementation	🥧			
		Funding Sources: 199 - General Fund - 0.00					
Equity Plan Strategy **Critical Success Factors** CSF 6 8) Develop and implement a plan to provide deescalation strategies and cultural awareness training to all staff members and substitutes. (DVM-D)	1, 4	Executive Director of Administrative Services	Sign-in sheets, agendas, training materials	🥧			
		Funding Sources: 199 - General Fund - 164400.00					
Critical Success Factors CSF 6 9) Create a process for campuses to review potential Discretionary DAEP placements. (DVM-D)	2	Executive Director of Administrative Services	Review Process completed	✅	✅	✅	
		Funding Sources: 199 - General Fund - 0.00					
Critical Success Factors CSF 6 10) Analyze discipline data to measure the impact of PBIS initiatives on ISS, OSS, and DAEP referrals for all students and student groups.	2	Executive Director of Administrative Services	100% implementation	🥧			
Critical Success Factors CSF 6 11) Provide support for the successful transition of students from the Discipline Alternative Education Program (DAEP) back to their home campuses through Restorative Discipline Circles to all intermediate and high schools in the district. (DVM-D)	2	Executive Director of Administrative Services	# Circle schedules , # of participants.	✅	✅	✅	
		Funding Sources: 199 - General Fund - 0.00					
Equity Plan Strategy **Critical Success Factors** CSF 6 12) Increase integration of tiered interventions for student behavior into campus behavior plans and provide on-going professional development to campuses in the implementation of that integrated support. (DVM-D)	2, 4	Executive Director of Elementary Education	Sign-in sheets	🥧			
		Funding Sources: 199 - General Fund - 2000.00, 289 - Title IV, Part A - 5095.00, 211 - Title I, Part A - 1500.00					

Equity Plan Strategy **Critical Success Factors** CSF 6	2	Executive Director of Administrative Services	Scheduled & Discipline data	✓	✓	✓	
13) Utilize behavior management team to assist campuses with tiered interventions as a part of their RtI campus procedures.	Funding Sources: 199 - General Fund - 564500.00						
Critical Success Factors CSF 4 CSF 6	2	Executive Director of Administrative Services	Discretionary Placement request form & Data of decrease of removals	◓			
14) Monitor campuses that are impacting the discretionary removal of students with disabilities the most. Implement strategies to assist these campuses to decrease the removals. (TEA Required Action)	Funding Sources: 199 - General Fund - 12300.00						
Critical Success Factors CSF 6	2	Executive Director of Administrative Services	# of folder audited.	◕			
15) Audit DAEP placement files from each campus quarterly to ensure accuracy of paperwork, legal compliance, and alignment with district procedures and protocols. (DVM-D)	Funding Sources: 199 - General Fund - 0.00						
Critical Success Factors CSF 7	4	Executive Director of Administrative Services	EDUHERO data	✓	✓	✓	
16) Provide an online professional development platform to all staff to use in completing required and discretionary training that includes: a. suicide prevention including a parental or guardian notification procedure [TEC 11.252(3)(B)(i)] b. violence prevention programs [TEC 11.252(3)(B)(iii)]	Funding Sources: 199 - General Fund - 0.00						
17) Provide training on utilization of the Response to Intervention (RtI) Process to support student behavior, with an emphasis on delivery of Tier 2 interventions and supports.		Executive Director of Administrative Services	Increase in Tiered Fidelity Inventory ratings.	◔			
✓ = Accomplished ➡ = Continue/Modify ◕ = Considerable ◔ = Some Progress ○ = No Progress ✗ = Discontinue							

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

Performance Objective 5: 2.5 In 2017-2018, BISD will provide at least five opportunities within the district to increase awareness among students, staff, parents and community about student drug/alcohol use.

Evaluation Data Source(s) 5: Greater than or equal to 5 opportunities within the district provided.

