

# **Blanco Independent School District**

## **District Improvement Plan**

**2019-2020**

**Accountability Rating: A**



# Mission Statement

*The mission and purpose of the Blanco Independent School District is to provide all students in the district an educational program which will allow them to develop to their full potential intellectually, physically, and socially in order to be responsible citizens and contributing members of society. As an educational community, we shall motivate, guide, direct, and generally encourage morality, self-discipline, personal virtue, team and individual achievement, and the regard for the well being of self, others, community, and country. Inherent within this mission is the belief that all students can learn and that the Blanco Schools can make a difference in the lives of its students.*

## Vision

*Our Students...*

*Appreciate and respect each other Celebrate one another's achievements both individually and collectively Our leaders in the schools and community...  
Take responsibility for their learning and actions  
Build positive relationships with each other, teachers, and family  
Achieve academic and extracurricular excellence Are happy and well rounded  
Have pride in their schools and community*

*Our learning environment provides...*

*A welcoming atmosphere that is safe, clean, and orderly  
Enrichment opportunities for staff and students A happy, productive and well trained staff  
High expectations and the proper tools for future success  
Mutual respect between staff and students*

*The supporting environment in our community...*

*Provides opportunities for all students to be successful  
Provides opportunities for all to become actively involved in the success of students  
Provides the ability to continuously improve our facilities  
Recognizes students for their efforts to perform at the highest levels  
Recognizes our schools as the heart of Blanco*

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# Comprehensive Needs Assessment

## Student Academic Achievement

### Student Academic Achievement Summary

#### Blanco Math Data

| #Q/%  | Grade 3 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL  | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|------|---------|---------|
| 17/53 | 2019    |       |        | 86%      | 78%      | 94%   | 67%        | 71%         | 67%  | *       | 63%     |
| 16/50 | 2018    | 77%   |        | 84%      | 70%      | 97%   | 44%        | 75%         | 75%  | 40%     | 67%     |
| 16/50 | 2017    | 78%   | 79%    | 87%      | 79%      | 92%   | 80%        | 82%         | 100% |         |         |
| 24/52 | 2016    | 75%   | 78%    | 78%      | 69%      | 88%   | *          | 68%         | 75%  |         |         |
|       | 2015    | NA    | NA     | NA       | NA       | NA    | NA         | NA          | NA   |         |         |

| #Q/%  | Grade 4 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL  | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|------|---------|---------|
| 17/50 | 2019    |       |        | 75%      | 64%      | 83%   | 80%        | 66%         | 43%  | 40%     | 50%     |
| 17/50 | 2018    | 78%   |        | 76%      | 68%      | 89%   | 30%        | 74%         | 70%  | *       | 52%     |
| 17/50 | 2017    | 76%   | 76%    | 86%      | 88%      | 86%   | 63%        | 81%         | 100% |         |         |
| 24/50 | 2016    | 73%   | 76%    | 69%      | 64%      | 75%   | *          | 55%         | *    |         |         |
|       | 2015    | NA    | NA     | NA       | NA       | NA    | NA         | NA          | NA   |         |         |

| #Q/%  | Grade 5 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|-----|---------|---------|
| 18/50 | 2019    |       |        | 96%      | 94%      | 100%  | 85%        | 93%         | 82% | *       | 91%     |
| 17/47 | 2018    | 84%   |        | 94%      | 89%      | 98%   | 78%        | 87%         | 73% | 75%     | 90%     |
| 17/47 | 2017    | 87%   | 87%    | 93%      | 90%      | 98%   | 70%        | 86%         | *   |         |         |
| 24/48 | 2016    | 86%   | 87%    | 95%      | 91%      | 98%   | 86%        | 92%         | *   |         |         |
|       | 2015    | NA    | NA     | NA       | NA       | NA    | NA         | NA          | NA  |         |         |

| #Q/%  | Grade 6 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL  | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|------|---------|---------|
| 14/37 | 2019    |       |        | 95%      | 95%      | 95%   | 86%        | 91%         | 82%  | 100%    | 91%     |
| 14/37 | 2018    | 76%   |        | 91%      | 87%      | 93%   | 67%        | 83%         | 100% | *       | 75%     |
| 13/34 | 2017    | 76%   | 77%    | 87%      | 78%      | 94%   | 86%        | 78%         | *    |         |         |
| 19/36 | 2016    | 72%   | 75%    | 75%      | 67%      | 83%   | 63%        | 68%         | *    |         |         |
|       | 2015    | NA    | NA     | NA       | NA       | NA    | NA         | NA          | NA   |         |         |

