

Brock Independent School District

District Improvement Plan

2017-2018 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard



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.

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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: Create a unified culture across the district that maximizes and challenges all students emotionally, socially, and academically at the highest, effective level. 90% of all students will meet growth and 70% will exceed individual student growth measures based on local and state assessments and students' individual education plans (IEPs).

Evaluation Data Source(s) 1: Individual student data collected by teachers and campus administrators through state assessments, diagnostic instruments, and local assessment tools, such as, but not limited to, student surveys, academic performance measures and parent surveys.

Summative Evaluation 1:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>System Safeguard Strategy</p> <p>PBMAS</p> <p>Critical Success Factors</p> <p>CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Administration meeting with campus principals to discuss campus expectations and set campus goals.</p>	<p>Superintendent</p> <p>Asst. Superintendent</p>	<p>Implementation:</p> <p>Initial: Meeting to address district goals addressing student achievement.</p> <p>Follow up: Administration walk-throughs, bi-weekly meeting with principals.</p> <p>Impact:</p> <p>Campus principals' will provide training to teachers addressing high level lesson development and setting clear academic goals for every student, and utilize a common mindset language that supports student growth, and create a campus plan for how student growth will be monitored.</p>				
Funding Sources: Funds not needed for this event - \$0.00						

<p align="center">Critical Success Factors CSF 6</p> <p>2) District level and campus level administration book study on growth mind sets to analyze culture and educational language on campuses.</p>	<p>Superintendent Assistant</p>	<p>Implementation: Book study: Growth Mindset, Mindsets in the Classroom, What Great Teachers Do Differently Chapters of each book will be discussed bi-weekly in administration meetings.</p> <p>Impact: Principals will train staff on growth mind set utilizing resources provided by the district. Administration through classroom visits, walk-throughs and evaluations will observe the growth mindset language between students and staff being utilized in 100% of BISD classrooms.</p>				
<p>Funding Sources: Funds not needed for this event - \$0.00</p>						
<p align="center">Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>3) Provide a guest speaker to staff, student athletes and parents that focuses on high achievement, failure/recovery and growth mindset.</p>	<p>Superintendent</p>	<p>Implementation: Sue Enquist will present to all BISD staff and BISD athletes and parents about positive mindset, parent involvement and classroom/job performance.</p> <p>Impact: 90% of staff and parent responses on surveys will reflect positive feedback in understanding mindset language and how it effects student performance.</p>				
<p>Funding Sources: 199 - General Fund: Local - \$6,000.00</p>						
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = 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: District level III percentages in all tested areas grades 3-11 will achieve the required percentage for Quartile 1 or, improvement from the prior year to earn district and campus level distinctions.

Evaluation Data Source(s) 2: State Accountability System, TAPR reports

Summative Evaluation 2:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) Utilize grade level or department chairs and professional learning committees for curriculum alignment, PD planning, identification of researched based instructional tools, data analysis and collaborative lesson design to address district performance goals that will impact all students' learning.</p>	Campus Principals	<p>Implementation: Review all meeting agendas and minutes</p> <p>Impact: Administration and principal walk-throughs and evaluations will show documentation of aligned lesson design delivered at a high level and presentation that engages students and meets individual student needs.</p>				
Funding Sources: 199 - General Fund: Local - \$18,000.00						
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>2) Provide instructional funds to support each campuses' instructional goals targeting increased student achievement.</p>	CFO, Superintendent	<p>Implementation: Budget allocations approved by Board Trustees</p> <p>Impact: Improved or maintained state test scores, RTI documentation of intervention programs which target student improvement.</p>				
Funding Sources: 199 - General Fund: Local - \$6,873,000.00, 199 - General Fund: Special Education - \$199,118.00, 199 - General Fund: State Compensatory Ed - \$654,286.00						

