

Brownfield Independent School District
District Improvement Plan
2015-2016 Goals/Performance Objectives/Strategies



Board Approval Date: December 14, 2015

Mission Statement

We exist to prepare each student academically and socially to be a productive citizen upon graduation.

Vision

All students and staff will aspire to be a community of learners.

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Goals

Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 1: Each special population group will increase state test scores by 20% and/or meet the state average on all assessments.

Summative Evaluation: STAAR/EOC

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>State System Safeguard Strategies</p> <p>1) Snapshot tests, bench mark tests and/or other instructional readiness skills assessments will be reviewed every 2-3 weeks.</p>	8, 9	Teachers, principals	Benchmark Scores, Eduphoria results, NWEA				
Funding Sources: 211 Title I, Part A							
2) Periodic grade level or departmental meetings will be held to discuss methods for improving instruction.	4, 8	Principals, Special Program Director, ESC 17	Class Performance Results Sign-In-Sheets				
<p>State System Safeguard Strategies</p> <p>3) Administrators and campus testing coordinators will attend state assessment workshops & training sessions.</p>	4	ESC 17	Certificates of Completion				
Funding Sources: 211 Title I, Part A							
<p>State System Safeguard Strategies</p> <p>4) Teachers and administrators will disaggregate state and local assessment data, including reading readiness assessment data.</p>	8	Teachers, Principals, Special Programs Directors	Benchmark Scores State Assessment & Reading Readiness Results				
5) Vertical Alignment Meetings will be held periodically district and campus-wide.	4	Teachers, Principals, Special Programs Directors	TSAP Results Benchmark Scores Sign-In-Sheets				
6) Students will be informed of Higher Education Requirements including admission and financial aid opportunities along with curriculum choices and acceleration of courses for graduation during Spring Registration.	9	Counselor, Middle School and High School Principals.	ACT, PSAT and AP Scores Academic Achievement Record, THEA				
7) Students advancing from PK to Kindergarten, beginning 3rd, 6th and 9th graders will have transitioning activities during the Spring semester.	2, 7, 9	Counselor, Principal, and Teachers	PEIMS Reports Attendance Reports				
8) Provide for comprehensive, aligned, district-wide curriculum alignment by continuing the implementation of instructional programs in all four core content areas and providing targeted, content specific Professional Development.	4, 8	Counselor, Principal and Teachers	Snapshots, Assessments, Walkthrough data				
Funding Sources: 211 Title I, Part A							
<p>State System Safeguard Strategies</p> <p>9) Provide teacher training and facilitate disaggregation of STAAR data by campus, teacher, and students as well as using online disaggregation software.</p>	4, 8	Special Programs, Principal	Staff development sign in sheets, assessment reports				
Funding Sources: 211 Title I, Part A							



























10) Provide comprehensive, ongoing district wide assessments for progress monitoring: NWEA, CPAA STAR Early Literacy, STAR Math	8, 9, 10	Special Programs Principal	Test Results				
	Funding Sources: 211 Title I, Part A						
11) Provide successful, research-based early intervention for all qualifying 3 and 4 year olds.	7	Principal, Teacher	Pre-K Assessments, attendance rates				
	Funding Sources: 205 Head Start						
State System Safeguard Strategies 12) Emphasize and provide staff development at all grade levels to support the district math, reading, science, social studies and writing curriculum, including special populations.	4	Region 17, Special Programs, Principal	Certificates of Completion, Sign In Sheets				
	Funding Sources: 211 Title I, Part A						
13) Provide systematic and sustained professional development in technology for all staff such as Eduphoria, Promethian Boards, Skyward, etc.	4	Technology dept, Region 17, Principals	Sign In Sheets				
	Funding Sources: 211 Title I, Part A						
State System Safeguard Strategies 14) Provide continued professional development for RTI and other identified district initiatives: Campus Instructional Coaches, Online Data Disaggregation Software Renaissance Reading, I-Station, Study Island, Curriculum Institutes SE presentations and teacher workshops during the school year.	4	Region 17, Principals	Certificates of Completion, Sign In Sheets				
	Funding Sources: 211 Title I, Part A						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 2: Brownfield ISD will utilize instructional arrangements that support learning to ensure all students, including At-Risk and Low Socio-Economic Status, perform successfully on all components of the state assessment and will narrow achievement gaps.

