

Brazosport Independent School District

Brazoswood High School

2018-2019 Campus Improvement Plan

Accountability Rating: Met Standard



Mission Statement

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

The mission of Brazoswood High School is to graduate students to be future ready by focusing on student needs and educational interests, that develop and prepare the whole person for success in a global society.

Vision

The vision of Brazosport ISD is "Setting the standard for educational excellence"

The vision of Brazoswood High School is "Preparing tomorrow's leaders today."

Value Statement

In BISD, we believe:

Every child deserves the highest quality education
Everyone is accountable for student success
Students find purpose through connections with their schools
Collaborative partnerships are vital to strengthening the learning experience

We value and support the contributions of our staff

At Brazoswood High School, we believe:

All members of the learning community must be invested in student success, student accountability, and ethical standards of behavior.

All students must be provided opportunities to explore the ever changing workforce and educational experiences and graduate future ready.

All students should have equitable access to technology that will enrich their education and provide them with the tools to be lifelong learners in a global society.

The development of leadership throughout the organization is critical to our success.

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Comprehensive Needs Assessment

Needs Assessment Overview

Students and parents feel safe on campus. The addition of added Security personnel and School Resource Officers has helped this perception. The addition of Student Conductor Tardy System has increased student, parent and staff awareness and communication of students not in class and created a quick communication system that clears halls and contacts parents. Student ID systems have incorporated safety awareness for staff and students.

Campus morale has increased with the addition of teacher of the month award. Weekly reward of a treat (sonic drinks, snacks, etc) for deserving staff members has increased appreciation and camaraderie. The addition of a yearly theme that focuses on relationships and academics has also increased staff and student morale and school spirit which lends itself to an increase in morale and academic performance.

The addition of PRIDE POINTS increased participation in school spirit days and attendance at school events. We are still seeking ways to increase student attendance, as our attendance did not meet our goal of 95%, but did remain the same as the 2015-2016 school year of 93%. This is still an increase over the 2014-15 school year of 91% overall.

The addition of accelerated instruction classes (BISD Labs) provided targeted instruction which led to a raise in EOC scores. We will continue to provide targeted and focused instruction based on data-driven master-scheduling. This data leads us to STUDENT-DRIVEN DECISION MAKING.

Demographics

Demographics Summary

Ethnic Distribution:

African American 168 7.0%

Hispanic 1,044 43.2%

White 1,081 44.8%

American Indian 10 0.4%

Asian 57 2.4%

Pacific Islander 3 0.1%

Two or More Races 52 2.2%

Economically Disadvantaged 809 33.5%

Non-Educationally Disadvantaged 1,606 66.5%

English Language Learners (ELL) 74 3.1%

Students w/ Disciplinary Placements (2015-2016) 85 3.2%

At-Risk 1,204 49.9%

Demographics Strengths

67% of students were tracked to TX higher ed and that does not factor in those that went out of state

70.3% of students took the ACT or SAT test

increase in dual credit, AP, CTE and TSI in most areas and across all demographics

Less than 7% of staff were new to profession

Student Academic Achievement

Student Academic Achievement Summary

goals for students in A and dual credit course plus those earning CTE certification is an area to address.

we had 136 TEA certs, 217 Perkins certs and 267 non-industry certs - we exceeded our goal

our AP/Dual credit numbers have decreased from 1756 in 2017 to 1713 in 2018

Student Academic Achievement Strengths

exceeded number of CTE certifications

Still have a high percentage of AP/Dual Credit despite the decline - students who take these courses are successful

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: fewer students are taking AP/Dual credit courses **Root Cause:** change in graduation plans offer more elective courses to reach endorsements without AP/Dual credit

Perceptions

Perceptions Summary

PRIDE Points serve as our PBIS initiative. We have seen an increase in student involvement and attendance at school events

A positive climate is evolving through the creation of new clubs and organizations, Teen leadership, CKH, Josten's Renaissance and Harbor, Student leadership class and opportunities

Perceptions Strengths

The addition of PRIDE POINTS increased participation in school spirit days and attendance at school events. We are still seeking ways to increase student attendance, as our attendance did not meet our goal of 95%, but did remain the same as the 2015-2016 school year of 93%. This is still an increase over the 2014-15 school year of 91% overall.