Summative Evaluation 5:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 5 CSF 6 1) Utilize partnerships such as BACODA to train staff, students and parents on current trends in drug use and in educating students on effective refusal skills.	10	Executive Director of Administrative Services	Documented inclusion of partnerships	◕			
	Funding Sources: 199 - General Fund - 2000.00						
Critical Success Factors CSF 6 2) Provide counseling sessions for students identified as needing interventions related to drug and alcohol use.	1, 10	Executive Director of Administrative Services	Documented counselling sessions	◕			
	Funding Sources: 199 - General Fund - 0.00						
Critical Success Factors CSF 5 CSF 6 3) Conduct awareness meetings once a semester for district-wide community members about drug/alcohol abuse.	1, 6	Executive Director of Administrative Services	One awareness meeting per semester	◔			
	Funding Sources: 199 - General Fund - 0.00						
Critical Success Factors CSF 6 4) Partner with Texans Standing Tall to create student led groups at each high school to sponsor drug and alcohol free student activities and presentations.	10	Executive Director of Administrative Services	Documentation of the creation of one group at each high school	◔			
	Funding Sources: 199 - General Fund - 0.00						
✔ = Accomplished ➡ = Continue/Modify ◕ = Considerable ◔ = Some Progress ◯ = No Progress ✖ = Discontinue							

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

Performance Objective 6: 2.6 In 2017-18, BISD will increase student attendance by 1.0 percent or more.

Evaluation Data Source(s) 6: Greater than or equal to 1% increase in attendance.

Summative Evaluation 6:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 3 1) Train all campus administrators on student attendance laws and interventions.	2	Executive Director of Administrative Services	0.5% to greater than or equal to 1%	✔	✔	✔	
Funding Sources: 199 - General Fund - 0.00							
Critical Success Factors CSF 4 2) Utilize attendance officers at both high schools and feeder patterns to contact parents and students and provide resources to assist the families in improving their child's attendance.	10	Executive Director of Administrative Services	0.5% to greater than or equal to 1%	✔	✔	✔	
Funding Sources: 199 - General Fund - 120000.00							
Critical Success Factors CSF 4 CSF 6 3) Monitor student attendance on a weekly basis and recognize campuses with the highest student attendance rate.	2	Executive Director of Administrative Services	0.5% to greater than or equal to 1%	✔	✔	✔	
Funding Sources: 199 - General Fund - 0.00							
Critical Success Factors CSF 7 4) Provide pregnancy related services to pregnant students. (TEC 29.081)	4	Executive Director of Administrative Services	Number of students receiving pregnancy related services in 2016-17.	✔	✔	✔	
Funding Sources: 199 - General Fund - 0.00							
PBMAS 5) Provide McKinney-Vento related services to homeless students.	10	Executive Director of Administrative Services	Number of students receiving McKinney-Vento (homeless) related services in 2016-17.	◓			
Funding Sources: 199 - General Fund - 0.00, 211 - Title I, Part A - 3000.00							

6) Coordinate with the Region 4 ESC to recruit, identify and serve Migratory students.	10	Executive Director of Compliance & Data Quality	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.				
	Funding Sources: 199 - General Fund - 0.00						
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

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

Performance Objective 1: 3.1 5. 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 16.5%

Summative Evaluation 1:

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

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Equity Plan Strategy **Critical Success Factors** CSF 7 1) Develop and implement a plan to recruit and retain highly effective staff.	2, 3, 5	Assistant Superintendent of Personnel and Support Services	Completed recruitment and retention plan.	◕			
Funding Sources: 199 - General Fund - 0.00							
Critical Success Factors CSF 7 2) BISD will recruit quality applicants to fill acute shortage areas by attending area/state job fairs, and by working collaboratively with universities.	5	Assistant Superintendent of Personnel and Support Services	Attend 10 or more job fairs to recruit quality staff.	◕			
Funding Sources: 199 - General Fund - 2500.00							
Critical Success Factors CSF 7 3) Continue to explore intensive methods to recruit BE/ESL staff. (TEA Required Action)	2, 3, 5, 10	Assistant Superintendent of Personnel and Support Services	BE/ESL teacher recruitment plan.	◕			
Funding Sources: 199 - General Fund - 0.00							
Equity Plan Strategy **Critical Success Factors** CSF 7 4) Grow our own qualified teachers: 1. Collaborate with High School Future Teacher Club, 2. Maintain connections with BISD graduates while they are pursuing education degrees. (SP 3.1.1.1)	3	Assistant Superintendent of Personnel and Support Services	Evidence of communication.	◕			
Funding Sources: 199 - General Fund - 0.00							