Summative Evaluation: TAPR Reports, TSAP Scores

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Data Disaggregation of state assessment scores will be completed using Eduphoria Reports.	1, 2, 4, 8, 9	Principals Teachers Counselors	Benchmark Results-Snapshot testing TSAP Results 6 week grade reports				
Funding Sources: 211 Title I, Part A							
State System Safeguard Strategies 2) Acceleration sessions will be offered after and before school as well as evening.	2, 9	Principals Counselors Teachers	Sign-in sheets, schedules, Benchmark Results TSAP Results 6 week grades				
Funding Sources: 211 Title I, Part A							
3) Vertical Alignment meetings within academic departments will be held.	1, 2, 4	Principals Teachers	Improved TSAP Scores AAR 6 week grade reports Sign-in sheets, agendas				
4) Critical and Higher Level thinking skills will be implemented within all academic classes.	9	Principals Teachers	Lesson Plans				
5) Provide for comprehensive, aligned, district-wide curriculum alignment by continuing the implementation of instructional programs in all four core content areas and providing targeted, content specific Professional Development.	1, 2, 3, 9	Principals Teachers	Lesson Plans, Sign In Sheets				
Funding Sources: 211 Title I, Part A							
6) Accelerated Reading Program will be utilized as a supplement program district-wide to improve reading performance of students.	2, 9	Principal Teachers	AR reports, TSAP & TELPAS scores 6 week grade reports				
Funding Sources: 211 Title I, Part A							
7) Increased laboratory exposure in science classes.	2, 9	Principal Teachers	Lesson Plans Grade Reports TSAP Results Benchmark Results				
8) Increased written composition skills in all subjects.	2, 9	Principal Teachers	Lesson Plans				
9) Provide Sheltered Instruction Observation Protocol Training for all teachers in core subjects.	9	Special Programs Director Principal	Training notes, power points, Sign In Sheets, Certificates				
Funding Sources: 211 Title I, Part A							

10) Provide continued professional development for RTI and other identified district initiatives: Campus Instructional Coaches, Online Data Disaggregation Software, Renaissance Reading and New Teacher workshops during the school year.	2, 4	Principals, Special Program Director, Instructional Technology Coordinator	Sign In Sheets, Certificates				
Funding Sources: 211 Title I, Part A							
State System Safeguard Strategies 11) Use Response to Intervention to provide assistance to struggling students.	7, 8, 9	Principals Teachers	RTI meeting notes, Intervention plans				
12) Provide research-based staff development for professional staff as well as paraprofessionals with input from staff.	2, 3, 4	Special Programs Principals	Sign In Sheets, Certificates, Surveys, Campus Staff meeting agendas				
Funding Sources: 199 General Fund							
13) Ensure that information to parents is provided in the home language whenever possible.	6	Special Programs, Principals	Copies of letters				
14) Identify students at risk of dropping out of school using state criteria	9	Special Programs, Principals, Counselor and Teachers	PEIMS				
15) Provide teachers with the confidential list of at-risk students and supporting criteria used for identification.	8, 9	Special Programs Principals	PEIMS				
16) Provide at risk PK students with accelerated, intensive program for early learning.	8, 9	Special Programs, Principals, Teachers	Lesson Plans				
Funding Sources: 205 Head Start							
17) Serve pregnant and parenting students through the pregnancy related services program.	9	Counselor, Special Programs, Principals	Contact Log				
Funding Sources: 270 Title VI, Part B - R & L-I							
State System Safeguard Strategies 18) Provide accelerated, intensive program for students at risk of failing the STAAR through tutoring, computer assisted instruction, and specialized extended day, week, or year classes.	8, 9	Special Programs, Principals, Teachers	Attendance Rosters, Lesson Plans				
Funding Sources: 211 Title I, Part A							
19) Conference with parents, encourage parental involvement, and provide opportunities for parents to participate in school-sponsored activities.	6	Principals and Teachers	Sign in Sheets				
20) Provide successful, research-based early intervention for all qualifying 3 and 4 year old.	7	Principals, Head Start Staff, Region 17 Head Start Staff	Documentation, lessons, training agendas.				
Funding Sources: 205 Head Start							
21) Provide a Pre-K curriculum reflecting a balance of all areas of learning and encouraging children to be actively involved and experience a variety of activities and materials.	7	Principals and Teachers	Lesson Plans				
Funding Sources: 205 Head Start							
22) Provide Pre-K activities such as registration day, roundup, classroom/campus visitation, to ensure a smooth transition for children onto elementary campuses.	7	Principals	Sign In Sheets				