The addition of accelerated instruction classes (BISD Labs) provided targeted instruction which led to a raise in EOC scores. We will continue to provide targeted and focused instruction based on data-driven master-scheduling. This data leads us to STUDENT-DRIVEN DECISION MAKING.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

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

Accountability Data

- Texas Academic Performance Report (TAPR) data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Postsecondary college, career or military-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data

Student Data: Student Groups

- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, progress, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data

- Dyslexia Data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- T-TESS

Parent/Community Data

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

Support Systems and Other Data

- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Revised/Approved: September 11, 2018

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

Performance Objective 1: Brazoswood meets the learning needs of all students including at-risk populations such as ESL, SpEd and EcoD to ensure academic success for all students. (Student Outcome Goals 3-5)

Evaluation Data Source(s) 1: Increase AP and Dual Credit enrollment to 2057 or more courses taken

Increase 9th graders who earn 6 or more credits to 93% of the population










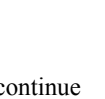





Increase CTE certifications to 249 or more across all subjects

Earn equal to or exceed the state passing standards on all EOCs

RTI elements in place to provide extra time for remediation and rewards for students who regain .5 to 1 credit through alternate sources while in the 9th grade

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) Analyze the demographic and performance profiles of students in order to identify specific learning needs and plan for intervention. (Demographics include ethnicity, EcoD, LEP, SpEd and CTE.homeless, migrant)</p>	Dean of Instruction	<p>1% reduction in failure rate; 1% reduction in retention rate; 10% improvement in scale scores on EOC exams performance in all populations and on all tests; 5% improvement in the Met Satisfactory percentage on all EOC exams 5% increase in students who qualify for Academic Letter Jackets</p>				
<p>Problem Statements: Demographics 1 Funding Sources: 199 - General Fund - 1000.00</p>						

<p>Critical Success Factors CSF 1 CSF 6</p> <p>2) Increase enrollment in CTE courses with increased opportunities for students to earn certifications.</p>	<p>CTE Counselors, APs</p>	<p>20% increase in CTE enrollment 5% increase in CTE certification opportunities 10% increase in completed certifications</p>				
<p>Problem Statements: Student Academic Achievement 1 Funding Sources: 199 - General Fund - 750.00</p>						
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>3) Provide intervention and remediation opportunities to students who have failed EOC exams and/or core content classes. Schedule actual courses inside student schedules</p>	<p>Dean of Instruction Interventionists</p>	<p>Enrollment in Accelerated Instruction courses, Edgenuity, ALEKS; tutorial attendance; increase in re-tester passing rate</p>				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 4 CSF 6 CSF 7</p> <p>4) Implement Sheltered Instruction strategies for implementation in all curricular areas.</p>	<p>Dean of Instruction</p>	<p>Linguistic supports are available for students as evidenced by classroom observation data. Reduction in ELL failure rate each 9 weeks</p>				
<p>Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1 Funding Sources: 199 - General Fund - 0.00</p>						
<p>Critical Success Factors CSF 4</p> <p>5) Conduct bi-weekly attendance review meetings and develop action plans.</p>	<p>Assistant Principals, truancy officers</p>	<p>0.5% increase in attendance rate</p>				
<p>Problem Statements: School Culture and Climate 1 Funding Sources: 199 - General Fund - 500.00</p>						
<p>Critical Success Factors CSF 1 CSF 4</p> <p>6) implementation of RTI and extracurricular labs to assist struggling students to provide school day tutorials and student group meetings.</p>	<p>Dean of Instruction and Assistant Principals, interventionists</p>	<p>5% student growth on state assessments and passing rates for each grading period 5% increase in students who qualify for Academic Letter Jackets</p>				
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: Scores on standardized tests are an issue in African American and Hispanic students Root Cause 1: The increase in mobility rates and ELLs
Student Achievement

Problem Statement 1: “Special Education and ELL student groups continue to perform significantly below All students on EOCs.” **Root Cause 1:** “There are big gaps between the state’s EOC requirements and student ability/performance levels, and our current Tier 1 instruction and co-teaching supports are not able to close those gaps.”

