

# **Brock Independent School District**

## **District Improvement Plan**

### **2018-2019 Goals/Performance Objectives/Strategies**

**Accountability Rating: A**



# Mission Statement

The Brock Independent School District, as established and supported by the community, is dedicated to helping each student prepare for independent, lifelong learning.

# Table of Contents

Goals .....	4
Goal 1: ACADEMICS AND ACCOUNTABILITY Provide effective future-ready teaching and learning that results in career preparation, student mastery for graduation and post-secondary success, achieving STAAR scores above state and regional averages and attain the highest district and campus ratings recognized at the state and national level. ....	4
Goal 2: PERSONNEL Brock ISD focus is to recruit, retain, train highly qualified staff and reward the best-qualified individuals for each staff position by providing competitive salaries, incentives, and training that reflects our commitment to be the best. ....	15
Goal 3: SCHOOL CLIMATE Provide a safe, healthy, secure educational environment. ....	18
Goal 4: PARENT AND COMMUNITY INVOLVEMENT and COMMUNICATION Strive to increase parental engagement and district communication so parents, students, and staff can participate fully in the educational courses of action for the district. ....	22
Goal 5: FINANCIAL RESPONSIBILITY Maintain efficient and effective management of resources and operations to maximize learning for all students and staff. ....	25

# Goals

## Goal 1: ACADEMICS AND ACCOUNTABILITY

**Provide effective future-ready teaching and learning that results in career preparation, student mastery for graduation and post-secondary success, achieving STAAR scores above state and regional averages and attain the highest district and campus ratings recognized at the state and national level.**

**Performance Objective 1:** BISD students will meet all STAAR student achievement and performance measure goals and BISD local reading, writing, and math performance goals.

State Accountability: STAAR- 95% student achievement, 85% student progress measures

Local: 90% of BISD students will be reading on grade level

90% of BISD students will be performing on grade level in math, 90% of BISD students will be performing at grade level in writing.





**Evaluation Data Source(s) 1:** Individual student data collected by teachers and campus administrators through state assessments, diagnostic instruments, and local assessment tools.

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

**TEA Priorities:** 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June

<p align="center"><b>PBMAS</b></p> <p align="center"><b>Equity Plan Strategy</b></p> <p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Monthly district and campus administration directional meetings to monitor goal progress in reading, writing and math.</p>	<p>2.4, 2.5, 2.6</p>	<p>Superintendent Asst. Superintendent Campus Administration</p>	<p>Implementation: Initial: Meeting to address district goals addressing student achievement. Follow up: Meetings to address data measurements, timelines, administration walk-throughs and curriculum planning</p> <p>Impact: Campus principals will provide professional development addressing high level lesson development, creating a clear plan for creating academic goals for every student, and utilize a common mindset language that supports student growth.</p>				
<p><b>Funding Sources:</b> Funds not needed for this event - 0.00</p>							
<p align="center"><b>Equity Plan Strategy</b></p> <p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 3 CSF 6</p> <p>2) BISD administration will participate in professional development to define processes utilized to analyze organizational structures, client needs/district culture, educational processes, including curriculum management.</p>	<p>2.5, 2.6</p>	<p>Superintendent Assistant Campus Administration</p>	<p>Implementation: Administration participate in initial leadership development practices. Example: Studer Conference &amp; multiple book studies, Transformational Leadership Conference.</p> <p>Impact: Clearly defined goals and processes that link to increased overall student achievement and mastery of district and campus goals.</p>				
<p><b>Funding Sources:</b> 199 - General Fund: Local - 10000.00, 255 - Title II, Part A TPTR - 3000.00</p>							
<p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 3 CSF 5 CSF 6</p> <p>3) Promote student involvement, respect, pride, and ownership of BISD by having all students participating in extra curricular activities: sports, clubs, events, UIL academic teams, leadership development teams, etc.</p>	<p>2.5</p>	<p>Superintendent Campus Principals</p>	<p>Implementation: Encourage all students to participate/belong to a school sponsored activity. Data collected at each campus to determine baseline % of student population participating in an extra curricular activity.</p> <p>Impact: Students have a sense of ownership and pride in their work and in their school as indicated by % of BISD students participating and student surveys.</p>				
<p><b>Funding Sources:</b> Funds not needed for this event - 0.00</p>							