23) Locate eligible three and four year old students by communicating in English and Spanish with parents across the district.	7	Principals	Sign In Sheets, website, ads, flyers, Parent Liaison home visits				
	Funding Sources: 263 Title III, Part A - ELA						
24) When feasible, Brownfield ISD will provide instructional staff with technology training to gain strategies to work with students identified as at risk.	4	Principals	Sign In Sheets				
	Funding Sources: 211 Title I, Part A						
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 3: Brownfield ISD will narrow the achievement gaps among student groups. (Students in the designated groups --African American, Hispanic, White, Economically Disadvantaged)

Summative Evaluation: TAPR Data, PBMAS and State Assessment Scores

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Provide a lower pupil-teacher ratio as is fiscally feasible.	2	Superintendent and Principals	TAPR, Class Rosters				
Funding Sources: 199 General Fund							
State System Safeguard Strategies 2) Provide continued professional development for RTI and other identified district initiatives: Campus Instructional Coaches, Online Data Disaggregation Software Renaissance Reading and New Teacher workshops during the school year.	4	Principals, Special Programs Director	Sign In Sheets, Certificates				
Funding Sources: 211 Title I, Part A							
State System Safeguard Strategies 3) Provide Response to Intervention Process (Grades K-12) to address individual student needs.	9	Principals	Minutes, Lesson Plans				
4) Provide Sheltered Instruction Observation Protocol training for all teachers in core subjects.	4	Principals, Special Programs Director	Sign In Sheets, certificates				
Funding Sources: 211 Title I, Part A							
5) The District will implement a Reading Specialist to improve reading fluency, phonics, and comprehension skills for K-5.	8, 9	Curriculum Director, Principals	Schedules, student lists, test scores				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 4: Increase the percent of students taking Pre-AP and AP courses and to increase the percent of students taking and passing college entrance and advanced placement exams. (Students taking SAT, ACT, and AP Exams)

Summative Evaluation: TAPR Data, test score reports, enrollment records.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Provide access to Pre-AP and AP training for designated teachers.	4	Special Programs	Certificates of Completion				
Funding Sources: 199 General Fund							
2) Implement open enrollment policy for Pre-AP and AP courses and AP exams with emphasis on increasing numbers of under-represented populations. Provide ongoing support for students enrolled in these courses.	8, 9	Special Programs, Principals and Counselor	TAPR Report, Policy, Class Rosters				
Funding Sources: 244 Perkins - Career & Technical							
3) Provide notification of higher education admission requirements.	2	Special Programs, Principals and Counselor	Minutes, Sign In Sheets				
4) Continue to provide dual credit and on-line opportunities at the high school campus.	2, 9	Principals	Course Roster				
Funding Sources: 199 General Fund							
5) Provide and increase Pre-AP and AP courses on the Middle and High School campuses.	9	Principals	Course Rosters.				
Funding Sources: 199 General Fund							
6) Provide additional distance learning opportunities for students via online courses.	2, 9	Principals	Course Rosters				
Funding Sources: 199 General Fund							
7) Encourage teachers to obtain AP certification by providing cost of training for successful completion.	3, 4	Principals	Certificates				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 5: Meet academic needs in identified programs for designated student groups (Gifted and Talented Students)

Summative Evaluation: TAPR Data, PBMAS and State Assessment Scores

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Continue an annual student identification process maintaining awareness of ESL, Economically Disadvantaged, Special Ed, Migrant and minority student identification and/or placements.	1, 8, 9	Special Programs, Principals	Completed Referrals				
	Funding Sources: 263 Title III, Part A - ELA						
2) Provide an advanced and challenging curriculum and array of services to all GT students in all grades.	8, 9	Special Programs, Principals, Teachers	Lesson Plans, Course Catalogs				
	Funding Sources: 212 Title I, Part C- Migrant						
3) Provide opportunities for students to work together as a group, work with other students, and work independently during the school day as well as the entire school year.	9	Principals, Teachers	Lesson plans, walkthroughs				
4) Ensure all teachers who teach students in the GT program have the proper certification and/or endorsements-training.	3, 4	Special Programs	Certificates of Completion				
	Funding Sources: 211 Title I, Part A						
5) Encourage parental involvement and provide opportunities for parents to participate in school-sponsored activities.	6	Principals, Teachers	Sign In Sheets				
6) Critical and Higher Level thinking skills will be implemented within all academic classes.	2	Principals, Teachers	Lesson Plans				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 6: Meet the academic needs in identified programs for designated student groups. (Special Education Students)
