School Culture and Climate

Problem Statement 1: Students are not as involved with events and activities as they could be to heighten their HS experience. **Root Cause 1:** Student voice has not been a prevalent use of leadership

Curriculum, Instruction, and Assessment

Problem Statement 1: Low levels of reading skills for students entering 9th grade affect every area of instruction **Root Cause 1:** The need for closing the gaps in reading for low levels and ELLS

Student Academic Achievement

Problem Statement 1: fewer students are taking AP/Dual credit courses **Root Cause 1:** change in graduation plans offer more elective courses to reach endorsements without AP/Dual credit

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

Performance Objective 2: Brazoswood HS will put systems in place that ensure teachers have time to collaboratively design and evaluate curriculum, instruction, and assessment to meet the needs of all students (Constraint 1).

Evaluation Data Source(s) 2: 1% reduction in failure rate;
 1% reduction in retention rate;
 5% increase in all EOC and/or meet or exceed state standards;
 5% improvement in Met Satisfactory percentage on all EOC exams

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Schedule common professional development sessions throughout the school year for teachers to gain knowledge and practice utilizing rigorous, and differentiated lessons aligned to TEKS.	Principal; Dean of Instruction; Department Chairs	Training agendas, 1% reduction in failure rate; 1% reduction in retention rate;				
Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: 199 - General Fund - 500.00						
Comprehensive Support Strategy Targeted Support Strategy 2) Schedule teachers with students into Accelerated instruction to assist in gaining knowledge and practice to increase performance and pass state standardized exams	Principal; Dean of Instruction; Department Chairs; Interventionists	1% reduction in failure rate; 1% reduction in retention rate; 5% improvement in scale scores on EOC exam performances in all populations; 5% improvement in Met Satisfactory percentages on all EOC exams				
3) Plan and deliver lessons with a clear distinction between student expectations and rigor in on-level courses and PreAP curriculum.	Dean of Instruction; Department Chairs	Teacher lesson plans will delineate the distinction; 5% increase in commended rates in PreAP courses				
Problem Statements: Student Achievement 1 Funding Sources: 199 - General Fund - 5000.00						
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Performance Objective 2 Problem Statements:

Student Achievement

Problem Statement 1: “Special Education and ELL student groups continue to perform significantly below All students on EOCs.” **Root Cause 1:** “There are big gaps between the state’s EOC requirements and student ability/performance levels, and our current Tier 1 instruction and co-teaching supports are not able to close those gaps.”

Staff Quality, Recruitment, and Retention

Problem Statement 1: Teachers and Staff leave for other opportunities **Root Cause 1:** Low moral did exist, but has changed

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

Performance Objective 1: Brazoswood HS provides remediation and support to address disciplinary infractions, policy compliance, and crisis management.

Evaluation Data Source(s) 1: 5% reduction in discipline referrals
 100% of students and staff will be trained in bullying awareness
 100% of parents will receive bullying information
 100% of staff will be trained in the new crisis management procedures.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 2 CSF 4 CSF 6</p> <p>1) Plan and provide PBIS incentives, activities, and prizes conferences, the harbor, renaissance, PRIDE POINT parties</p>	PBIS Committee; Assistant Principals	5% reduction in discipline referrals Increase in student participation of campus events, heightened campus culture				
<p>Problem Statements: School Culture and Climate 1 Funding Sources: 199 - General Fund - 10000.00</p>						
<p>Critical Success Factors CSF 4 CSF 6</p> <p>2) Train students and staff in bullying awareness and anti-bullying strategies.</p>	Counselors STUCO no place for hate cyber bullying event	Reduction in incidents of bullying				
<p>Problem Statements: School Culture and Climate 1 Funding Sources: 199 - General Fund - 1500.00</p>						
<p>Critical Success Factors CSF 3 CSF 6</p> <p>3) Train all staff in campus crisis and safety procedures.</p>	Principal	Reduction in accident reports				
<p>Problem Statements: School Context and Organization 1 Funding Sources: 199 - General Fund - 1000.00</p>						
<p>Critical Success Factors CSF 5 CSF 6</p> <p>4) Provide high school transition support to freshmen students and parents.</p>	Counselors; Assistant Principals	Attendance at Fish Camp; reduced disciplinary infractions at 9th grade; reduction in 9th grade course failure rate				
<p>Problem Statements: Curriculum, Instruction, and Assessment 1 - Parent and Community Engagement 1 Funding Sources: 199 - General Fund - 4000.00</p>						