Equity Plan Strategy **Critical Success Factors** CSF 7 5) Establish partnerships with universities and colleges in order to increase the number of student teachers on our campuses. (SP 3.1.1.3)	5	Human Resources Coordinator	60% of student teachers are hired by the district.	◓			
	Funding Sources: 199 - General Fund - 3000.00						
Critical Success Factors CSF 7 6) Cultivate relationships with Dow, BASF, and other area companies' HR departments in order to communicate BISD job opportunities when hiring spouses or family members. (SP 3.1.1.4)	5	Assistant Superintendent of Personnel and Support Services	Documentation from meetings; Documentation of notification of openings that were sent to each company.	◔			
	Funding Sources: 199 - General Fund - 0.00						
Critical Success Factors CSF 7 7) Enhance the employment website to be more inviting and user friendly. (SP 3.1.1.6)	5	Assistant Superintendent of Personnel and Support Services	Screenshots of website showing updates and upgrades.	◓			
	Funding Sources: 199 - General Fund - 0.00						
Critical Success Factors CSF 7 8) Utilize social media for job postings and recruiting in order to cast a wider net for applicants. (SP 3.1.1.8)	5	Assistant Superintendent of Personnel and Support Services	Screenshots of postings on various media outlets that provide evidence that a wider net was cast.	◓			
	Funding Sources: 199 - General Fund - 0.00						
Equity Plan Strategy **Critical Success Factors** CSF 7 9) Value and retain staff by hosting recognition events.	5	Assistant Superintendent of Personnel and Support Services	Host three recognition events	◓			
	Funding Sources: 199 - General Fund - 1000.00						
Critical Success Factors CSF 4 CSF 6 10) Decrease the number of classroom substitutes needed as compared to previous year	1, 2	Assistant Superintendent of Human Resources and Support Services	Reduced number of classroom substitutes as compared to previous year by 11%	◓			
	Funding Sources: 199 - General Fund - 0.00						
✔ = Accomplished ➡ = Continue/Modify ◕ = Considerable ◔ = Some Progress ⬤ = No Progress ✖ = Discontinue							

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

Performance Objective 2: 3.2 In 2017-2018, BISD will create a culture of highly qualified and 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:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Equity Plan Strategy **Critical Success Factors** CSF 7 1) Develop a two year mentorship program that attracts the most effective teachers as mentors. SP (3.2.1.1)	3, 5	Chief Academic Officer	Completed Mentorship Program.	◗			
			Funding Sources: 199 - General Fund - 0.00				
Equity Plan Strategy **Critical Success Factors** CSF 7 2) Continue to develop employee recognition that recognize staff weekly, monthly and annually both district wide and at individual sites. (Spot light, heart works, Teacher, Principal, AP and Auxiliary person of the year) SP(3.2.1.2)	3, 5	Assistant Superintendent of Personnel and Support Services	Documentation of recognition activities.	◗			
			Funding Sources: 199 - General Fund - 0.00				
Critical Success Factors CSF 7 3) Continue to recognize employee years of service starting at five years of service.SP(3.2.1.3)	3, 5	Assistant Superintendent of Personnel and Support Services	Employee recognition list.	◗			
			Funding Sources: 199 - General Fund - 0.00				
Equity Plan Strategy **Critical Success Factors** CSF 7 4) Maintain salaries and stipends that are in the seventy-fifth percentile statewide and regionally. (Sp 3.2.1.5)	3, 5	Assistant Superintendent of Personnel and Support Services	District Compensation Plan.	◗			
			Funding Sources: 224 - IDEA B - 9500.00				

Equity Plan Strategy **Critical Success Factors** CSF 7 5) Continue to compensate expert teachers at target campuses. (SP 3.2.1.6)	3, 5	Assistant Superintendent of Personnel and Support Services	District Compensation Plan.	🥧			
		Funding Sources: 199 - General Fund - 95000.00					
Equity Plan Strategy **Critical Success Factors** CSF 7 6) Continue to award critical assignment stipends for hard to fill positions. (SP 3.2.1.8)	3, 5	Assistant Superintendent of Personnel and Support Services.		🥧			
		Funding Sources: 199 - General Fund - 0.00					
Critical Success Factors CSF 7 7) Provide an online professional development platform to all staff to use in completing required and discretionary training that includes: a. conflict resolution programs [TEC 11.252(3)(B)(ii)]	4	Assistant Superintendent of Human Resources and Support Services	EduHero and Safe Schools documentation of completion.	🥧			

✔ = Accomplished ➡ = Continue/Modify 🥧 = Considerable ◓ = Some Progress ⚪ = No Progress ✖ = Discontinue	

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

Performance Objective 3: 3.3 In 2017-18, The percentage of teacher attendance will increase from 94.7% in 2016-17 to 95.0%.