<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>3) Provide targeted professional development in ELA grades 3-11 to increase student performance in writing and reading.</p>	<p>Asst. Superintendent Campus Principals ELA Department Heads</p>	<p>Implementation: Measured by Teacher PD documentation, PO</p> <p>Impact: Increased ELA overall writing scores including Level III performance scores.</p>				
<p>Funding Sources: 255 - Title II, Part A TPTR - \$4,000.00, 199 - General Fund: Local - \$1,000.00</p>						
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>4) Provide funding for summer school for accelerated instruction to students who failed STAAR/EOC and PreK-2 students who are considered at-risk due to local criteria or state approved assessments.</p>	<p>Campus Principals Campus Counselors CFO</p>	<p>Implementation: Budget/Payroll documentation providing staff for summer school</p> <p>Impact: Improvement in student performance as targeted by RTI teams and STAAR scores/passing rate.</p>				
<p>Funding Sources: 211 - Title I, Part A - \$3,800.00, 199 - General Fund: Local - \$2,000.00</p>						
<p>5) Provide PD to staff and build in scheduled time for ESL teacher to work with diverse learners in small group settings in order to increase academic vocabulary, comprehension and improve language acquisition..</p>	<p>District Administrators Campus Principals Instructional Staff ESL Coordinator/Teacher</p>	<p>Implementation: Provide staff and materials to work with students in a small group or 1 to 1 setting. Training at Reading and Writing college addressing diverse learners language, reading and writing development.</p> <p>Impact: Increased student achievement in all areas measured by local assessments, TELPAS and state testing assessments.</p>				
<p>Funding Sources: 199 - General Fund: State Compensatory Ed - \$1,700.00, Title III - LEP ESC 11 Services - \$0.00</p>						
<p>6) Implement systems that provide a coordinated curriculum that aligns with TEKS standards and provides a conceptually bundled scope and sequence (year at a glance), instructional focus documents, TEKS interpretation, vocabulary construction, assessment development and data analysis.</p>	<p>Asst. Superintendent Campus Principals</p>	<p>Implementation: Purchase, provide training, and set clear expectations of use for Lead4ward, DMAC and TEKS Resource Systems.</p> <p>Impact: Documentation providing use of data analysis instruments and planning tools for focused instructional development and assessment, improving student achievement on all local and state assessments.</p>				
<p>Funding Sources: 199 - General Fund: Local - \$12,372.00</p>						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = 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 3: Achieve district attendance rate that confirms the required percentage of Quartile 1 or improvement from the prior year and maintain 1% or less drop out rate for BISD.

Evaluation Data Source(s) 3: PEIMS attendance data

Summative Evaluation 3:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors 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>				
Funding Sources: ESC contract agreement - \$0.00						
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6</p> <p>2) School Resource Officer(SRO) and campus administration will monitor At-Risk students with poor attendance.</p>	Campus Principals SRO	<p>Implementation: Measured by PEIMS data and Home visit documentation</p> <p>Impact: Increased student attendance rates.</p>				
Funding Sources: 000 - None - \$0.00						

<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6</p> <p>3) Provide information to parents about district attendance requirements and consequences of absences.</p>	<p>Campus PEIMS coordinator Campus Principals</p>	<p>Implementation: Measured by attendance reports, Student Handbook with required information and student attendance letters that include attendance statuses.</p> <p>Impact: Parent well informed about student attendance requirements, and work with the school to create a plan to monitor/assist.</p>				
<p>Funding Sources: 000 - None - \$0.00</p>						
<p>Critical Success Factors CSF 1 CSF 2 CSF 6</p> <p>4) 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 Perkins contracted services provided by Weatherford HS Weatherford College Vocational Staff</p>	<p>Implementation: Measure drop out accountability reports, PEIMS attendance reports, Perkins Grant documentation, 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>				
<p>Funding Sources: 199 - General Fund: Local - \$12,000.00, 244 - CTE - \$17,000.00, 199 - General Fund: State Compensatory Ed - \$2,000.00</p>						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = 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 4: 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) 4: PBMAS reports

Summative Evaluation 4:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>System Safeguard Strategy Critical Success Factors 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	Implementation: Measured by Parker Co. CoOp contract. Impact: Measured by PBMAS performance reports, individual student growth on STAAR and IEP report cards, and ARD documentation				
			Funding Sources: 199 - General Fund: Special Education - \$188,898.00			
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>2) Provide staff development for those providing special education services in the students LRE (least restrictive environment)</p>	Parker County Co Op Campus Principals	Implementation: Measured by Training certificates/attendance Impact: Measured by PBMAS performance reports, individual student growth on STAAR and IEP report cards.				
			Funding Sources: Parker County Co-Op agreement - \$0.00			
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>3) Administration meet annually with Parker County Co-Op for data review of all special education students: student placement, IEP documentation, student coding.</p>	Assistant Superintendent Campus Principal Parker County Co-Op staff	Implementation: Measured by Training certificates/attendance and meeting minutes. Impact: Measured by PBMAS performance reports, individual student growth on STAAR and IEP report cards.				
			Funding Sources: Parker County Co-Op agreement - \$0.00			

 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = 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 5: Achieving SAT/ACT participation percentage and required performance for Quartile 1 or improvement from prior year.