Critical Success Factors CSF 1 CSF 6 5) Promote opportunities for students to be involved in extra-curricular activities to include active recruitment at the beginning of the school year. utilize elective extravaganza and information boards	Counselors, Assistant Principals, Librarian	Increase enrollment in extra-curricular activities Extravaganza				
	Problem Statements: Parent and Community Engagement 1 Funding Sources: 199 - General Fund - 500.00, Extracurricular - 49750.00					
Critical Success Factors CSF 7 6) Train staff in sexual abuse and maltreatment of children.	Counselors	Training in Campus Handbook, BISD Handbook, Board Policy and Teacher Code of Ethics, Eduhero/Safe Schools; policy compliance				
Critical Success Factors CSF 7 7) Train staff in early mental health intervention and suicide prevention.	Counselors	Training in Eduhero/Safe Schools; reduction in student mental health crisis incidents				
Problem Statements: Parent and Community Engagement 1 Funding Sources: 199 - General Fund - 789.00						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 1 Problem Statements:

School Culture and Climate
Problem Statement 1: Students are not as involved with events and activities as they could be to heighten their HS experience. Root Cause 1: Student voice has not been a prevalent use of leadership
Curriculum, Instruction, and Assessment
Problem Statement 1: Low levels of reading skills for students entering 9th grade affect every area of instruction Root Cause 1: The need for closing the gaps in reading for low levels and ELLS
Parent and Community Engagement
Problem Statement 1: Parents are involved with individual children events not overall campus structure Root Cause 1: Students individualize extracurricular and co-curricular activity in High School
School Context and Organization
Problem Statement 1: Teachers struggle to set solid strategies in the organizational management Root Cause 1: High turnover rates cause each year to feel like "starting over"

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

Performance Objective 2: Brazoswood HS will become a safe and drug-free campus.

Evaluation Data Source(s) 2: Provide at least 3 drug awareness activities to inform students, staff and parents of dangers; provide counseling to students who have been found sent to DAEP for drug-related incidents; provide SRO/BISD presence on campus and at campus events; 100% of staff trained in student drug & alcohol abuse course

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 6 CSF 7</p> <p>1) Provided drug awareness training to staff and students on the effects and signs of drug use and abuse.</p>	Counselors	Increase awareness by staff and students				
<p>Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: 199 - General Fund - 750.00</p>						
<p>Critical Success Factors CSF 6</p> <p>2) Continue the use of the drug dog during instructional time.</p>	Principal	Documented visits by drug dog				
<p>Problem Statements: School Culture and Climate 1 Funding Sources: 199 - General Fund - 150.00</p>						
<p>Critical Success Factors CSF 4 CSF 6</p> <p>3) Four Safety/Security Specialists to monitor hallways and secluded areas and two parking attendants to assist in monitoring parking areas - along with five School Police Officers through the BISDPD and one dog handler/Officer</p>	Principal, Assistant Principals, Chief of Police	Minimal student activity in halls, parking lots and isolated areas during instructional time.				
<p>Problem Statements: School Culture and Climate 1 Funding Sources: 199 - General Fund - 29049.00</p>						
<p>Critical Success Factors CSF 4 CSF 6</p> <p>4) Door locks, buzzers, security cameras, safety gates and random metal detectors</p>	BISD Police, Safety Specialists	create a monitored environment for safety during the school day				
<p style="text-align: center;"> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Performance Objective 2 Problem Statements:

School Culture and Climate

Problem Statement 1: Students are not as involved with events and activities as they could be to heighten their HS experience. **Root Cause 1:** Student voice has not been a prevalent use of leadership

Staff Quality, Recruitment, and Retention

Problem Statement 1: Teachers and Staff leave for other opportunities **Root Cause 1:** Low moral did exist, but has changed








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

Performance Objective 1: Brazoswood HS supports all teachers in their professional development through support and training that both enrich instruction and allows teachers to develop their skills as educators (Constraint 1).