Evaluation Data Source(s) 3: The percentage for teacher attendance met or exceeded 95.0%.

Summative Evaluation 3:

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

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Equity Plan Strategy **Critical Success Factors** CSF 7 1) Continue to reward employees with great attendance. SP (3.2.1.4)	3, 5	Assistant Superintendent of Personnel and Support Services	Employee recognition list.	◔			
		Funding Sources: 199 - General Fund - 200000.00					
Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6 CSF 7 2) Decrease by 5% staff personal leave days compared to last school year.	1, 2	Assistant Superintendent of Human Resources and Support Services	5% decrease in the number of days taken for staff personal leave.	◔			
✔ = Accomplished ➡ = Continue/Modify ◔ = Considerable ◕ = Some Progress ⬤ = 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 1: 4.1 In 2017-2018, BISD will equip all district students with mobile technology to enable digital curriculum, anytime/anywhere access, and differentiated instruction. (Strategic Plan 4.1.1)

Evaluation Data Source(s) 1: All students received a Chromebook and the district enabled anytime/anywhere access and differentiated instruction.

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college. 4. Improve low-performing schools.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 6 1) Implement policies and procedures to manage, inventory, repair, and replacement cycle for mobile devices. (SP 4.1.1.2)	1, 2	Chief Operations and Technology Officer	Policy and Procedures Manual, Inventory documentation, Obsolescence plan	◐			
Critical Success Factors CSF 6 2) Continue to monitor the impact hardware, software, updates, and staffing have on the annual budget. (SP 4.1.1.3)	1, 2	Chief Operations and Technology Officer	Annual Budget Analysis Document	◐			
Critical Success Factors CSF 6 3) Continue to recruit qualified staff to ensure efficient deployment and support of current and future district technology needs. (SP 4.1.1.4)	1	Chief Operations and Technology Officer	75% of recommended candidates for 2016-2017 will have College degrees or valid industry certifications	◐			
4) Continues to provide sufficient bandwidth and wireless internet access both on and off campus. (SP 4.1.1.5)		Chief Operations and Technology Officer	Documentation of band width, including references to bandwidth requirements.	◐			
5) Conduct an annual evaluate of action plan 4.1.1 and make changes as needed. (SP 4.1.1.6)		Chief Operations and Technology Officer	Annual Evaluation Document	○			

Critical Success Factors CSF 6 6) Continue to perform quarterly network closet inspections.	1	Chief Operations and Technology Officer	Completed closet inspection form	◔			
Critical Success Factors CSF 6 7) Implement the scheduled outage calendar to minimize downtime and operational impact.	1, 2	Chief Operations and Technology Officer	Completed scheduled outage calendar	✔	✔	✔	
Critical Success Factors CSF 7 8) Ensure effective practice in the study of technology and its infusion across the curriculum.	1, 4	Executive Director of Secondary Academics	#Training documentation for individual teachers, small groups and whole campus as documented through Google forms and spreadsheets.	◔			
	Funding Sources: Local 22- Career & Technology - 50000.00, 244 - Carl Perkins - 20000.00						

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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: 4.2 In 2017-2018, BISD will provide one or more professional learning opportunities per month on one-to-one campuses that focus on individual needs in order to empower staff and foster technology-enriched learning environments. (Strategic Plan 4.2.1)

Evaluation Data Source(s) 2: 100% of one-to-one campuses provided 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	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Continue to develop campus-based computerist teams. (SP 4.2.1.2)		Executive Director of Secondary Academics Digital Learning Coordinators	Evidence of established Computerist Teams through meeting agendas and sign-in sheets	◕			
2) Continue to identify and monitor staff technology knowledge and comfort level. (SP 4.2.1.3)		Executive Director of Secondary Academics Digital Learning Coordinators	Wayfind Teacher/Campus Technology Assessment Reports reflecting district/campus ratings as proficient/advanced and/or 88% of teachers rating as proficient/advanced	◑			
Funding Sources: 199 - General Fund - 70000.00							
3) Continue to require staff to set individual technology goals to be reviewed annually with appraiser. (SP 4.2.1.4)		Executive Director of Secondary Academics Digital Learning Coordinators	Goal Setting Documentation which includes teacher name, date of goal setting and progress monitoring of goals achievement.	◑			
4) Provide advanced professional learning for computerists. (SP 4.2.1.5)		Executive Director of Secondary Academics Digital Learning Coordinators		◑			
5) Plan and build training modules for staff based on staff assessment. (SP 4.2.1.6)		Executive Director of Secondary Academics Digital Learning Coordinators		◑			
Funding Sources: 199 - General Fund - 10000.00							