Evaluation Data Source(s) 5: SAT and ACT reports

Summative Evaluation 5:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 4</p> <p>1) Provide students with an online program that can be accessed at school or home that targets 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>				
	Funding Sources: 199 - General Fund: Local - \$12,000.00					
<p>2) Provide communication to parents and students about all ACT/SAT prep opportunities provided by the district.</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.</p>				
	Funding Sources: 000 - None - \$0.00					
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = 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 6: Provide quality technology ideas and solutions throughout Brock ISD to ensure students receive technology educational opportunities that prepare them competitively for post-secondary educational and career successes.

Evaluation Data Source(s) 6: PD completion certificates, Canvas usage reports, technology expenditures reports, lesson plans, T-TESS data, student CTE certifications, student surveys

Summative Evaluation 6:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 7</p> <p>1) Purchase digital resources which enhance student understanding of content and allow for relevant experiences in the classroom and accelerated instruction opportunities.</p>	Asst. Superintendent Campus Principals	<p>Implementation: Review PD Completion Certificates and T-TESS data</p> <p>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.</p>				
Funding Sources: 199 - General Fund: State Compensatory Ed - \$10,000.00, Title IV - \$9,000.00, 199 - General Fund: Local - \$5,000.00						
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>2) Increase and improve HS teachers, HS students and parents use of Canvas, the district's Learning Management Software.</p>	Campus Principals	<p>Implementation: Review Canvas usage reports, parent surveys and staff PD</p> <p>Impact: Canvas will become the calendar of choice for parents to monitor assignments and class timelines. Canvas will allow students access to online curriculum in one spot, monitor assignments and due dates and submit assignment through Canvas when not at school.</p>				
Funding Sources: 199 - General Fund: Local - \$0.00						

<p>Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>3) Increase and improve teacher use of technology tools and innovative lesson planning by providing quality training to all teachers.</p>	Campus principals	<p>Implementation: Review T-TESS documentation, Lesson Plans and goals set by each campus.</p> <p>Impact: Lesson planning focuses on student centered, student driven activities and utilizing technology to effectively meet the needs of all students. Campus walkthroughs will demonstrate engaging, student centered lessons in all curriculum areas.</p>				
	Funding Sources: 199 - General Fund: State Compensatory Ed - \$0.00, 255 - Title II, Part A TPTR - \$1,000.00, Title IV - \$1,000.00					
<p>Critical Success Factors CSF 1 CSF 3</p> <p>4) Continue to move Elementary and Jr. High campuses to 1 to 1 by 2018-2019.</p>	CFO Campuses Principals TexServe	<p>Implementation: Review expenditure reports and keep an up to date device inventory.</p> <p>Impact: All students will have access to technology devices for instructional support.</p>				
	Funding Sources: 199 - General Fund: Local - \$10,000.00, 211 - Title I, Part A - \$15,000.00					
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = 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 7: Provide students course selections outside of core curriculum requirements that enhances student career choices and provides students with skills needed in the workforce.

Evaluation Data Source(s) 7: Local Courses, Innovative Courses and CTE courses added to HS schedule.
Student enrollment in classes.

Summative Evaluation 7:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) HS students will complete student a career interest survey and Career Cruising interest inventory.	HS Counselor	Implementation: Review student career survey results and meet with admin to determine what courses need to be offered to meet the needs of BISD students. Impact: Provide career counseling to student and courses that will enable them to be competitive in the workforce.				
Funding Sources: 199 - General Fund: Local - \$3,000.00						
2) Recruit highly experienced, qualified professionals in careers that interest students to teach career courses: EX: Sports Medicine, Culinary	HS Principal HS Counselor Assist. Superintendent	Implementation: Review the master HS schedule Impact: Students will have access to instructors who are professionals in their field, teaching them necessary skills and helping students get the necessary certifications needed in the workforce.				
Funding Sources: 244 - CTE - \$18,000.00						

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.	BIM teacher Asst. Superintendent HS Counselor	Implementation: Purchase Certiport, then review Certiport reports and PER on Perkins grant. Impact: Maintain student certifications in Microsoft preparing students to be future ready.				
	Funding Sources: 244 - CTE - \$1,500.00					
4) Purchase Odysseyware to allow BISD to expand CTE course offerings and utilize curriculum that meet TEA/TEKS requirements.	HS Counselor HS Principal Classroom teachers	Implementation: Purchase Odysseyware, provide systems training, and counselor arrange student schedules in coherent course sequence. Impact: Students will have access to a broader course selection and enable students to pick multiple endorsements.				
	Funding Sources: 244 - CTE - \$19,000.00					
						

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 8: Focus on increased student achievement in all UIL academic and band activities.