Evaluation Data Source(s) 1: 90% of all staff will be trained in Capturing Kid's Hearts
 a team of teachers will be trained as CKH Process Champions to provide ongoing support of other staff members in the CKH process and collaboration
 100% of all staff will complete eduhero and safe school training
 monthly PD sessions will be held in topics identified as needs

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 6 CSF 7 1) Provide high quality professional development in Sheltered Instruction strategies to assist teachers in meeting the needs of ELLs.	Dean of Instruction; District Teaching & Learning Dept	PD enrollment; 1% reduction in student failure rate; 1% reduction in student retention rate				
Problem Statements: Curriculum, Instruction, and Assessment 1 Funding Sources: 199 - General Fund - 3000.00						
Critical Success Factors CSF 1 CSF 2 CSF 4 2) Schedule a minimum of three days per year for teachers of core subjects to meet to evaluate student performance data and plan instruction.	Principal District Coordinators	Meeting agendas and minutes; lesson plans common assessments; 1% reduction in failure rate; 1% reduction in retention rate; 10% improvement in EOC scale scores; 5% improvement in the Met Satisfactory percentage on EOC exams				
Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: 199 - General Fund - 5000.00						
Comprehensive Support Strategy Critical Success Factors CSF 6 CSF 7 3) Provide high quality professional development in culturally responsive teaching to assist teachers in meeting the needs of our diverse student population.	Dean of Instruction, Teen leadership staff, student council class	1% reduction in failure rate; 1% reduction in retention rate; 10% improvement in EOC Scale scores; 5% improvement in Met Satisfactory percentage on EOC exams.				
Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: 199 - General Fund - 5000.00						

Critical Success Factors CSF 6 CSF 7 4) Provide professional development opportunities that can be brought back to campus to strengthen overall staff	Dean of Instruction, Principal, Associate Principal	High level professional development in educational trends and best practice such as PLCs, curriculum, laws and technology will expand teach knowledge and result in 5% increase in AP/Dual credit, 2% reduction in failure rate, 3% increase in EOC scores overall, .5 % increase in graduation rate				
	Problem Statements: Student Achievement 1 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1 Funding Sources: 199 - General Fund - 0.00, 255 - Title II, Part A - 9464.00					
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 1: “Special Education and ELL student groups continue to perform significantly below All students on EOCs.” Root Cause 1: “There are big gaps between the state’s EOC requirements and student ability/performance levels, and our current Tier 1 instruction and co-teaching supports are not able to close those gaps.”
Staff Quality, Recruitment, and Retention
Problem Statement 1: Teachers and Staff leave for other opportunities Root Cause 1: Low moral did exist, but has changed
Curriculum, Instruction, and Assessment
Problem Statement 1: Low levels of reading skills for students entering 9th grade affect every area of instruction Root Cause 1: The need for closing the gaps in reading for low levels and ELLS

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

Performance Objective 2: Brazoswood High School will actively recruit new teachers who to more closely reflect the campus diverse demographics.

Evaluation Data Source(s) 2: 1% increase in staff retention rate.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 6 CSF 7 1) Recruit minority teacher candidates by enlisting the support of the BISD Human Resource Director.	Principal	Increase in staff diversity				
Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: 199 - General Fund - 500.00						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

Staff Quality, Recruitment, and Retention
Problem Statement 1: Teachers and Staff leave for other opportunities Root Cause 1: Low moral did exist, but has changed

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

Performance Objective 3: Brazoswood HS will continue to focus on recruiting and retaining highly qualified teachers.

Evaluation Data Source(s) 3: Provide mentoring activities

teacher of the month

weekly or monthly rewards to staff doing good things (rewards can include but are not limited to sonic drinks, donuts, jeans passes, giveaway items, theme for school pride, etc)

increase walkthroughs with effective feedback

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3</p> <p>1) Assign mentors to new teachers for support and guidance throughout the school year.</p>	Dean of Instruction	New teacher meeting attendance; mentor observation reports; increase in new teacher satisfaction/retention				
<p>Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: 199 - General Fund - 500.00</p>						
<p>Critical Success Factors CSF 7</p> <p>2) Train new teachers on campus expectations and processes.</p>	Dean of Instruction; Assistant Principals	Training logs; increase in new teacher satisfaction/retention				
<p>Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: 199 - General Fund - 1000.00</p>						
<p>Critical Success Factors CSF 2 CSF 3</p> <p>3) Actively recruit first through fifth year teachers to participate in campus planning and leadership.</p>	Dean of Instruction; Assistant Principals	Increase in teacher satisfaction and retention				
<p>Problem Statements: Staff Quality, Recruitment, and Retention 1</p>						
<p>Critical Success Factors CSF 6 CSF 7</p> <p>4) Plan and schedule team building activities and/or campus themes and awards to further strengthen the BWood learning community.</p>	Principal	Increase in positive staff morale; increase in teacher retention				
<p>Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: 199 - General Fund - 5000.00</p>						
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Performance Objective 3 Problem Statements:

Staff Quality, Recruitment, and Retention
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Problem Statement 1: Teachers and Staff leave for other opportunities Root Cause 1: Low moral did exist, but has changed
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Goal 3: Brazosport ISD will recruit, develop, and retain highly effective staff.