<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>4) Provide accelerated instructional opportunities for all students through intervention programs and special program support:</p> <p>JH &amp; HS- through eagle periods, tutorials, summer school, 504 support and dyslexia support.</p> <p>Elementary &amp; Intermediate- Intervention specialist will provide targeted instruction for all students based on student progress and performance in reading, writing and math . Dyslexia services provided by dyslexia specialist in a small group setting throughout the school year.</p>	<p>Campus Principals Intervention specialist Campus counselors Intervention/RtI teams Dyslexia specialist.</p>	<p>Implementation: Provide staff and funding for intervention needs at each campus.</p> <p>Impact: Students meeting achievement and progress measure goals as determined by state and local assessments.</p>				
<p><b>Funding Sources:</b> 211 - Title I, Part A - 64000.00, 199 - General Fund: State Compensatory Ed - 60000.00</p>						
<p style="text-align: center;">  = Accomplished      = Continue/Modify      = No Progress      = Discontinue </p>						

**Goal 1: ACADEMICS AND ACCOUNTABILITY**

Provide effective future-ready teaching and learning that results in career preparation, student mastery for graduation and post-secondary success, achieving STAAR scores above state and regional averages and attain the highest district and campus ratings recognized at the state and national level.

**Performance Objective 2:** Achieve district attendance rate of 97.5% and maintain 1% or less drop out rate for BISD.

**Evaluation Data Source(s) 2:** PEIMS attendance data

**Summative Evaluation 2:**

**TEA Priorities:** 3. Connect high school to career and college. 2. Build a foundation of reading and math. 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 5</p> <p>1) Provide parents the opportunity to receive attendance and tardy notifications through Parent Portal.</p>		Campus Principal Campus PEIMS coordinator	<p>Implementation: Review of PEIMS attendance reports and parent notifications through use of Parent Portal.</p> <p>Impact: Positive response from parents on survey addressing notification and usage of parent portal to address grades and attendance to increase overall student attendance rates.</p>				
<b>Funding Sources:</b> ESC contract agreement - 0.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>2) Provide information to parents about district attendance requirements and consequences of absences.</p>		Campus PEIMS coordinator Campus Principals	<p>Implementation: Measured by attendance reports.\, Student Handbook with required information and student attendance letters that include attendance statues.</p> <p>Impact: Parent well informed about student attendance requirements, and work with the school to create a plan to monitor/assist.</p>				
<b>Funding Sources:</b> 000 - None- - 0.00							

<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6</p> <p>3) Provide dropout prevention programs at BHS and BJH through services that include Odysseyware, at-risk counseling, and vocational program course training and career counseling, vocational programs offered through Weatherford HS, Weatherford College, and BHS.</p>		<p>Jr. High Principal HS Principal Counselors Career Tech programs provided by BISD, Weatherford HS &amp; Weatherford College Vocational Staff</p>	<p>Implementation: Measure drop out accountability reports, PEIMS attendance reports, Weatherford College vocational enrollment, and # of students using Odysseyware software to reach expected graduation requirements for students.</p> <p>Impact: 99% of students will graduate on time; maintaining 1% or less drop out rate</p>				
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**Funding Sources:** 199 - General Fund: Local - 12000.00, 244 - CTE - 17000.00, 199 - General Fund: State Compensatory Ed - 2000.00

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  = Continue/Modify
  = No Progress
  = Discontinue



**Goal 1: ACADEMICS AND ACCOUNTABILITY**

Provide effective future-ready teaching and learning that results in career preparation, student mastery for graduation and post-secondary success, achieving STAAR scores above state and regional averages and attain the highest district and campus ratings recognized at the state and national level.