Evaluation Data Source(s) 8: District awards, UIL regional and state qualifiers, master schedule at HS, before and after school practice hours documentation at the Elem. and Jr. High.

Summative Evaluation 8:

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

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Create weighted independent study courses that support UIL events that will challenge students with rigorous content needed to compete at a state UIL level.	Superintendent HS Principal UIL Director	Implementation: Review master schedule Impact: Increased student participation in UIL events with 70% increase in regional qualifications, and at least a 50% increase in state qualifications.				
Funding Sources: 000 - None - \$0.00						
2) Superintendent will meet with campus principals to discuss expectations and strategies needed to increase student involvement and event points earned by participants at all campuses.	Superintendent Asst. Superintendent Campus Principals	Implementation: Review meeting documentation/expectations Impact: All three campuses will increase student participation and an increase in number of students at the high school level who qualify for region and state.				
Funding Sources: 000 - None - \$0.00						

3) Provide staff incentives for coaching UIL academic events. Increase UIL academic sponsor extra duty pay at the JH and HS levels.	CFO Campus Principals	Implementation: Review payroll and budget reports for stipend information Impact: Coaches spending more time working with students will be evident in the increased amount of student participation in events and UIL event winners.				
	Funding Sources: 199 - General Fund: Local - \$36,000.00					

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 raises to all qualified Brock ISD employees through teacher, paraprofessional and auxiliary step raises or through cost of living raises for non-step personnel for the 2017-2018 school year to reflect Brock ISD's commitment to be competitive with similar sized school district 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	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Critical Success Factors 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.				
			Funding Sources: 199 - General Fund: Local - \$100,000.00			
2) Conduct TASB Salary Survey analysis.	CFO	Implementation: Analysis of all salaries in the district compared to other districts. Impact: Fiscal budget will support efforts to recruit and retain effective staff in the district.				
			Funding Sources: 199 - General Fund: Local - \$5,000.00			

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 2016-2017 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 2016-2017, exit interviews conducted in May 2017.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors 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>	<p>CFO Superintendent Asst. Superintendent Campus Principals</p>	<p>Implementation: Review PEIMS data, Budget information/documentation HR documentation, staff satisfaction surveys</p> <p>Impact: Retention and recruitment of staff shows positive reviews on surveys.</p>				
			Funding Sources: 199 - General Fund: Local - \$229,000.00			
<p>2) Plan with CFO to budget to increase all JH and HS coaching stipends by \$500.00.</p>	<p>Superintendent CFO</p>	<p>Implementation: Review PEIMS data, Budget information/documentation HR documentation, staff satisfaction surveys</p> <p>Impact: Retention and recruitment of staff shows 90% positive reviews on surveys.</p>				
			Funding Sources: 199 - General Fund: Local - \$25,000.00			

3) Host a new teacher welcome dinner.	Superintendent	Implementation: Dinner provided to all new staff members by BISD Board and Administration. Impact: New employees will show positive results on staff surveys.				
Funding Sources: 199 - General Fund: Local - \$500.00						

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue


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: Provide a program of differentiated staff development, which meets the specific needs and job descriptions of employees.