| **Equity Plan Strategy**

6) Offer monthly, campus-based professional learning opportunities to target individual /department /campus needs. (SP 4.2.1.7) | | Executive Director of Secondary Academics Digital Learning Coordinators | | | | | |
| 7) Evaluate Acton Plan 4.2.1 annually and make changes as needed. (SP 4.2.1.8) | | Executive Director of Secondary Academics Digital Learning Coordinators | | | | | |

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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: 4.3 In 2017-2018, 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	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Conduct annual required audit of district finances.	1	Chief Finance and Governmental Affairs Officer	Completed audit with findings.	◔			
Funding Sources: 199 - General Fund - 45000.00							
Critical Success Factors CSF 1 2) Conduct thorough review of HCDE audit recommendations.	1	Chief Operations and Technology Officer	Documentation of completed review.	✔	✔	✔	
3) Continue to monitor internal controls to ensure financial integrity.	2	Chief Finance and Governmental Affairs Officer	Monitoring tool.	◕			
4) Continue to ensure the most effective use of taxpayers' dollars.	1, 2	Chief Finance and Governmental Affairs Officer	Longitudinal data.	◔			
5) Maintain the highest level of transparency and understanding of District financial position.	1, 2	Chief Finance and Governmental Affairs Officer	Published reports on the district website.	◑			
6) Implement crowd source funding.	1, 2	Chief Finance and Governmental Affairs Officer	% of crowd source funding implemented	✔	✔	✔	
Funding Sources: 199 - General Fund - 0.00							
7) Solicit 5 year funding plans from District Program Directors to determine fixed costs and variable costs. (SP 5.1.1.4)	1, 2	Chief Finance and Governmental Affairs Officer	Five-year funding plans received from all district departments	◯			

Critical Success Factors CSF 6 8) Continue efforts to create a document that will show 5 years of revenues and expenditures in a standard, consistent and user friendly format. SP (5.1.1.5)	1	Chief Finance and Governmental Affairs Officer	Five-year longitudinal report.				
9) Continue to collaborate with campus and district personnel to identify current and potential program initiatives so grant funds can be explored to provide alternative resources. (SP 5.1.1.8)	2	Chief Finance and Governmental Affairs Officer	Complete listing of program initiatives.				
Critical Success Factors CSF 5 10) Continue to use the educational foundation to secure sustainable alternative funding sources.	1, 2	Chief Finance and Governmental Affairs Officer	Listing of 2016-17 foundation funded initiatives and activities.				
Critical Success Factors CSF 5 11) Continue to implement corporate charitable programs.	2	Chief Finance and Governmental Affairs Officer	# of corporate charitable programs				
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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: 4.4 In 2017-2018, BISD will convene the district-level Facilities Evaluation Team to evaluate existing facilities and provide feedback in regards to needs for the future to create and implement a Facility Needs Plan that addresses the safety, security and flexibility to adapt to ever changing needs. (Strategic Plan 5.2.1)

    Evaluation Data Source(s) 4: Team will convene and begin the Facility Needs Planning process.

    Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews Formative Nov	Jan	Mar	Reviews Summative June
Critical Success Factors CSF 6 1) Convene the evaluation team consisting of members from special interests and/ or expertise in instructional facilities. A district level team will evaluate all facilities, while campus representatives will provide feedback from each campus and join respective campus visit. SP (5.2.1.1)	1, 2	Chief Operations and Technology Officer	Existence of Team/Committee Committee Charter	✔	✔	✔	
Critical Success Factors CSF 6 2) Meet biannually (spring & fall) to evaluate facility concerns, suggestions or feedback. Individual campus facility information can be gathered in different formats, based on the campus representatives preference: through meetings, surveys, audits, inspections. SP (5.2.1.2)	1	Chief Operations and Technology Officer	Meeting agenda, sign-in sheet and evaluation.	◓			
✔ = Accomplished ➡ = Continue/Modify ◕ = Considerable ◓ = Some Progress ◯ = 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 5: 4.5 In 2016-2017, BISD will improve operations call closures with a customer satisfaction rate of 90% as measured by the work order system survey.