Performance Objective 4: Brazoswood HS teachers attendance will improve from 95.8% to 96% in 2018- 2019 school year. (Constraint 2)

Evaluation Data Source(s) 4: Quarterly teacher attendance reports.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 6 1) Monitor teacher attendance data on a monthly basis throughout 18-19 school year.	Principal	TEAMS Attendance reports- monthly.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

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

Performance Objective 1: Brazoswood High School will broaden and improve the use of technology by staff and students.

Evaluation Data Source(s) 1: 100% of teachers will receive technology training in the use of current and proposed technologies. 100% of students in classes of teachers selected to pilot hand held devices for instructional use will receive training on the use of those devices through the instructional technology department.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) Provide professional development to teachers on the integration of technology into classroom instruction and on the use of resources such as Go-Guardian, APPS and other programs</p>	District Technology Facilitators	Increase technology use in classrooms				
<p>Problem Statements: Student Achievement 1 - Technology 1 Funding Sources: Local 24 - State Comp - 9748.00</p>						
<p>Critical Success Factors CSF 1 CSF 7</p> <p>2) Addition of Campus Instructional coaches (2) to assist in technology integration</p>	District Technology Staff Dean of Instruction	Availability and lessons provided				
<p>Critical Success Factors CSF 1 CSF 7</p> <p>3) Technology Tuesdays with lessons and instruction provided by Instructional Coaches</p>	Instructional Coaches, Dean of Instruction	Catalog of lessons provided				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 1: “Special Education and ELL student groups continue to perform significantly below All students on EOCs.” Root Cause 1: “There are big gaps between the state’s EOC requirements and student ability/performance levels, and our current Tier 1 instruction and co-teaching supports are not able to close those gaps.”</p>

Technology

Problem Statement 1: Fear of technology is still a struggle for some staff members **Root Cause 1:** Comfort level with technology versus pen, paper, books and lecture

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: Brazoswood High School will provide teachers with the necessary resources while monitoring spending to ensure funds are used appropriately.

Evaluation Data Source(s) 2: 100% of purchases using the instructional budget will be tracked by coding them to the campus improvement plan; all compensatory education funds will be used to staff campus interventions

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 6</p> <p>1) Conduct periodic checks of the instructional budget to ensure appropriate spending and proper alignment to the CIP.</p>	Principal; School secretary	100% of purchases using the instructional budget will be tracked by coding them to the campus improvement plan				
<p>Problem Statements: School Context and Organization 1 Funding Sources: 199 - General Fund - 150000.00</p>						
<p>Critical Success Factors CSF 1 CSF 2</p> <p>2) Utilize Compensatory Education funding for student intervention programs and interventionists.</p>	Principal	100% Comp Ed utilized for campus intervention program and personnel				
<p>Problem Statements: Demographics 1 - Student Achievement 1 - Curriculum, Instruction, and Assessment 1 - School Context and Organization 1 Funding Sources: Local 24 - State Comp Personnel - 130000.00, Local 24 - State Comp - 100.00</p>						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: Scores on standardized tests are an issue in African American and Hispanic students Root Cause 1: The increase in mobility rates and ELLs
Student Achievement
Problem Statement 1: “Special Education and ELL student groups continue to perform significantly below All students on EOCs.” Root Cause 1: “There are big gaps between the state’s EOC requirements and student ability/performance levels, and our current Tier 1 instruction and co-teaching supports are not able to close those gaps.”
Curriculum, Instruction, and Assessment

Problem Statement 1: Low levels of reading skills for students entering 9th grade affect every area of instruction **Root Cause 1:** The need for closing the gaps in reading for low levels and ELLS

School Context and Organization

Problem Statement 1: Teachers struggle to set solid strategies in the organizational management **Root Cause 1:** High turnover rates cause each year to feel like "starting over"

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

Performance Objective 1: Brazoswood HS will put a system in place that encourages the involvement of business, community, parents, staff, and students to identify and support continuous school improvement.