**Performance Objective 3:** Receive all 0's or 1's on all indicators on PBMAS reports maintaining or improving previous year's performance indicators.

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

**Summative Evaluation 3:**

**TEA Priorities:** 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p><b>PBMAS</b> <b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>1) Maintain membership in Parker County Co Op in order to better meet individualized student needs, student initial placement and review requirements, facilitate ARDs and provide individual student services.</p>		CFO Superintendent Parker County CoOp	<p>Implementation: Measured by Parker Co. CoOp contract.</p> <p>Impact: Measured by PBMAS performance reports, individual student growth on STAAR and IEP report cards, and ARD documentation</p>				
				<b>Funding Sources:</b> 199 - General Fund: Special Education - 188898.00			
<p><b>PBMAS</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7</p> <p>2) Provide staff development to address the new STAAR Alt requirements to ensure all students meet the STAAR Alt criteria.</p>	2.4, 2.6	Parker County Co Op Campus Principals	<p>Implementation: Measured by Training certificates/attendance and ARD documentation</p> <p>Impact: Measured by PBMAS performance reports, individual student growth on STAAR and IEP report cards.</p>				
				<b>Funding Sources:</b> Parker County Co-Op agreement - 0.00			

**Goal 1: ACADEMICS AND ACCOUNTABILITY**

Provide effective future-ready teaching and learning that results in career preparation, student mastery for graduation and post-secondary success, achieving STAAR scores above state and regional averages and attain the highest district and campus ratings recognized at the state and national level.

**Performance Objective 4:** Increase SAT/ACT scores from the previous year by providing additional course time and tutorial opportunities for students. BISD will offer the PSAT during the school day at Brock High School and pay for all 10th and 11th-grade students to take the PSAT on the Brock High School campus.

**Evaluation Data Source(s) 4:** SAT and ACT reports, Nation Merit Achievement Honors Awardees  
Numbers of students who are taking the PSAT.

**Summative Evaluation 4:**

**TEA Priorities:** 3. Connect high school to career and college. 2. Build a foundation of reading and math.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 3 CSF 4</p> <p>1) Add test prep class to the HS schedule and provide online prep opportunities for students off campus that targets PSAT, ACT and SAT strategies; improving student vocabulary, math, science, reading and writing skills needed to be considered college ready in core academic subjects.</p>		<p>HS Counselor HS Principal</p>	<p>Implementation: Monitor program reports of student progress and login attempts.</p> <p>Impact: Students scoring higher than the current average of 22.9 on the ACT Composite (all tests combined). Increase the English from 20.8 to 21.8 and Reading from 23.4 to 24.4. 15% increase SAT performance in Reading, Writing, English.</p>				
<b>Funding Sources:</b> 199 - General Fund: Local - 12000.00							

<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 5 CSF 6</p> <p>2) Provide communication to parents and students about all PSAT/ACT/SAT prep opportunities provided by the district and testing dates.</p>		<p>HS Principal JH Principal HS Counselor JH Counselor</p>	<p>Implementation: Provide parents with knowledge of all prep programs available, scheduled time for students to practice during the school day as well as home, and testing dates.</p> <p>Impact: Students scoring higher than the current average of 22.9 on the ACT Composite (all tests combined). Increase the English from 20.8 to 21.8 and Reading from 23.4 to 24.4. 15% increase SAT performance in Reading, Writing, English. Increase Nation Merit Scholars</p>				
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**Funding Sources:** 000 - None - - 0.00

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**Goal 1: ACADEMICS AND ACCOUNTABILITY**





Provide effective future-ready teaching and learning that results in career preparation, student mastery for graduation and post-secondary success, achieving STAAR scores above state and regional averages and attain the highest district and campus ratings recognized at the state and national level.