| #Q/%  | Grade 7 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL  | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|------|---------|---------|
| 16/40 | 2019    |       |        | 95%      | 97%      | 95%   | 63%        | 94%         | 100% | *       | 87%     |
| 16/40 | 2018    | 71%   |        | 94%      | 90%      | 96%   | 83%        | 88%         | *    | 67%     | 81%     |
| 16/40 | 2017    | 70%   | 68%    | 85%      | 77%      | 91%   | 75%        | 77%         | *    |         |         |
| 22/41 | 2016    | 69%   | 70%    | 76%      | 63%      | 83%   | *          | 68%         | *    |         |         |
|       | 2015    | NA    | NA     | NA       | NA       | NA    | NA         | NA          | NA   |         |         |

| #Q/%  | Grade 8 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|-----|---------|---------|
| 19/45 | 2019    |       |        | 87%      | 81%      | 93%   | 63%        | 81%         | *   | *       | 80%     |
| 19/45 | 2018    | 78%   |        | 77%      | 80%      | 75%   | 67%        | 74%         | 43% | 86%     | 68%     |
| 20/48 | 2017    | 85%   | 87%    | 83%      | 65%      | 96%   | *          | 76%         | *   |         |         |
| 26/46 | 2016    | 82%   | 85%    | 66%      | 47%      | 84%   | *          | 61%         | *   |         |         |
|       | 2015    | NA    | NA     | NA       | NA       | NA    | NA         | NA          | NA  |         |         |

| #Q/%  | Algebra I | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL | Migrant | At-Risk |
|-------|-----------|-------|--------|----------|----------|-------|------------|-------------|-----|---------|---------|
| 21/39 | 2019      |       |        | 83%      | 81%      | 86%   | 50%        | 73%         | 56% | 90%     | 66%     |
| 21/39 | 2019 (1)  |       |        | 88%      | 91%      | 88%   | 56%        | 83%         | 83% | 100%    | 76%     |
| 21/39 | 2018      | 83%   |        | 84%      | 71%      | 89%   | 42%        | 75%         | *   | *       | 65%     |
| 21/39 | 2017      | 83%   | 83%    | 88%      | 84%      | 92%   | 82%        | 80%         | 75% |         |         |
| 21/39 | 2016      | 78%   | 80%    | 91%      | 84%      | 95%   | *          | 83%         | 86% |         |         |
|       | 2015      | NA    | NA     | NA       | NA       | NA    | NA         | NA          | NA  |         |         |

## Blanco Reading Data

| #Q/%  | Grade 3 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|-----|---------|---------|
| 18/53 | 2019    |       |        | 88%      | 84%      | 90%   | 78%        | 79%         | 50% | *       | 79%     |
| 18/53 | 2018    | 76%   |        | 79%      | 63%      | 94%   | 44%        | 67%         | 50% | 40%     | 56%     |
| 18/53 | 2017    | 73%   | 75%    | 81%      | 69%      | 89%   | 80%        | 70%         | 75% |         |         |
| 21/53 | 2016    | 73%   | 77%    | 79%      | 70%      | 85%   | *          | 71%         | 78% |         |         |
|       | 2015    | 77%   | 80%    | 90%      | 83%      | 97%   | 86%        | 88%         | 83% |         |         |

| #Q/%  | Grade 4 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL  | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|------|---------|---------|
| 19/53 | 2019    |       |        | 84%      | 71%      | 93%   | 60%        | 72%         | 43%  | 40%     | 63%     |
| 20/56 | 2018    | 72%   |        | 82%      | 68%      | 95%   | 20%        | 76%         | 70%  | *       | 57%     |
| 20/56 | 2017    | 70%   | 73%    | 87%      | 85%      | 88%   | 75%        | 83%         | 100% |         |         |
| 24/55 | 2016    | 75%   | 77%    | 88%      | 82%      | 94%   | 56%        | 76%         | *    |         |         |
|       | 2015    | 74%   | 78%    | 84%      | 73%      | 93%   | 100%       | 73%         | *    |         |         |