Evaluation Data Source(s) 5: Greater than or equal to 90% of BISD operations customers report satisfaction with the operations call closure time.

Summative Evaluation 5:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 6 1) Continue to review monthly reports with Operations team and recognize top performers.	2	Chief Operations and Technology Officer	List of top performers by month	(pie)			
Critical Success Factors CSF 6 2) Respond to all negative Track-IT survey responses and improve processes where possible.	2	Chief Operations and Technology Officer	% of negative responses responded to, Documented changes to processes	(pie)			
✔ = Accomplished ➡ = Continue/Modify ◕ = Considerable ◔ = Some Progress ⬤ = 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 6: 4.7 BISD will complete the scheduled 2017-18 initiatives from the 2014 bond.

Evaluation Data Source(s) 6: The district completed the scheduled initiatives for 2017-2018.

Summative Evaluation 6:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Continue to identify opportunities to expedite project schedules via construction method and project packaging.	1, 2	Chief Operations and Technology Officer	Expedited schedule	🟠			
2) Monitor and adjust as needed the itemized 2014 bond schedule.	1	Chief Operations and Technology Officer	Completed itemized schedule	🟠			

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

Performance Objective 1: 5.1 In 2017-2018, 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) 1: Three initiatives to communicate the accomplishments of the district completed.

    Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 6 1) Superintendent will promote, communicate and market the accomplishments, achievements of students and staff by presenting internally (within BISD) 20 or more times.	2	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 5 2) Host parent/principal luncheons one semester.	2, 6	Superintendent	Invites from both luncheons	🟠			
		Funding Sources: 199 - General Fund - 1200.00					
Critical Success Factors CSF 6 3) Continue campus ambassadors to be trained to promote campuses and district vision.	2	Superintendent	List of BISD Ambassadors who completed the 2016-17 training.	🟠			
Critical Success Factors CSF 6 4) Research and implement methods of sharing achievements in highly populated areas locally. (SP 6.1.2.1)		Superintendent	Two new methods implemented	🟠			
		Funding Sources: 199 - General Fund - 5000.00					
Critical Success Factors CSF 6 5) Establish assistant principal ambassadors to seek out and promote student, staff, campus and district achievements. (SP 6.1.2.3)		Superintendent	All Assistant Principals trained as ambassadors	✅	✅	✅	

Critical Success Factors CSF 5 CSF 6		Superintendent	Flier created and distributed				
6) Develop a printed flier of various school and/or district achievements to distribute to groups such as Realtors, neighborhood associations, service groups, businesses. (SP 6.2.1.4)		Funding Sources: 199 - General Fund - 4000.00					
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

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

Performance Objective 2: 5.2 In 2017-2018, BISD will implement six strategies as part of a 3 to 5 year plan to maximize two-way communications within our schools and community. (Strategic Plan 6.2.1)

Evaluation Data Source(s) 2: Six strategies implemented to maximize two-way communication within schools and the community.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 6 1) Expand and further develop BISD's Ambassador Program, yearly,to include more educators and add components for students and community members. (SP 6.2.1.3)	2	Superintendent District Communications and Public Relations	Number of ambassadors selected, Ambassador training materials	◐			
	Funding Sources: 199 - General Fund - 10000.00						
Critical Success Factors CSF 6 2) Establish a committee of business /community members and BISD staff to research and consider: 1. Custom banners across major roads, yard signs and other forms of signage in the Brazosport community announcing school registration, open house, etc., 2. Creating a partnership with campus PTO's, booster clubs and municipalities to develop and distribute BISD promotional materials to support the District's Mission, Vision and Goals. 3. Utilize school facilities and assets to facilitate mobile device and applications training for parents and guardians in targeted areas, 4. Implementing a system of processes that generates authentic two-way external/internal communications. (SP 6.2.1.4)		Superintendent	Committee selects one of the four areas for implementation	◐			