Summative Evaluation: TAPR Data, PBMAS and State Assessment Scores

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Ensure all students with disabilities have access to the general curriculum.	9	Special Ed Director, Principals, Teachers	IEPs, Class Rosters				
Funding Sources: 313 Idea-B, SpEd							
2) Provide training to teachers regarding accommodating and/or modifying the curriculum for students with disabilities.	4	Special Ed Director, Principals, Teachers	Sign In Sheets, Agendas				
Funding Sources: 313 Idea-B, SpEd							
3) Increase the number of special education students taking the regular STAAR assessment.	9	Special Ed Director, Principals, Teachers	TAPR, PBMAS				
4) Provide training to the ARD Committee.	4	Special Ed Director, Principals, Teachers	Sign In Sheets				
Funding Sources: 313 Idea-B, SpEd							
5) Provide Sheltered Instruction Observation Protocol training for all teachers in core subjects.	4	Principals	Sign In Sheets				
Funding Sources: 211 Title I, Part A							
6) Brownfield ISD will fulfill Federal Child Find requirements.	8, 9, 10	Special Ed Director	Posters at local businesses, and each campus, newspaper article, flyers, ads				
Funding Sources: 211 Title I, Part A							
7) Brownfield ISD will provide research-based behavioral management strategies training for all teachers to provide an array of disciplinary alternatives, such as Love & Logic, PBIS, DOJO, etc.	4	Principals, Teachers	PEIMS discipline reports, lesson plans, campus referral forms				
Funding Sources: 313 Idea-B, SpEd							
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 7: Meet the academic needs in identified programs for designated student groups. (Students with Dyslexia)














Summative Evaluation: TAPR Data, PBMAS and State Assessment Scores

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Identify students with dyslexia or a related disorder and provide appropriate instructional services.	8, 9	Dyslexia Teacher, Special Programs, Principals	Folders, referrals				
2) Provide services for students who may be eligible under Section 504.	8, 9	Special Programs, Dyslexia Teacher, Principals	504 minutes, RTI plans				
3) Provide research-based staff development (with input from staff) for teachers of students with dyslexia that uses individualized, intensive, multi-sensory and phonetic methods to teach reading.	4	Dyslexia Teacher, Special Programs, Principal	Sign In Sheets, Agendas				
4) Dyslexia students will be served by a teacher with dyslexia training.	3	Principals, Special Programs Directors, Dyslexia Teacher	Testing results, lesson plans, Certification				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 8: Meet the academic needs in identified programs for students in the designated groups. (Career and Technical Education [CTE])

Summative Evaluation: TAPR Data and State Assessment Scores, PBMAS report

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Ensure CTE programs are available to all students.	9	Special Programs, Principals, Teachers	Class rosters, report cards, course catalog.				
2) Integrate CTE and academic programs.	8, 9	Special Programs, Principals, Teachers	Course catalogs, Campus schedules				
3) Encourage students to pursue a coherent sequence of courses and have a four year plan showing the coherent sequence they are pursuing.	9	Counselor, Principals, Teachers	Personal Graduation Plans (PGP)				
4) Provide career counseling and exposure to upper elementary and middle school students.	9	Counselors, Principals, CTE teachers, club sponsors	Campus calendar, survey results, schedule choices, Career Cruising				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 9: Meet the academic needs in identified programs for designated student groups. (Students identified Limited English Proficient)
