| #Q/%  | Grade 5 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL  | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|------|---------|---------|
| 22/58 | 2019    |       |        | 91%      | 88%      | 92%   | 54%        | 90%         | 91%  | *       | 85%     |
| 21/55 | 2018    | 78%   |        | 88%      | 84%      | 96%   | 56%        | 77%         | 82%  | 88%     | 79%     |
| 22/58 | 2017    | 82%   | 83%    | 89%      | 87%      | 93%   | *          | 81%         | *    |         |         |
| 26/57 | 2016    | 81%   | 83%    | 88%      | 80%      | 95%   | 86%        | 79%         | *    |         |         |
|       | 2015    | 87%   | 90%    | 96%      | 93%      | 100%  | 100%       | 92%         | 100% |         |         |

| #Q/%  | Grade 6 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|-----|---------|---------|
| 23/58 | 2019    |       |        | 87%      | 85%      | 93%   | 57%        | 74%         | 73% | 75%     | 70%     |
| 23/58 | 2018    | 66%   |        | 75%      | 63%      | 87%   | 22%        | 63%         | 43% | *       | 50%     |
| 23/58 | 2017    | 69%   | 72%    | 78%      | 69%      | 84%   | 71%        | 72%         | *   |         |         |
| 27/56 | 2016    | 69%   | 73%    | 71%      | 60%      | 81%   | 63%        | 59%         | *   |         |         |
|       | 2015    | 77%   | 82%    | 83%      | 80%      | 84%   | *          | 83%         | *   |         |         |

| #Q/%  | Grade 7 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|-----|---------|---------|
| 23/55 | 2019    |       |        | 79%      | 71%      | 88%   | 13%        | 63%         | 43% | *       | 50%     |

| #Q/%  | Grade 7 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|-----|---------|---------|
| 23/55 | 2018    | 72%   |        | 82%      | 77%      | 85%   | 67%        | 73%         | *   | 67%     | 58%     |
| 23/55 | 2017    | 73%   | 76%    | 72%      | 63%      | 80%   | *          | 56%         | *   |         |         |
| 29/58 | 2016    | 71%   | 75%    | 81%      | 75%      | 83%   | *          | 82%         | *   |         |         |
|       | 2015    | 76%   | 80%    | 89%      | 73%      | 96%   | *          | 81%         | *   |         |         |

| #Q/%  | Grade 8 | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL | Migrant | At-Risk |
|-------|---------|-------|--------|----------|----------|-------|------------|-------------|-----|---------|---------|
| 25/57 | 2019    |       |        | 93%      | 88%      | 96%   | 88%        | 87%         | *   | 83%     | 81%     |
| 25/57 | 2018    | 76%   |        | 83%      | 71%      | 91%   | 56%        | 68%         | 29% | 43%     | 64%     |
| 25/57 | 2017    | 86%   | 88%    | 90%      | 75%      | 98%   | *          | 85%         | *   |         |         |
| 28/54 | 2016    | 87%   | 89%    | 91%      | 76%      | 98%   | *          | 82%         | *   |         |         |
|       | 2015    | 88%   | 91%    | 97%      | 96%      | 98%   | *          | 96%         | *   |         |         |

| #Q/%  | English I | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL | Migrant | At-Risk |
|-------|-----------|-------|--------|----------|----------|-------|------------|-------------|-----|---------|---------|
| 39/57 | 2019      |       |        | 69%      | 46%      | 84%   | 21%        | 45%         | 17% | 50%     | 43%     |
| 39/57 | 2019 (1)  |       |        | 80%      | 59%      | 91%   | 22%        | 58%         | 33% | 71%     | 57%     |
| 41/60 | 2018      | 60%   |        | 68%      | 55%      | 76%   | 24%        | 55%         | 0%  | 71%     | 46%     |
| 40/59 | 2017      | 64%   | 68%    | 59%      | 34%      | 73%   | *          | 37%         | *   |         |         |
| 48/52 | 2016      | 65%   | 69%    | 76%      | 74%      | 77%   | *          | 70%         | 83% |         |         |
|       | 2015      | 71%   | 76%    | 83%      | 70%      | 91%   | *          | 72%         | *   |         |         |

| #Q/%  | English II | State | Region | District | Hispanic | White | Special Ed | Econ Disadv | ELL | Migrant | At-Risk |
|-------|------------|-------|--------|----------|----------|-------|------------|-------------|-----|---------|---------|
| 41/60 | 2019       |       |        | 74%      | 62%      | 82%   | 30%        | 56%         | 14% | 71%     | 50%     |
| 41/60 | 2019 (1)   |       |        | 82%      | 75%      | 85%   | 38%        | 68%         | *   | *       | 61%     |
| 42/62 | 2018       | 66%   |        | 69%      | 49%      | 80%   | 9%         | 44%         | 25% | *       | 44%     |
| 41/60 | 2017       | 66%   | 70%    | 79%      | 71%      | 85%   | *          | 72%         | 60% |         |         |
| 50/54 | 2016       | 67%   | 72%    | 72%      | 54%      | 84%   | *          | 61%         | *   |         |         |
|       | 2015       | 72%   | 77%    | 82%      | 75%      | 87%   | *          | 74%         | *   |         |         |