Evaluation Data Source(s) 1: Provide businesses with positive information about BWood students and/or activities to entice businesses to support events, provide weekly newsletter to parents that encourages feedback and attendance, promote activities on the marquee, promote and utilize leadership class to provide platform for student feedback and advisory

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Identify businesses through district partnerships that are willing to work alongside Brazoswood.</p>	Principal; CTE Counselor	Establishment of 2 new business partnerships				
<p>Problem Statements: Parent and Community Engagement 1 Funding Sources: 199 - General Fund - 500.00</p>						
<p>Critical Success Factors CSF 1 CSF 3</p> <p>2) Provide a forum for students to address their needs and concerns and increase student participation in campus decision making.</p>	Principal; Assistant Principals	Student Leadership Class Student Leadership Seminars				
<p>Problem Statements: School Culture and Climate 1 - Parent and Community Engagement 1 Funding Sources: 199 - General Fund - 1500.00</p>						
<p>Critical Success Factors CSF 7</p> <p>3) 3) Train staff in Jostens Renaissance and Harbor experiences as well as provide student council training - this will require travel and entry fees, dues or hotel needs</p>	Principal, PRIDE committee	decrease in behavior referrals, 1% increase in attendance, 20% increase in PRIDE event participation				
<p>Problem Statements: School Culture and Climate 1 Funding Sources: 199 - General Fund - 5000.00</p>						
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Performance Objective 1 Problem Statements:

School Culture and Climate

Problem Statement 1: Students are not as involved with events and activities as they could be to heighten their HS experience. **Root Cause 1:** Student voice has not been a prevalent use of leadership

Parent and Community Engagement


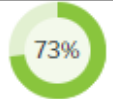




Problem Statement 1: Parents are involved with individual children events not overall campus structure **Root Cause 1:** Students individualize extracurricular and co-curricular activity in High School

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

Performance Objective 2: Provide sense of unity through PRIDE POINTS where students earn privileges and parties for school spirit and involvement

Evaluation Data Source(s) 2: Provide shirts for each 9th grade student to show unity, measure by points if students are participating by wearing the shirts on specified days - Also provide a welcome pack to new students who enter through the year with BWood items and shirt so they feel a sense of belonging
 PRIDE PARTIES and incremental events and rewards will reinforce PBIS/PRIDE behaviors

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 6 1) Provide opportunities for students to increase positive climate and culture	Principal, Assistant Principal, teacher committee, STUCO	Increase in attendance overall Increase in participation of spirit events Increase in student satisfaction and inclusion				
Problem Statements: School Culture and Climate 1 Funding Sources: 199 - General Fund - 3000.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Performance Objective 2 Problem Statements:

School Culture and Climate
Problem Statement 1: Students are not as involved with events and activities as they could be to heighten their HS experience. Root Cause 1: Student voice has not been a prevalent use of leadership

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	3	Provide intervention and remediation opportunities to students who have failed EOC exams and/or core content classes. Schedule actual courses inside student schedules
1	1	4	Implement Sheltered Instruction strategies for implementation in all curricular areas.
1	2	2	Schedule teachers with students into Accelerated instruction to assist in gaining knowledge and practice to increase performance and pass state standardized exams
3	1	1	Provide high quality professional development in Sheltered Instruction strategies to assist teachers in meeting the needs of ELLs.
3	1	3	Provide high quality professional development in culturally responsive teaching to assist teachers in meeting the needs of our diverse student population.
3	4	1	Monitor teacher attendance data on a monthly basis throughout 18-19 school year.

State Compensatory

Budget for Brazoswood High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199.11.6119.00.002.24	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$130,000.00
6100 Subtotal:		\$130,000.00
6300 Supplies and Services		
24	6398 Computer Supplies/Software - Locally Defined	\$20,176.00
6300 Subtotal:		\$20,176.00

Personnel for Brazoswood High School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amber Sather	Teacher	Credit Recovery	.75
Eric Heckart	Teacher	Credit Recovery	1
John "Pete" Harris	Teacher	Credit Recovery	.87
Joshua Trent Olivier	Teacher	Credit Recovery	.62
Laney Speer	ELA/Reading intervention	intervention	1
Leah Froelich	Math/Science intervention	intervention	1
Stephen Morris	Paraprofessional	Credit Recovery	1

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

Plan Notes

Title 1, Part A strategies were removed since Brazoswood High School will no longer receive funding.