**Performance Objective 5:** BISD will develop a technology plan with short-term 1-2 year district goals and 3-7 year long-range plan that ensures the infrastructure will support student use district-wide, and necessary resources are located on each campus to ensure students receive technology supported educational opportunities that prepare them competitively for post-secondary educational and career successes.

**Evaluation Data Source(s) 5:** Evidence of plan in place/supporting evidence that plan goals are being met: Campus and district staff and student surveys, budget documentation of expenditures, MOA with providers, 4 campus technology needs assessments

**Summative Evaluation 5:**

**TEA Priorities:** 1. Recruit, support, retain teachers and principals. 3. Connect high school to career and college. 2. Build a foundation of reading and math.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p><b>PBMAS</b>  <b>Critical Success Factors</b>                      CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 7</p> <p>1) Purchase digital resources/tools needed on campuses to meet instructional needs of all students, their understanding of content and allow for relevant engaging instructional experiences in the classroom.</p>	2.4, 2.5, 2.6	Asst. Superintendent Campus Principals Technology Director & Department personnel	Implementation: District audit of instructional devices on campus to create a plan for tech support.  Impact: Instructional and learning tools for teachers and students increase in usage allowing students experience relevant lessons and access to online curriculum in all classrooms.				
<b>Funding Sources:</b> 199 - General Fund: Local - 105000.00							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

**Goal 1: ACADEMICS AND ACCOUNTABILITY**

Provide effective future-ready teaching and learning that results in career preparation, student mastery for graduation and post-secondary success, achieving STAAR scores above state and regional averages and attain the highest district and campus ratings recognized at the state and national level.





**Performance Objective 6:** Provide students course selections outside of core curriculum requirements that supports student career choices/interest and provides students with skills needed to compete in the workforce.

**Evaluation Data Source(s) 6:** Local Courses, Innovative Courses, and CTE courses added to the HS schedule.  
Student enrollment in classes, industry certification earned.

**Summative Evaluation 6:**

**TEA Priorities:** 3. Connect high school to career and college. 2. Build a foundation of reading and math.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p><b>PBMAS</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6</p> <p>1) JH students will complete student a career interest survey in Career Cruising and all HS 11th grade students will take the ASVAB career inventory on the BHS campus.</p>	2.5	HS Counselor & JH Counselor, Career Investigations Teacher	<p>Implementation: Review student career survey results. Counselors and administration meet to determine what courses need to be offered to meet the needs of BISS students.</p> <p>Impact: Provide career counseling to student and courses that will enable them to be competitive in the workforce.</p>				
				<b>Funding Sources:</b> 199 - General Fund: Local - 3000.00			
<p><b>PBMAS</b> <b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>2) Recruit highly experienced, qualified professionals in careers that interest students to teach career courses: EX: Welding, Business courses</p>	2.5	HS Principal HS Counselor Assist. Superintendent	<p>Implementation: Review the master HS schedule</p> <p>Impact: Students will have access to instructors who are professionals in their field, teaching necessary skills needed to gain certifications higher education and employers require.</p>				
				<b>Funding Sources:</b> 244 - CTE - 0.00			

<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>3) Purchase Certiport to allow Brock ISD students to test on the Brock HS campus. BISD's goal is to have 80% or higher of all BIM students test and earn certifications in all Microsoft programs.</p>	2.5	BIM teacher Asst. Superintendent HS Counselor	<p>Implementation: Purchase Certiport, then review Certiport reports and PER on Perkins grant.</p> <p>Impact: Maintain student certifications in Microsoft preparing students to be future ready.</p>				
<b>Funding Sources:</b> 244 - CTE - 1800.00							
<p><b>PBMAS</b> <b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>4) Purchase Odysseyware to allow BISD to expand CTE course offerings and utilize curriculum that meet TEA/TEKS requirements.</p>	2.5	HS Counselor HS Principal Classroom teachers	<p>Implementation: Purchase Odysseyware, provide systems training, and counselor arrange student schedules in coherent course sequence.</p> <p>Impact: Students will have access to a broader course selection and enable students to pick multiple endorsements.</p>				
<b>Funding Sources:</b> 244 - CTE - 19000.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>5) Host parent/student information planning events to provide Jr. High and high school students and parents with information about BISD course offerings and endorsements, post secondary college and career opportunities and planning timelines.</p>		High School Principal High School Counselor JH Principal JH Counselor	<p>Implementation: Schedule and inform parents and students of events held at each campus that meet the informational and transitional needs of students. JH &amp; HS will work together to provide easy transition from JH to HS. The HS counselor will meet individually with HS students to address HS schedules, student opportunities and post secondary/career.</p>				
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# Goal 2: PERSONNEL