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## Student Academic Achievement Strengths

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

## Student Data: Assessments

- 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 EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between 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 and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data
- Career and Technical Education (CTE), including coherent sequence coursework aligned with the industry-based certifications, program growth and student achievement by race, ethnicity, and gender data
- Homeless data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data

#### **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Discipline records
- School safety data
- Enrollment trends

#### **Employee Data**

- Professional learning communities (PLC) data
- State certified and high quality staff data
- Campus department and/or faculty meeting discussions and data
- TTESS data
- T-PESS data
- Equity data

#### **Support Systems and Other Data**

- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data

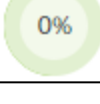
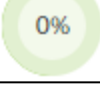
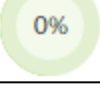
# Goals

## Goal 1: Blanco ISD will meet or exceed state academic accountability standards and maximize academic and personal growth of each student.

**Performance Objective 1:** Meet or exceed established standards for overall level of performance on required assessments.

**Evaluation Data Source(s) 1:** STAAR data

**Summative Evaluation 1:** Some progress made toward meeting Performance Objective

| Strategy Description                                                                                                                                      | Monitor                                                 | Strategy's Expected Result/Impact | Reviews                                                                               |                                                                                       |                                                                                       |                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|-----------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|                                                                                                                                                           |                                                         |                                   | Formative                                                                             |                                                                                       |                                                                                       | Summative                                                                             |
|                                                                                                                                                           |                                                         |                                   | Nov                                                                                   | Jan                                                                                   | Mar                                                                                   | May                                                                                   |
| <b>TEA Priorities</b><br>Build a foundation of reading and math<br>1) Implement effective instructional strategies (Jon Saphier 50 Ways) across campuses. | Principals<br>Director of HR and Instructional Services | Increase in number                |    |    |    |    |
| <b>TEA Priorities</b><br>Build a foundation of reading and math<br>2) Monitor and analyze student learning and progress through CBA and Benchmark data.   | Principals<br>Director of HR and Instructional Services |                                   |   |   |   |   |
| 3) Increase instructional rigor by examining student work for alignment to state standards.                                                               |                                                         |                                   |  |  |  |  |
| <b>TEA Priorities</b><br>Build a foundation of reading and math<br>4) Develop and implement the early literacy required plan.                             | Superintendent<br>Board of Trustees                     |                                   |  |  |  |  |
| <b>TEA Priorities</b><br>Build a foundation of reading and math<br>5) Develop and implement the early math required plan.                                 | Superintendent<br>Board of Trustees                     |                                   |  |  |  |  |

| Strategy Description                                                                                                                                                                                                                                                             | Monitor | Strategy's Expected Result/Impact | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-----------------------------------|-----------|-----|-----|-----------|
|                                                                                                                                                                                                                                                                                  |         |                                   | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                  |         |                                   | Nov       | Jan | Mar | May       |
| <div><div><div><div></div><div>100%</div></div><div>= Accomplished</div></div><div><div></div><div></div></div><div>= Continue/Modify</div><div><div><div></div><div>0%</div></div><div>= No Progress</div></div><div><div></div><div></div></div><div>= Discontinue</div></div> |         |                                   |           |     |     |           |

**Goal 1:** Blanco ISD will meet or exceed state academic accountability standards and maximize academic and personal growth of each student.