Campus Improvement Committee

Committee Role	Name	Position
Administrator	Rita Pintavalle	Principal
Associate Principal	Cheryl Roberts	Associate Principal
Administrator	Djara Patton	Dean of Instruction
Fine Arts Department Chair	Bill Few	Teacher
English Language Arts Department Chair	Brandyn Hargrove	teacher
Athletics	Stacy Neiswander	extracurricular
Community Representative	Jeanene Hudec	teacher
Social Studies Department Chair	Brenden Griffith	webmaster
Student	Jestin Young	Student
Student	Yousef Elyoussef	Student
Secretary Representative	Barbara Weaver	Secretary
Parent	Brenda Castor	Parent
Business Representative	Julie Edwards	Business Owner
Math Department Chair	Debbie Sitka	Teacher
Non-classroom Professional	Melissa Wilson	Math Intervention
Athletics	Ken Wallace	Admin Intern
Foreign Language Department Chair	Sonja Cooper	Admin Intern

Campus Funding Summary

199 - General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	materials for resources to assist tutorials, instructional materials and food for events		\$1,000.00
1	1	2	Career Fair Supplies, Elective Extravaganza		\$750.00
1	1	4	Training		\$0.00
1	1	5	binders, folders		\$500.00
1	2	1	book studies, classroom supplies and training supplies		\$500.00
1	2	3	Training, college board, region 4		\$5,000.00
2	1	1	PBIS Incentives		\$10,000.00
2	1	2	Training Materials		\$1,500.00
2	1	3	Supplies	199.23.6395.00.002.99	\$1,000.00
2	1	4			\$4,000.00
2	1	5	set up for job fairs and extracurricular extravaganza		\$500.00
2	1	7	speakers or parent nights		\$789.00
2	2	1	Posters, no place for hate, red ribbon week	199.11.6399.00.002.11	\$750.00
2	2	2	Paper to run flyers	199.11.6395.36.002.11	\$150.00
2	2	3	shirts, jackets, radios for security and parking		\$5,000.00
2	2	3	salary for one parking attendant		\$24,049.00
3	1	1	Seidlitz Training in Sheltered Instruction or other training needed to assist ELLS		\$3,000.00
3	1	2	Substitute Teachers	6100 - substitute teachers	\$5,000.00
3	1	3	instructional materials for classroom implementation		\$5,000.00
3	1	4			\$0.00
3	2	1	meetings and classroom supplies as needed		\$500.00
3	3	1	meeting supplies		\$500.00

3	3	2	meetings and classroom supplies		\$1,000.00
3	3	4	event supplies and academic follow through events		\$5,000.00
4	2	1	classroom teaching supplies		\$150,000.00
5	1	1	Solicit businesses to support PBIS initiatives through the district.	199.11.6399.00.002.11	\$500.00
5	1	2	Supplies	199.23.6395.00.002.99	\$1,000.00
5	1	2	materials	199.23.6496.00.002.99	\$500.00
5	1	3	conference entry, travel and hotel as well as supplies to put on the events and classroom teaching supplies for character ed, and academic performance		\$5,000.00
5	2	1	student leaders attend conferences to assist building capacity for activities	PBIS	\$3,000.00
Sub-Total					\$235,488.00
Budgeted Fund Source Amount					\$235,488.00
+/- Difference					\$0
Local 24 - State Comp					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	1	Go Guardian software		\$9,748.00
4	2	2	Software Licenses for intervention classes		\$100.00
Sub-Total					\$9,848.00
Budgeted Fund Source Amount					\$9,848.00
+/- Difference					\$0
Local 24 - State Comp Personnel					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	2	2	math and ELA interventionists	6100	\$130,000.00
Sub-Total					\$130,000.00
Budgeted Fund Source Amount					\$130,000.00
+/- Difference					\$0
255 - Title II, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount

3	1	4	Training in the Professional Learning Communities (PLC) model	255.13.6411.14.002.24	\$9,464.00
Sub-Total					\$9,464.00
Budgeted Fund Source Amount					\$9,464.00
+/- Difference					\$0
Extracurricular					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	5	extracurricular opportunities		\$49,750.00
Sub-Total					\$49,750.00
Budgeted Fund Source Amount					\$49,750.00
+/- Difference					\$0
Grand Total					\$434,550.00