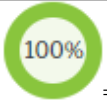

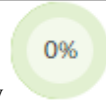

**Brock ISD focus is to recruit, retain, train highly qualified staff and reward the best-qualified individuals for each staff position by providing competitive salaries, incentives, and training that reflects our commitment to be the best.**

**Performance Objective 1:** Provide annual step raises to all qualified Brock ISD employees to reflect Brock ISD's commitment to being competitive with like-sized school districts in Region XI service area.

**Evaluation Data Source(s) 1:** Budget/Payroll information

**Summative Evaluation 1:**

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

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<b>Equity Plan Strategy</b> <b>Critical Success Factors</b> CSF 3 CSF 6 CSF 7  1) Plan with CFO to budget employee retention stipends and Board Trustees adopt fiscal budget.		CFO Superintendent	Implementation: Budget/payroll data Fiscal Budget announcement on District Website and newspaper.  Impact: Fiscal budget will support all efforts to retain effective teachers in the district.				
<b>Funding Sources:</b> 199 - General Fund; Local - 100000.00							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

**Goal 2: PERSONNEL**





Brock ISD focus is to recruit, retain, train highly qualified staff and reward the best-qualified individuals for each staff position by providing competitive salaries, incentives, and training that reflects our commitment to be the best.

**Performance Objective 2:** Maintain staff incentives for the 2018-2019 school year to reflect Brock ISD's commitment to recruit, retain, and reward the best-qualified individuals.

**Evaluation Data Source(s) 2:** Budget/Payroll data, Region XI payroll comparison information, personnel hired for 2018-2019, exit interviews conducted in May 2019.

**Summative Evaluation 2:**

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

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p><b>Equity Plan Strategy</b>  <b>Critical Success Factors</b>                      CSF 1 CSF 3 CSF 6 CSF 7</p> <p>1) Provide incentives plans for employees:                      professional development pay for 18 hrs of PD obtained outside of school contract days/hours by professionals- \$1000.00,                      6 hours of PD obtained outside of the school day/hours by paraprofessionals - \$500.00,                      \$1 lunches for professional staff, free lunches for non professional,                      5 days local discretionary leave (can accumulate 20 days), Stipends for advanced degrees: Masters- \$1000.00/Doctorates - \$500.00</p>		CFO Superintendent Asst. Superintendent Campus Principals	Implementation: Review PEIMS data, Budget information/documentation HR documentation, staff satisfaction surveys  Impact: Retention and recruitment of staff shows positive reviews on surveys.				
<p><b>Funding Sources:</b> 199 - General Fund: Local - 229000.00</p>							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished                 </div> <div style="text-align: center;">  = Continue/Modify                 </div> <div style="text-align: center;">  = No Progress                 </div> <div style="text-align: center;">  = Discontinue                 </div> </div>							



**Goal 2: PERSONNEL**



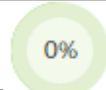

Brock ISD focus is to recruit, retain, train highly qualified staff and reward the best-qualified individuals for each staff position by providing competitive salaries, incentives, and training that reflects our commitment to be the best.

**Performance Objective 3:** Maintain a culture of appreciation and support for all employees as measured by 90% positive responses on employee surveys.