**Performance Objective 2:** Create measureable growth improvement for students in special populations sub-groups.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2: Met Performance Objective**

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor    | Strategy's Expected Result/Impact | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                          |            |                                   | Formative                                                                           |                                                                                     |                                                                                     | Summative                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                          |            |                                   | Nov                                                                                 | Jan                                                                                 | Mar                                                                                 | May                                                                                 |
| 1) Student growth goals will be written to support identified under-performing sub-group.                                                                                                                                                                                                                                                                                                                |            |                                   |  |  |  |  |
| 2) Identify students in need of remediation/intervention and identify support services through the RtI process.                                                                                                                                                                                                                                                                                          |            |                                   |  |  |  |  |
| 3) Provide support for At-risk students for on-time graduation through accelerated reading and math interventions, supplemental tutorials, extended school year and credit recovery.                                                                                                                                                                                                                     | Principals | 100% graduation rate              |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |            |                                   |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

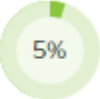
**Goal 1:** Blanco ISD will meet or exceed state academic accountability standards and maximize academic and personal growth of each student.

**Performance Objective 3:** Increase percentage of students meeting the STAAR "meets grade level" performance label.

**Evaluation Data Source(s) 3:** STAAR data

**Summative Evaluation 3:** No progress made toward meeting Performance Objective

**Next Year's Recommendation 3:** due to COVID 19 STAAR testing was cancelled

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                                                                        | Monitor                                                                          | Strategy's Expected Result/Impact | Reviews                                                                                   |                                                                                            |                                                                                           |                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                  |                                   | Formative                                                                                 |                                                                                            |                                                                                           | Summative                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                  |                                   | Nov                                                                                       | Jan                                                                                        | Mar                                                                                       | May                                                                                 |
| <b>TEA Priorities</b><br>Build a foundation of reading and math<br>1) Increase instructional rigor by examining student work for alignment to state standards.                                                                                                                                                                                                                                                                                              | Principals<br>Instructional Coaches<br>Director of HR and Instructional Services |                                   | <br>0% | <br>10% | <br>5% |  |
| <div>  = Accomplished            = Continue/Modify            = No Progress            = Discontinue         </div> |                                                                                  |                                   |                                                                                           |                                                                                            |                                                                                           |                                                                                     |

## Goal 2: Blanco ISD will prepare all students for college and career success.

**Performance Objective 1:** Support initiatives to increase college and career readiness as measured by graduation rate, ACT/SAT tests, TSI completion and performance in dual credit courses.

### Evaluation Data Source(s) 1:

### Summative Evaluation 1: Met Performance Objective

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                         | Monitor                                                                                      | Strategy's Expected Result/Impact                          | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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|                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                              |                                                            | Nov                                                                                 | Jan                                                                                 | Mar                                                                                 | May                                                                                 |
| <b>TEA Priorities</b><br>Connect high school to career and college<br>1) Monitor CCMR cohort data.                                                                                                                                                                                                                                                                                                           | Director of HR and Instructional Programs<br>BHS Principal<br>Academic Dean<br>BHS Counselor | Meet or exceed % of students meeting the CCMR requirements |  |  |  |  |
| 2) Increase opportunities for students to engage in college readiness measures at the high school.                                                                                                                                                                                                                                                                                                           |                                                                                              |                                                            |  |  |  |  |
| 3) Develop and implement the CCMR required plan.                                                                                                                                                                                                                                                                                                                                                             | Superintendent<br>Board of Trustees                                                          |                                                            |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                                                                                              |                                                            |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

**Goal 2:** Blanco ISD will prepare all students for college and career success.

**Performance Objective 2:** Increase number of opportunities for students to participate in practicums in a pathway.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:** Met Performance Objective

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor                                               | Strategy's Expected Result/Impact            | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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|                                                                                                                                                                                                                                                                                                                                                                                                          |                                                       |                                              | Nov                                                                                 | Jan                                                                                 | Mar                                                                                 | May                                                                                 |
| 1) Align and adjust current course offerings with new CTE programs of study.                                                                                                                                                                                                                                                                                                                             | Director of HR and Instructional Programs             | 100% alignment to TEA CTE programs of study  |  |  |  |  |
| 2) Identify community partners and work study programs to support placing students in practicums.                                                                                                                                                                                                                                                                                                        | BHS Principal<br>CTE Department Chair<br>CTE Teachers | Increase % of students placed in a practicum |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                                                       |                                              |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

**Goal 2:** Blanco ISD will prepare all students for college and career success.

**Performance Objective 3:** Monitor and enhance CTE offerings and certifications based on data and resources available.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3: Met Performance Objective**