Critical Success Factors CSF 5 CSF 6 3) Provide quality and consistency in visual and written messaging in order to create an informed constituency and build loyalty by developing strategies that eliminate language barriers for students and parents. (SP 6.2.1.5)	6	Superintendent	One strategy developed and implemented	◕			
Critical Success Factors CSF 5 CSF 6 4) Have district service department representatives on each campus to greet, assist and answer questions during back-to-school, open house events and other public events. (Child Nutrition, Special Education, Federal Programs, Athletics, Fine Arts, Curriculum, Transportation, Student Services, etc.). (SP 6.2.1.8)	6	Superintendent		◕			
Critical Success Factors CSF 6 5) Continue to establish a program that partners with area service organizations to develop lines of communication with those in the community in which they serve. (SP 6.2.1.10)	2	Superintendent District Communications and Public Relations	Documentation of established relationships	◕			
Critical Success Factors CSF 6 6) Continue to evaluate Action Plan 6.2.1 annually and make changes as needed. (SP 6.2.1.11)	1, 2	Superintendent District Communications and Public Relations	Annual evaluation of plan.	◔			

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

Performance Objective 3: 5.3 In 2017-2018, 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: Four initiatives designed to enhance two-way communication and involve stakeholders implemented.

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 5 1) Host four Leadership BISD Academy trainings for area business/community members	1, 2	Superintendent	Agendas and training materials from four events	◕			
	Funding Sources: 199 - General Fund - 2200.00						
Critical Success Factors CSF 6 2) Complete a communications protocol for campuses to express partnership needs. (SP 6.2.2.5)	2	Superintendent District Communications and Public Relations	Evidence that the protocol was created and used.	◑			
Critical Success Factors CSF 5 CSF 6 3) Continue to develop and prepare for implementation of a plan utilizing new and best practice strategies for schools, families, communities and businesses to become engaged in the educational support of the students in Brazosport ISD. (SP 6.2.2.6)	1, 2	Superintendent District Communications and Public Relations	Completed plan.	◑			
	Funding Sources: 211 - Title I, Part A - 1000.00						
4) Evaluate Action Plan 6.2.2 annually and make changes as needed. (SP 6.2.2.7)		Superintendent	Plan evaluated and reported on at the annual Strategic Plan review meeting.	◑			
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 5) Conduct and annual review of the BISD Strategic Plan and evaluate progress made on the implementation of each action plan.	2	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						
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System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Continue to implement the Family Literacy Project to teach parents how to teach their children how to read.
1	1	2	Provide resources and training to all staff to ensure high quality reading remediation, intervention and enrichment. (SP 1.3.1.2)
1	1	3	Ensure that Balanced Literacy is implemented with fidelity in every elementary classroom. (SP 1.3.1.3)
1	1	4	Solicit and support continued community participation in the reading initiative. (SP 1.3.1.4)
1	1	5	Provide access to reading materials in the community. (SP 1.3.1.5) Book Crates will be placed in community sites such as Dr's offices, waiting rooms, etc.
1	1	6	Celebrate student attainment of literacy skills. (SP 1.3.1.9)
1	1	7	Train and support teachers to provide authentic opportunities in Science and Social Studies to teach literacy. (SP 1.2.1.3)
1	2	1	Monitor the system to ensure that district initiatives intended to improve the performance of students served by special programs are implemented with fidelity on district campuses. (TEA Required Action) (Targeted Improvement Plan)
1	2	2	Identify the professional development needs based on the results of staff input, along with state and district testing. (SP 1.2.1.1)
1	2	4	Provide training and support for ELA teachers in grades 5-12 on instructional methods for struggling readers and writers. (SP 1.2.1.3) 1. Multiple ELA Consultants
1	2	5	Provide additional specific PD on BE/ESL instructional strategies. (TEA Required Action) 1.Professional development 2. Instructional resources for classrooms
1	2	6	All secondary ELA teachers will be English as a Second Language (ESL) certified by the end of the school year. (SP 1.2.1.3) 1. ESL Trainers 2. Earning ESL Certification (199)
1	2	7	Train and support campuses in utilizing the Sheltered Instruction Protocol Model. (SP 1.2.1.3) 1. Eduphoria e-course
1	2	9	Provide content specific training and support for K-4 teachers. (SP 1.2.1.3) 1. Assessment Kits 2. Content specific consultants
1	2	10	Provide training and strategies for teachers to incorporate daily problem solving opportunities to apply math to everyday life, make a plan for problem solving, and communicate and justify mathematical understanding. (SP 1.2.1.3) 1. Math consultants
1	2	12	Provide campuses with a math support program.
1	2	13	Provide grades 3-8 with STAAR preparation materials.
1	2	14	Support district Title I Schoolwide campuses by providing Title I and State Compensatory Education funding for supplemental needs, such as personnel, tutoring, professional development, supplies/materials, and parent & family engagement.
1	2	15	Support district Title I Turnaround campuses by providing additional Title I funding for supplemental needs, such as personnel, tutoring, professional development, and supplies/materials.