Evaluation Data Source(s) 3: Training certificates

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Provide training for staff regarding all special programs (at risk, dyslexia, GT, Special Education, ESL, Foster and Homeless)	Assistant Superintendent Campus Principals Parker County Co-Op	Implementation: PD completion certificates, district calendar, ESC 11 offered courses Impact: Training will provide support for staff in special programs areas to increase targeted areas in student achievement addressed in state accountability.				
	Funding Sources: 199 - General Fund: Local - \$90,937.00, 199 - General Fund: Special Education - \$181,543.00, 255 - Title II, Part A TPTR - \$3,400.00, Title III - LEP ESC 11 Services - \$500.00					
2) Provide intentional funding to support campuses' targeted professional development goals identified in each campus comprehensive needs assessment.	CFO Superintendent Assistant Superintendent Campus Principal	Implementation will include: PD allocations in budget, POs processed, PD included in Campus Improvement Plans Impact: Increased student achievement in targeted areas due to implementation of teacher PD.				
	Funding Sources: 255 - Title II, Part A TPTR - \$12,000.00, 244 - CTE - \$1,000.00					
						







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

Evaluation Data Source(s) 4: Survey Responses

Summative Evaluation 4:

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

Goal 3: SCHOOL CLIMATE

Provide a safe, healthy, secure educational environment.

Performance Objective 1: Protect staff and students by providing a safe, secure, and orderly school environment.

Evaluation Data Source(s) 1:

Safety plans adopted by BISD Board Trustees, campus safety procedures.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Upgrade current camera security system district wide, including field houses. Ensuring all systems are operating effectively and providing needed coverage and quality for administration and law enforcement officials. 100% of cameras will be functioning when reviewed each quarter.	Superintendent SRO	SRO Implementation: Quality control documentation each quarter reported to the Supt. Impact: 100% of cameras will be viewable to administration, SRO and local law enforcement as needed.				
	Funding Sources: 199 - General Fund: Local - \$10,000.00					
2) Provide funds for a BISD Security Consultant position.	Superintendent CFO	Implementation: payroll, security plan development, staff training documentation, meeting dates and agendas Impact: Resources purchased and plans in place to ensure proper safety measures at each campus are being practiced.				
	Funding Sources: 199 - General Fund: Local - \$10,000.00					
3) Implement the Guardian Policy for the safety of all students and staff.	Superintendent	Implementation: Impact:				
	Funding Sources: 199 - General Fund: Local - \$15,000.00					

Goal 3: SCHOOL CLIMATE







Provide a safe, healthy, secure educational environment.

Performance Objective 2: Ensure principals remain proactive and consistent in discipline efforts for all students which will show a 5% decrease in ISS placements.

Evaluation Data Source(s) 2:

Review PEIMS June submission data reports

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 6</p> <p>1) Bi-Weekly meetings with district administration and campus principals to discuss discipline strategies as needed.</p>	<p>Superintendent Campus Principals</p>	<p>Implementation: Meeting notes of discussions when needed.</p> <p>Impact: Clear and consistent policies will be in place for each campus.</p>				
Funding Sources: 000 - None - \$0.00						
<p>Critical Success Factors CSF 3 CSF 6</p> <p>2) Annual review of student handbook to support district discipline goals.</p>	<p>Assistant Superintendent Campus Principals Superintendent</p>	<p>Implementation: Annual administration meeting in July to review handbook prior to BISD Board review.</p> <p>Impact: Notification of policy, dress codes and disciplinary steps will be made clear for all students and stakeholders.</p>				
Funding Sources: 000 - None - \$0.00						
<p>Critical Success Factors CSF 6</p> <p>3) SRO present in district during school hours and at school activities to reduce incidents involving drugs, alcohol or tobacco and violence issues.</p>	<p>Superintendent Local law enforcement agency SRO Campus Principals</p>	<p>Implementation: Documented infractions/referrals, PEIMS data, Drug testing results</p> <p>Impact: Reduced referrals and 0 fail tests.</p>				
Funding Sources: 199 - General Fund: Local - \$5,000.00						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 3: SCHOOL CLIMATE

Provide a safe, healthy, secure educational environment.

Performance Objective 3: Maintain district policies that support student and staff training in procedures and prevention in bullying, conflict resolution, violence and prevention, harassment and dating violence, suicide prevention, child abuse/maltreatment of children.