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor                                                                                     | Strategy's Expected Result/Impact                                 | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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|                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                             |                                                                   | Nov                                                                                 | Jan                                                                                 | Mar                                                                                 | May                                                                                 |
| 1) Align current CTE offerings to new career clusters and programs of study to identify gaps and needed resources.                                                                                                                                                                                                                                                                                       | Director of HR and Instructional Services<br>BHS Principal<br>BHS Counselor<br>CTE Teachers | 100% of CTE courses aligned to TEA CTE programs of study          |  |  |  |  |
| 2) Identify IBC's appropriate for each program of study and purchase curriculum and resources to support successful completion of each IBC                                                                                                                                                                                                                                                               | BHS Principal<br>CTE Teachers                                                               | Increase in % of students successfully completing an approved IBC |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                                                                                             |                                                                   |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

### Goal 3: Blanco ISD will promote effective fiscal stewardship that maximizes resources and opportunities for all staff and students and prioritizes future needs.

**Performance Objective 1:** Implement a collaborative, financial planning process to maintain and update facilities.

**Evaluation Data Source(s) 1:** Annual adoption of the budget calendar

**Summative Evaluation 1:** Met Performance Objective

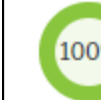
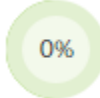
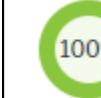
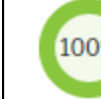
| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                         | Monitor          | Strategy's Expected Result/Impact          | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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|                                                                                                                                                                                                                                                                                                                                                                                                              |                  |                                            | Nov                                                                                 | Jan                                                                                 | Mar                                                                                 | May                                                                                 |
| 1) Initiate and collect fiscal needs assessment from departments and campuses.                                                                                                                                                                                                                                                                                                                               | Business Manager | Identify budget needs                      |  |  |  |  |
| 2) Meet individually and collaboratively with leadership team members to identify needs of the district.                                                                                                                                                                                                                                                                                                     | Business Manager | Informs and strengthens the budget process |  |  |  |  |
| 3) Conduct budget workshops with School Board and subcommittees                                                                                                                                                                                                                                                                                                                                              | Business Manager |                                            |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                  |                                            |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

**Goal 3:** Blanco ISD will promote effective fiscal stewardship that maximizes resources and opportunities for all staff and students and prioritizes future needs.

**Performance Objective 2:** Maintain a fund balance equal to at least three months of operating expenses.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:** Met Performance Objective

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor                            | Strategy's Expected Result/Impact                              | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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|                                                                                                                                                                                                                                                                                                                                                                                                          |                                    |                                                                | Nov                                                                                 | Jan                                                                                 | Mar                                                                                 | May                                                                                 |
| 1) Provide oversight on position control                                                                                                                                                                                                                                                                                                                                                                 | Business Manager<br>Superintendent | Stay within budgeted expenses for staffing based on enrollment |  |  |  |  |
| 2) Examine monthly fiscal reports to ensure total expenses fall within approved budgets.                                                                                                                                                                                                                                                                                                                 | Superintendent<br>Business Manager | Consent agenda for Board approval                              |  |  |  |  |
| 3) Monitor monthly cash flow report for financial solvency                                                                                                                                                                                                                                                                                                                                               | Business Manager                   | Cash Flow Report reflects sufficient cash to operate district. |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                                    |                                                                |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

**Goal 3:** Blanco ISD will promote effective fiscal stewardship that maximizes resources and opportunities for all staff and students and prioritizes future needs.

**Performance Objective 3:** Work in partnership with campus and district administrators to develop programs that ensure compliance with state and federal financial requirements.

**Evaluation Data Source(s) 3:** School FIRST report

**Summative Evaluation 3:** Met Performance Objective

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor                       | Strategy's Expected Result/Impact                              | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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|                                                                                                                                                                                                                                                                                                                                                                                                          |                               |                                                                | Nov                                                                                 | Jan                                                                                 | Mar                                                                                 | May                                                                                 |
| 1) Identify financial needs of campus and district departments during the budget process                                                                                                                                                                                                                                                                                                                 | Directors<br>Business Manager | Resources are allocated appropriately to meet identified needs |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                               |                                                                |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

## Goal 4: Blanco ISD will communicate activities, programs and accomplishments to the public and provide opportunities for parent and community engagement with the district.