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

**Summative Evaluation 3:**

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

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<b>Critical Success Factors</b> CSF 3 CSF 6 CSF 7  1) All staff members participate in an end of year employee survey addressing school climate, employee concerns/needs.		Assistant Superintendent Campus Principals	Implementation: 90% positive responses.  Impact: Surveys provide employees a voice to aid in planning for increased staff satisfaction or maintain staff satisfaction rate of 90% or higher.				
	<b>Funding Sources:</b> 199 - General Fund: Local - 200.00						
<b>Critical Success Factors</b> CSF 6 CSF 7  2) Exit interviews for resigning and retiring employees.		Campus Principals HR Director Superintendent	Implementation: Exit survey information provided to appropriate administration for review.  Impact: Increased employee retention and satisfaction and aid in teacher recruitment.				
	<b>Funding Sources:</b> 000 - None- - 0.00						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished                 </div> <div style="text-align: center;">  = Continue/Modify                 </div> <div style="text-align: center;">  = No Progress                 </div> <div style="text-align: center;">  = Discontinue                 </div> </div>							

# Goal 3: SCHOOL CLIMATE

## Provide a safe, healthy, secure educational environment.

**Performance Objective 1:** Each BISD campus will show a 5% decrease in discipline referrals and ISS placements. Campus administration and counselors will focus on campus safety, consistent discipline practices and promote positive character traits such as kindness towards others.

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

Review PEIMS June submission data reports

**Summative Evaluation 1:**

**TEA Priorities:** 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<b>Critical Success Factors</b> CSF 3 CSF 6  1) Annual review of student handbook to support district discipline goals, student discipline placements and restorative practices.		Assistant Superintendent Campus Principals Superintendent	Implementation: Annual administration meeting in July to review handbook prior to BISD Board review.  Impact: Notification of policy, dress codes and disciplinary steps will be made clear for all students and stakeholders.				
	<b>Funding Sources:</b> 000 - None- - 0.00						
<b>Critical Success Factors</b> CSF 6  2) SRO present in district during school hours and at school activities to reduce incidents involving drugs, alcohol or tobacco and violence issues.		Superintendent Local law enforcement agency SRO Campus Principals	Implementation: Documented infractions/referrals, PEIMS data, Drug testing results  Impact: Reduced referrals and 0 fail tests.				
	<b>Funding Sources:</b> 199 - General Fund: Local - 5000.00						

**Goal 3: SCHOOL CLIMATE**

Provide a safe, healthy, secure educational environment.

**Performance Objective 2:** Maintain district policies that support student and staff training in student wellness procedures and the prevention of bullying, conflict resolution, violence and prevention, harassment and dating violence, suicide, and child abuse/maltreatment of children.

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

Review District policies, SHAC annual report presented to Brock ISD Board, professional development documentation





Impact:

Staff and students will have proper training to address areas of concern when needed.

**Summative Evaluation 2:**

**TEA Priorities:** 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6  1) Provide training opportunities for students in grades 5-12 in Hannah 4 Hope (suicide prevention program)		SHAC representatives Intermediate, JH & HS principals	Implementation: Training dates and training materials. SHAC annual report to board.  Impact: Staff and students trained to recognize suicide indicators				
	<b>Funding Sources:</b> Donations/Volunteer Work - 0.00						
<b>Critical Success Factors</b> CSF 3 CSF 6 CSF 7  2) Utilize ESC 11's compliance training videos/webinars to address TEA's annual PD requirements.		Campus Principals Assist. Principals	Implementation: Professional development certificates. Student Handbook and Employee Handbook procedures.  Impact: Staff training in all TEA compliance areas.				
	<b>Funding Sources:</b> ESC contract agreement - 26840.00						