Goal	Objective	Strategy	Description
1	2	16	Intermediate and secondary level ESL teachers will utilize the instructional resources provided for their ESL language intervention classes. (Targeted Improvement Plan)
1	2	17	All campuses will receive training on ELPS and PLDs to address TELPAS components, especially the Writing. (Targeted Improvement Plan)
1	2	19	Support elementary, middle and intermediate schools in creating master schedules for 2018-19 that ensure the learning needs of EL identified students are addressed. (Targeted Improvement Plan)
1	2	21	District and campus personnel will review end of the year performance data to determine if efforts to ensure that ELLs receive appropriate interventions and supports are effective in improving their performance. (Targeted Improvement Plan)
1	3	2	All secondary ELA teachers will be English as a Second Language (ESL) certified by the end of the school year. (SP 1.2.1.3) 1. ESL Trainers 2. Earning ESL Certification (199)
1	3	3	Train and support campuses in utilizing the Sheltered Instruction Protocol Model. (SP 1.2.1.3) 1. Eduphoria e-course
1	3	4	Provide training and support for CTE teachers on the curriculum and new CTE certifications. (SP 1.2.1.3)
1	3	5	All teachers of ELLs receive LPAC training and attend the meetings for their students. (TEA Required Action)
1	3	6	Provide secondary schools with a technology-based math support program to improve student performance.
1	3	7	Providing optional flexible schedules to students that have dropped out, at risk of dropping out, are pregnant or have fallen behind in the number of credits needed to graduate.
1	3	8	Provide accelerated instruction through the B*Success Academy to students who are not on track to graduate with their cohort.
1	3	9	Provide accelerated instruction through the B*Inspired Academy to students who did not earn all four core credits during their freshmen year.
1	4	1	Campuses will monitor freshman failure rates at each grading period.
1	4	2	Campuses will place freshmen who cannot average semesters for credit in applicable credit recovery courses in the spring.
1	6	1	Through Professional Learning Communities we will use student performance results to drive ongoing review of the curriculum to ensure that instruction is focused on essential learning outcomes and lowest performed student expectations. (SP 1.1.2.5) 1. Workgroups 2. Campus scheduled collaboration meetings 3. Data meetings
1	6	3	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. (TEA Required Action)(SP 1.1.2.3)
1	6	6	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
1	7	1	Evaluate student learning by reviewing lesson plans, walkthroughs, and participant surveys. (SP 1.2.1.5)

Goal	Objective	Strategy	Description
1	7	2	Campus Turnaround Implementation Plans will be implemented at Velasco and Fleming Elementary Schools and Lanier Middle School.
1	7	5	The district will provide a Professional Service Provider to the B*Success Academy to support completing the first year improvement required activities and the development of a statutorily mandated Targeted Improvement Plan.
1	8	2	Disaggregate data of district-wide, curriculum-based assessments (CBAs) and campus-based common assessments to adjust curriculum and instruction. (SP 1.1.2.8)
1	8	7	Provide district-wide, curriculum-based assessments that are modeled after STAAR and aligned with the TEKS and district pacing guides. (Strategic Plan 1.1.1.4)
2	1	1	The District will provide social support services to campuses.
2	1	3	Monitor processes and procedures whereby LPAC committee members use data to make individualized decisions for ELLs. (TEA Required Action)
2	1	4	Monitor and evaluate the plan for transitioning students. (TEA Required Action)
2	1	6	Monitor implementation of the procedures relating to the identification of students with disabilities requiring IPIs. Continue to Provide training to appropriate staff on these procedures. (TEA Required Action)
2	3	1	Continue the development of an effective, researched-based system of Response to Intervention. (SP 2.1.1)
2	3	4	Monitor the master scheduling planning process across campuses to ensure: targeted interventions during the school day. (TEA Required Action)(SP 1.1.2)