**Performance Objective 1:** Effectively communicate to board, staff and community via various sources for transparency.

**Evaluation Data Source(s) 1:** Climate Survey, Staff Advisory Input, Superintendent's Report to the Board

**Summative Evaluation 1:** Met Performance Objective

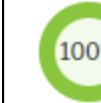
| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor        | Strategy's Expected Result/Impact                 | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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|                                                                                                                                                                                                                                                                                                                                                                                                          |                |                                                   | Nov                                                                                 | Jan                                                                                 | Mar                                                                                 | May                                                                                 |
| 1) Communicate with Board, Community and Leadership Team regularly through publications including, Panther Pause, Quick Notes, Superintendent's Message and Panther Highlights                                                                                                                                                                                                                           | Superintendent | All stakeholders informed                         |  |  |  |  |
| 2) Utilize various stakeholders in committees for continued transparency including E-Notes, Partners, Growth and Planning, Education Foundation, Board subcommittees                                                                                                                                                                                                                                     | Superintendent | Increase in information and stakeholder awareness |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                |                                                   |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

**Goal 4:** Blanco ISD will communicate activities, programs and accomplishments to the public and provide opportunities for parent and community engagement with the district.

**Performance Objective 2:** Provide opportunities for community involvement through committees, activities and events.

**Evaluation Data Source(s) 2:** Sign in sheets for various community groups

**Summative Evaluation 2:** Met Performance Objective

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor        | Strategy's Expected Result/Impact | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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| 1) Include community stakeholders in various groups to provide input including Partners, Growth and Planning and Education Foundation                                                                                                                                                                                                                                                                    | Superintendent | Increased participation           |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                |                                   |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

**Goal 4:** Blanco ISD will communicate activities, programs and accomplishments to the public and provide opportunities for parent and community engagement with the district.

**Performance Objective 3:** Provide opportunities in the community for student engagement that encourages leadership, community service and career/college prep.

**Evaluation Data Source(s) 3:** Number of students involved in community service

**Summative Evaluation 3:** Met Performance Objective

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor                                      | Strategy's Expected Result/Impact | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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| 1) Recognize student leadership and service at monthly Board meetings                                                                                                                                                                                                                                                                                                                                    | Superintendent<br>Principals                 | Student recognition               |  |  |  |  |
| 2) Provide community service activities that students and staff could participate in district-wide                                                                                                                                                                                                                                                                                                       | Superintendent<br>Cabinet<br>Leadership Team | Increase in community involvement |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                                              |                                   |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

## Goal 5: Blanco ISD will recruit and retain high quality and highly effective teachers, and provide a work environment for them to feel positively fulfilled.

**Performance Objective 1:** Maintain a competitive salary structure and review annually.

**Evaluation Data Source(s) 1:** Adoption of the annual compensation plan

**Summative Evaluation 1:** Some progress made toward meeting Performance Objective

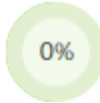
| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor                         | Strategy's Expected Result/Impact | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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| 1) Review salary structure compared to similar size districts and neighboring school districts                                                                                                                                                                                                                                                                                                           | Business Manager Superintendent | TASB HR Data Central Reports      |  |  |  |  |
| 2) Review annual climate survey to determine staff satisfaction with salary and compensation                                                                                                                                                                                                                                                                                                             | Business Manager                | Increase in staff retention       |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                                 |                                   |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

**Goal 5:** Blanco ISD will recruit and retain high quality and highly effective teachers, and provide a work environment for them to feel positively fulfilled.

**Performance Objective 2:** Provide opportunities internally and externally for all staff to participate in professional growth/development.

**Evaluation Data Source(s) 2:** Certifications and sign-in sheets  
Budget for professional development

**Summative Evaluation 2:** Some progress made toward meeting Performance Objective

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor                                      | Strategy's Expected Result/Impact                           | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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| 1) Develop a calendar that allows for multiple opportunities for staff to participate in professional growth and development                                                                                                                                                                                                                                                                             | Superintendent<br>Cabinet<br>Leadership Team | Increase in staff participation in professional development |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                                              |                                                             |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

**Goal 5:** Blanco ISD will recruit and retain high quality and highly effective teachers, and provide a work environment for them to feel positively fulfilled.