<p><b>Critical Success Factors</b> CSF 6</p> <p>3) School Health Advisory Committee and all campuses present/host programs and provide curriculum that meet students' wellness needs.</p>		<p>SHAC Members Campus Counselors</p>	<p>Implementation: Lesson plans and campus calendars of presentations/speaker events</p> <p>Impact: Students are presented programs that encourage responsible life styles and choices. Students will report through surveys the impact of programs.</p>				
<p><b>Funding Sources:</b> Donations/Volunteer Work - 0.00</p>							
<p><b>Critical Success Factors</b> CSF 6</p> <p>4) Create student wellness committees at the JH and HS level to work with SHAC to target specific campus wellness needs.</p>		<p>Asst. Superintendent School Nurse SHAC committee HS &amp; JH principals Campus counselors</p>	<p>Implementation: Students working with SHAC to determine needs of each campus by analyzing student surveys, presentations and discussions.</p> <p>Impact: Program implementations that allow students to stand up for one another, recognize options, choice and results. Survey results will report students have adult and peer support and feel safe.</p>				
<p><b>Funding Sources:</b> 000 - None- - 0.00</p>							
<p><b>Critical Success Factors</b> CSF 6</p> <p>5) Maintain a reporting system that is available to all students and community to report school and student health and safety concerns.</p>		<p>BISD website facilitator Asst. Superintendent Campus Administration and Counselors</p>	<p>Implementation: Notify students and community members of reporting system availability on the BISD website. .</p> <p>Impact: Community members and students will utilize the anonymous online tool to report concerns relating to the community, campuses and students.</p>				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

**Goal 3: SCHOOL CLIMATE**

Provide a safe, healthy, secure educational environment.





**Performance Objective 3:** Provide a safe educational environment through the implementation of campuses safety and crisis management plans.

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

Review campus safety meeting documentation reported by campus principals, completion dates of safety drills, audit documentation

**Summative Evaluation 3:**

**TEA Priorities:** 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 3 CSF 6</p> <p>1) Conduct, monitor and evaluate all required crisis, weather, fire and other safety drills.</p>		<p>Campus Principals Assist. Superintendent</p>	<p>Implementation: Completion of safety drills routinely</p> <p>Impact: Procedures and location/placement of students during crisis will be clear and concise.</p>				
<p><b>Funding Sources:</b> 000 - None- - 0.00</p>							
<p style="text-align: center;">  = Accomplished                           = Continue/Modify                           = No Progress                           = Discontinue                 </p>							



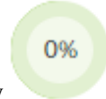

# Goal 4: PARENT AND COMMUNITY INVOLVEMENT and COMMUNICATION

**Strive to increase parental engagement and district communication so parents, students, and staff can participate fully in the educational courses of action for the district.**

**Performance Objective 1:** Ensure campuses are open and welcoming to all visitors. A parent survey conducted mid-year and spring will show 95% of survey results indicate school and district staff are encouraging and welcoming.

**Evaluation Data Source(s) 1:** Brock ISD Parent Survey results

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>1) Meet in August 2018 and in April of 2019 to review district and campus office expectations with office personnel and preview required documentation for upcoming school year.</p>		<p>Superintendent Campus Principals HR/PEIMS Director</p>	<p>Implementation: Review data - Parent Surveys Meeting agendas and minutes of planning with office personnel in August prior to school starting, meeting in April to review all campus documentation required for the upcoming school year.</p> <p>Impact: Positive school/parent/community relationships and enrollment experience as reported in parent surveys.</p>				
<p><b>Funding Sources:</b> 199 - General Fund: Local - 300.00</p>							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

**Goal 4: PARENT AND COMMUNITY INVOLVEMENT and COMMUNICATION**

Strive to increase parental engagement and district communication so parents, students, and staff can participate fully in the educational courses of action for the district.





**Performance Objective 2:** Provide opportunities for parental involvement in our school system which fosters a school culture that values community, parent and school partnerships. 90% of parent surveys will indicate positive results relating to parent involvement opportunities and communication between Brock ISD, parents, and community.