Evaluation Data Source(s) 3: 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 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>1) Provide training opportunities for students in grades 5-12 in Hannah 4 Hope (suicide prevention program)</p>	SHAC representatives	<p>Implementation: Training dates and training materials. SHAC annual report to board.</p> <p>Impact: Staff and students trained to recognize suicide indicators</p>				
Funding Sources: Donations/Volunteer Work - \$0.00						
<p>Critical Success Factors CSF 3 CSF 6 CSF 7</p> <p>2) Utilize ESC 11's compliance training videos/webinars to address TEA's annual PD requirements.</p>	Campus Principals Assist. Superintendent	<p>Implementation: Professional development certificates. Student Handbook and Employee Handbook procedures.</p> <p>Impact: Staff training in all TEA compliance areas.</p>				
Funding Sources: ESC contract agreement - \$26,840.00						
<p>Critical Success Factors CSF 6</p> <p>3) School Health Advisory Committee and all campuses present/host programs and provide curriculum that meet students' wellness needs.</p>	SHAC Members Campus Counselors	<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>				
Funding Sources: Donations/Volunteer Work - \$0.00						

4) Create student wellness committees at the JH and HS level to work with SHAC to target specific campus wellness needs.	Asst. Superintendent School Nurse SHAC committee HS & JH principals Campus counselors	<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>				
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Funding Sources: 000 - None - \$0.00

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 3: SCHOOL CLIMATE







Provide a safe, healthy, secure educational environment.

Performance Objective 4: Provide a safe educational environment through the implementation of an effective crisis management plan

Evaluation Data Source(s) 4:

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

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors 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>				
Funding Sources: 000 - None - \$0.00						
<p>Critical Success Factors CSF 6</p> <p>2) Completion of Safety and Security Audit per Texas School Safety guidelines.</p>	<p>Assist. Superintendent TASB Risk Management</p>	<p>Implementation: Review audit findings with safety team that includes law enforcement, school personnel and other local agencies to target needs and review current plans.</p> <p>Impact: Safety procedures and plans are current and represent the districts current needs.</p>				
Funding Sources: 000 - None - \$0.00						
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 3: SCHOOL CLIMATE


Provide a safe, healthy, secure educational environment.

Performance Objective 5: Provide safe and secure transportation for Brock ISD students.

Evaluation Data Source(s) 5: Discipline referrals, accident reports, driver training documentation, Purchase Orders for equipment

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Critical Success Factors CSF 6 1) Continue maintenance program for vehicles.	Director of Maintenance and Transportation	Implementation: Maintenance reports Impact: Buses able to transport students to and from events and complete routes without breakdowns or safety issues.				
	Funding Sources: 199 - General Fund: Local - \$35,000.00					
Critical Success Factors CSF 6 2) Review and monitor current routes and student attendance on bus routes.	Director of Transportation	Implementation: Bus signature sheets, bus driver reports (trip times, available seating) Impact: Increased or decrease routes before and after school. Ensure all students have a seat on the bus.				
	Funding Sources: 000 - None - \$0.00					
3) Conduct a transportation audit to determine where improvements and upgrades can be made.	Transportation Director/CFO Superintendent	Implementation: Audit analysis Impact: Data from audit will be used to create an full plan for more efficiency in the transportation department.				
	Funding Sources: 000 - None - \$0.00					

4) Utilize transportation routing software for route design improvements.	Transportation Director/CFO	<p>Implementation: Review current routes and student counts and data provided by software.</p> <p>Impact: Improved route efficiency as documented through transportation records, mileage logs, parent surveys.</p>				
Funding Sources: 199 - General Fund: Local - \$4,000.00						
						

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. Parent Survey conducted in the spring of 2018 will show 95% of survey results indicate campus and district staff are encouraging and welcoming.

Evaluation Data Source(s) 1: Brock ISD Parent Survey results collected in the spring of 2018.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Meet in August 2017 and in April of 2018 to review district and campus office expectations with office personnel and preview required documentation for upcoming school year.	Superintendent Campus Principals HR/PEIMS Director	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. Impact: Positive school/parent/community relationships and enrollment experience as reported in parent surveys.				
Funding Sources: 199 - General Fund: Local - \$300.00						

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 and increased communication which will continue to foster a school culture that encourages all staff members to value each other, students, parents and other community members in Brock ISD. 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 2018 include: parent surveys results, volunteer data, principal and teacher documentation, communication data

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
<p>Critical Success Factors 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>				
Funding Sources: 199 - General Fund: Local - \$1,000.00						
<p>Critical Success Factors 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>				
Funding Sources: 199 - General Fund: Local - \$0.00						