**Performance Objective 3:** Establish an employee wellness program to improve the overall well-being of staff members.

**Evaluation Data Source(s) 3:** Increased participation in wellness activities

**Summative Evaluation 3:** Some progress made toward meeting Performance Objective

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor                              | Strategy's Expected Result/Impact | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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|                                                                                                                                                                                                                                                                                                                                                                                                          |                                      |                                   | Nov                                                                                 | Jan                                                                                 | Mar                                                                                 | May                                                                                 |
| 1) Increase number of activities and competitions that support wellness and general well-being                                                                                                                                                                                                                                                                                                           | Wellness Committee<br>Superintendent | Healthier staff                   |  |  |  |  |
| 2) Evaluate comprehensive benefits program to identify support strategies that support overall health and well-being                                                                                                                                                                                                                                                                                     | Business Manager                     | Benefits program                  |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                                      |                                   |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

## Goal 6: Blanco ISD will ensure that students and staff are provided a safe and secure learning environment that promotes, nurtures, and facilitates learning.

**Performance Objective 1:** Improve campus entries/foyers and signage to increase security of buildings.

**Evaluation Data Source(s) 1:** Bond funded upgrades complete

**Summative Evaluation 1:** Met Performance Objective

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor                            | Strategy's Expected Result/Impact | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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|                                                                                                                                                                                                                                                                                                                                                                                                          |                                    |                                   | Nov                                                                                 | Jan                                                                                 | Mar                                                                                 | May                                                                                 |
| 1) Contract with architectural firm to identify needed facility upgrades                                                                                                                                                                                                                                                                                                                                 | Superintendent<br>Business Manager | Facility priorities identified    |  |  |  |  |
| 2) Implement a Security Audit                                                                                                                                                                                                                                                                                                                                                                            | Superintendent<br>Business Manager | Increased security of facilities  |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                                    |                                   |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

**Goal 6:** Blanco ISD will ensure that students and staff are provided a safe and secure learning environment that promotes, nurtures, and facilitates learning.

**Performance Objective 2:** Collaborate with the City of Blanco to continue SRO program and promote safety.

**Evaluation Data Source(s) 2:** MOU with the City

**Summative Evaluation 2:** Met Performance Objective

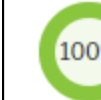
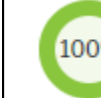
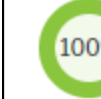
| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor        | Strategy's Expected Result/Impact | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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|                                                                                                                                                                                                                                                                                                                                                                                                          |                |                                   | Nov                                                                                 | Jan                                                                                 | Mar                                                                                 | May                                                                                 |
| 1) Ensure adequate funding sources to support SRO functions including City of Blanco, CoAPT, and BISD                                                                                                                                                                                                                                                                                                    | Superintendent | Secure SRO presence               |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                |                                   |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

**Goal 6:** Blanco ISD will ensure that students and staff are provided a safe and secure learning environment that promotes, nurtures, and facilitates learning.

**Performance Objective 3:** Update and improve the District Emergency Operations Plan and focus on training of staff and students.

**Evaluation Data Source(s) 3:** Sign in Sheets  
Complete District Emergency Operations Plan

**Summative Evaluation 3:** Met Performance Objective

| Strategy Description                                                                                                                                                                                                                                                                                                                                                                                     | Monitor                         | Strategy's Expected Result/Impact          | Reviews                                                                             |                                                                                     |                                                                                     |                                                                                     |
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| 1) Utilize SRO in various safety coordination efforts including county and City emergency personnel                                                                                                                                                                                                                                                                                                      | Superintendent SRO              | Increased safety and security coordination |  |  |  |  |
| 2) Annually review emergency operations plans and provide training as appropriate.                                                                                                                                                                                                                                                                                                                       | Superintendent SRO              | Increased district safety                  |  |  |  |  |
| 3) Upgrade district-wide communication systems                                                                                                                                                                                                                                                                                                                                                           | Superintendent Business Manager | Increased safety district-wide             |  |  |  |  |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                                 |                                            |                                                                                     |                                                                                     |                                                                                     |                                                                                     |

# State Compensatory

## Budget for District Improvement Plan:

| <u>Account Code</u>               | <u>Account Title</u>                                                  | <u>Budget</u>       |
|-----------------------------------|-----------------------------------------------------------------------|---------------------|
| <b>6100 Payroll Costs</b>         |                                                                       |                     |
| PIC 24                            | 6112 Salaries or Wages for Substitute Teachers or Other Professionals | \$382,150.00        |
| <b>6100 Subtotal:</b>             |                                                                       | <b>\$382,150.00</b> |
| <b>6300 Supplies and Services</b> |                                                                       |                     |
| PIC 24                            | 6399 General Supplies                                                 | \$8,911.00          |
| <b>6300 Subtotal:</b>             |                                                                       | <b>\$8,911.00</b>   |