**Evaluation Data Source(s) 2:** Documentation collected in May 2019 include: parent surveys results, volunteer data, principal and teacher documentation, communication data

**Summative Evaluation 2:**

**TEA Priorities:** 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Welcome Back Dinner for all families new to Brock ISD.</p>		Superintendent	<p>Implementation: Review on district calendar date of meal event, PO for meal supplies, and parent survey responses.</p> <p>Impact: New families welcomed by Brock ISD staff members and students at the event will have a sense of belonging as they begin the new school year.</p>				
<b>Funding Sources:</b> 199 - General Fund: Local - 1000.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 5 CSF 6</p> <p>2) Ensure all campuses are providing/hosting activities that include parent participation. EX: parent engagement/curriculum night, parent volunteer programs; parent conferences, parent engagement meetings, meet the teacher Night, PTC, Eagle Eyes, community programs.</p>		Superintendent, Campus Principals	<p>Implementation: Campus plans will document various planned activities, review the district calendar and campus calendars of events offered and review sign in sheets for attendance.</p> <p>Impact: Family members, community members, students and staff will be equal partners in all students' educational processes and learning experiences.</p>				
<b>Funding Sources:</b> 199 - General Fund: Local - 0.00							

<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>3) Utilize multiple communication avenues to notify the public of all of school events, announcements, informative postings and student and district achievements. Communication tools utilized, but not limited to are: email, new district website, E-Notes, the school marquee, and multiple social media sites.</p>		<p>Campus administration, District Office Administration</p>	<p>Implementation: Review parent surveys in spring of 2019 and teacher surveys in spring of 2019 for communication expectations.</p> <p>Impact: Parents and community members will have access to all activities, reports, and achievements through various methods of communication as needed.</p>				
<p><b>Funding Sources:</b> 199 - General Fund: Local - 12110.00</p>							
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 5</p> <p>4) Improve teacher use of online programs such as Parent Portal, email, and E-Notes so all parents have access to:</p> <p>1. student grades, tardies and attendance 2. grade level and campus calendars for student assignments/events 3. online curriculum tools</p>		<p>Campus Principals Campus staff</p>	<p>Implementation: Review - Parent Portal access in survey Canvas Access Parent Surveys email/notifications from teachers and campus principals.</p> <p>Impact: Positive responses addressing communication efforts made by the district to inform parents of student information, progress and attendance.</p>				
<p><b>Funding Sources:</b> ESC contract agreement - 0.00, 199 - General Fund: Local - 9110.00</p>							
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# Goal 5: FINANCIAL RESPONSIBILITY

## Maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

**Performance Objective 1:** Provide an effective and efficient budget for the operation, maintenance, and improvement of all educational parameters while adding to the fund balance.

**Evaluation Data Source(s) 1:** Monthly and annual finance reports, principal/administration meetings

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 1) Strive to increase fund balance to 4months of operating expenses by the end of 2018-2019 school year.		CFO Superintendent	Implementation: Budget documents Financial reports Impact: Increased fund balance for emergency operations				
<b>Funding Sources:</b> 000 - None- - 0.00							
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**Goal 5: FINANCIAL RESPONSIBILITY**

Maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

**Performance Objective 2:** Brock ISD will focus on maintaining or improving current facilities and transportation resources while projecting future facility and transportation needs of the district by creating a long-range facilities growth plan.

**Evaluation Data Source(s) 2:** Attendance reports, facility planning meeting documentation, demographer's report, monitoring housing developments in district.

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 3 CSF 6</p> <p>1) Evaluate needs at each grade level at specific enrollment increments and monitor community growth to determine short term growth needs and long-term facilities planning.</p>		<p>Superintendent Asst. Superintendent CFO Demographer</p>	<p>Implementation: Review all attendance data and special program population data Community growth possibilities</p> <p>Impact: Use of facilities, need for portables at campuses, campus grade level assignments and staff will be utilized appropriately and efficiently.</p>				
<p><b>Funding Sources:</b> 199 - General Fund: Local - 0.00</p>							
<p style="text-align: center;">  = Accomplished                           = Continue/Modify                           = No Progress                           = Discontinue                 </p>							