<p align="center">Critical Success Factors 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, Schoolmessenger, e- notification, the school marquee, and multiple social media sites.</p>	<p>Campus administration, District Office Administration</p>	<p>Implementation: Review parent surveys in spring of 2018 and teacher surveys in spring of 2018 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>Funding Sources: 199 - General Fund: Local - \$12,110.00</p>						
<p align="center">Critical Success Factors CSF 3 CSF 5 CSF 6 CSF 7</p> <p>4) Conduct a parent survey mid-year and spring at the campus levels and May at the district level.</p>	<p>Assistant Superintendent</p>	<p>Implementation: Review survey results for strengths and weaknesses.</p> <p>Impact: Information reported in the survey will be analyzed by Brock ISD in effort to provide the best possible educational experience to Brock ISD students.</p>				
<p>Funding Sources: 199 - General Fund: Local - \$200.00</p>						
<p align="center">Critical Success Factors CSF 1 CSF 3 CSF 5</p> <p>5) Improve teacher use of online programs such as Parent Portal, email, e-notification system and Canvas(HS only) so all parents have access to:</p> <ol style="list-style-type: none"> 1. student grades, tardies and attendance 2. grade level and campus calendars for student assignments/events 3. online curriculum tools 	<p>Campus Principals</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>Funding Sources: ESC contract agreement - \$0.00, 199 - General Fund: Local - \$9,110.00</p>						
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						


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	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 1) Strive to increase fund balance to 3 months of operating expenses by the end of 2017-2018 school year.	CFO Superintendent	Implementation: Budget documents Financial reports Impact: Increased fund balance for emergency operations				
	Funding Sources: 000 - None - \$0.00					
2) Facilitate facilities bond for the new primary building and existing campuses construction/improvements, staying under budget for bond election construction and maintain all phase completion timelines.	Superintendent CFO	Implementation: Building timeline & checklist handed out to district by Sept, 2017 and financial reports are reviewed monthly. Impact: Primary School completion date will meet the 2018-2019 move in date timeline and all campus improvements will be finalized by the 2018-2019 school year.				
	Funding Sources: Bond Money - \$18,000,000.00					
3) Conduct an energy audit survey.		Implementation: Audit completed with lighting, HVAC, and plumbing analysis. Impact: Reduced electric and water usage will save on annual energy cost, maintenance upkeep and improve learning environments on campuses.				
	Funding Sources: 199 - General Fund: Local - \$43,000.00					
						

Goal 5: FINANCIAL RESPONSIBILITY

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

Performance Objective 2: Be fiscally responsible while maintaining a transparent accountability system.

Evaluation Data Source(s) 2: Implementation:

Fiscal reports reviewed monthly

Impact:

Transparency in all areas of finance will occur

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Publicly communicate monthly financial reports by monitoring each criterion in FIRST, keep all financial transactions within the budget, report district fund balance monthly, review and amend budget monthly, post Brock ISD board meeting agenda and minutes online monthly.	CFO Superintendent	Implementation: Review FIRST rating reports, Board report, and Budget reports Impact: Transparency will be evident as all reports are viewed by Brock ISD Trustees and auditors and communicated to the public.				
Funding Sources: 000 - None - \$0.00						


Goal 5: FINANCIAL RESPONSIBILITY

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

Performance Objective 3: Brock ISD will focus on assessing and maintaining facilities, projecting future facility needs of the district.

Evaluation Data Source(s) 3: All attendance reports, campus plans, facility planning meeting documentation

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Evaluate needs at each grade level at specific enrollment increments to monitor short term and long-term facilities plan.	Superintendent Asst. Superintendent CFO	Implementation: Review all attendance data and special program population data Impact: Use of facilities, need for portables at campuses, campus grade level assignments and staff will be utilized appropriately and efficiently.				
Funding Sources: 000 - None- - \$0.00						
						

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Administration meeting with campus principals to discuss campus expectations and set campus goals.
1	2	1	Utilize grade level or department chairs and professional learning committees for curriculum alignment, PD planning, identification of researched based instructional tools, data analysis and collaborative lesson design to address district performance goals that will impact all students' learning.
1	2	2	Provide instructional funds to support each campuses' instructional goals targeting increased student achievement.
1	2	3	Provide targeted professional development in ELA grades 3-11 to increase student performance in writing and reading.
1	2	4	Provide funding for summer school for accelerated instruction to students who failed STAAR/EOC and PreK-2 students who are considered at-risk due to local criteria or state approved assessments.
1	4	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.
1	4	2	Provide staff development for those providing special education services in the students LRE (least restrictive environment)
1	4	3	Administration meet annually with Parker County Co-Op for data review of all special education students: student placement, IEP documentation, student coding.