Summative Evaluation: TAPR Data, PBMAS and TELPAS State Assessment Scores.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Provide Sheltered Instruction Observation Protocol training for all teachers in core subjects.	4	Principals, Special Programs Director	Training notes, lesson plans and sign in sheets.				
State System Safeguard Strategies	9	Principals, Special Programs Director, Teachers	PEIMS, Lesson Plans, TELPAS Results, Schedules				
2) Identify and provide all LEP students an appropriate ESL program that develops proficiency in comprehension, speaking, reading, listening and composition in the English language.							
3) Provide opportunities for parents of ESL students to participate in school-sponsored activities.	6	Principals, Special Programs Directors	Sign in Sheets				
State System Safeguard Strategies	4	Principals, Special Programs Director	Certificates of completion, sign-in sheets				
4) Provide professional development to teachers in the instruction of listening, speaking, reading and writing second language acquisition skills to ESL in their classes.							
5) ELPS training for designated staff.	4	ESC 17	Certificate of completion				
6) Language acquisition classes for parents of LEP students	6, 10	Special Programs Director, Coordinator of Migrant Services	Sign-in sheets				
Funding Sources: 212 Title I, Part C- Migrant							
State System Safeguard Strategies	3, 4, 5	Principals, HR	TEA certificate				
7) Encourage classroom teachers to get ESL certification by reimbursing cost of testing for successful completion.							
8) Teachers of ESL students will incorporate ELPS strategies in daily lessons.		Principal	Lesson Plans, test scores				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 10: Meet the academic needs in identified programs for designated student groups. (Students identified as Homeless under McKinney Vento)

Summative Evaluation: TAPR Data, PBMAS and State Assessment Scores, TEXSHEP Grant reports

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Homeless students will be provided needed items for academic success as specified through the McKinney-Vento Act.		Special Programs Director, Homeless Liaison, Principals	TEXSHEP Reports to Region 17				
2) Student enrollment staff (School secretaries and/or district registrar) will be trained annually per year to recognize and properly enroll students who may qualify for McKinney Vento Act services, including notifying proper staff for identification and service links.		Special Programs Director, Homeless Liaison, Principals, PEIMS Coordinator	Training agenda, sign in sheets.				
3) The Homeless Liaison will provide coordination of services between Brownfield ISD and local churches, volunteer organizations and businesses to provide food, shelter, supplies and clothing to needy children.		Special Programs Director, Homeless Liaison	Memorandum agreements with local churches and businesses, student rosters.				
4) Students identified as homeless will be provided free lunches through the Texas Department of Agriculture School Lunch Program.		Special Programs Director, Homeless Liaison, Food Services Coordinator	Student Rosters, PEIMS Reports				
5) Students identified as homeless will be provided before after school acceleration to help with maximizing success on state assessments.		Special Programs Director, Homeless Liaison, Principals	Student Rosters, PEIMS Reports				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 11: Meet the academic needs and maximize achievement for the Migrant Education Program for designated student groups. (Students identified as Migrant; Migrant students identified as Priority of Services)










Summative Evaluation: TAPR Data, PBIS and State Assessment Scores, Migrant Needs analysis, Program evaluation by staff, Region 17 SSA Reports.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Beginning July 1 through June 30, identify and recruit migrant children and youth, including conducting annual residency verification and other Identification and Recruitment (ID&R) activities according to specific timelines, as outlined in the Texas Manual for the Identification and Recruitment of Migrant Students.	6, 7, 9, 10	Migrant Recruiter, Special Programs Director	Copies of Certificates of Eligibility				
				Funding Sources: 212 Title I, Part C- Migrant			
2) ID&R: Conduct ID&R activities as outlined in the ID&R plan as provided by the State MEP.	7, 9, 10	Migrant Recruiter, Special Programs Director	Copies of Certificates of Eligibility				
				Funding Sources: 212 Title I, Part C- Migrant			
3) Migrant Services Coordination: Within the first grading period of the school year that the child who is eligible for migrant services in the district, (1) determine individual needs for instructional and support services, (2) identify available resources and make referrals to address said needs, such as tutoring, WIC, HEP, dropout prevention program, (3) coordinate with entities to ensure that the child has access to the appropriate services, and (4) follow up to monitor and document progress.	7, 9, 10	Migrant Recruiter, Special Programs Director, Principals	Summer School Attendance records, Schedules, Student Lists				
				Funding Sources: 212 Title I, Part C- Migrant			
4) Migrant Services Coordination: Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure that migrant students who have failed the State Assessment in any content area are accessing local, intrastate, and interstate opportunities available for summer remediation.	8, 9, 10	Special Programs Director, Principals	Summer School Attendance Records				
				Funding Sources: 212 Title I, Part C- Migrant			
5) NGS: Beginning July1 through June 30, encode all required data into the New Generation System (NGS) and conduct all required activities as outlined in the NGS Implementation Guidelines for ESCs and LEAs.	10	Migrant Recruiter Special Programs Director	Copies of Certificates of Eligibility, Region 16 NGS Reports				
				Funding Sources: 212 Title I, Part C- Migrant			

<p align="center">State System Safeguard Strategies</p> <p>6) Secondary Students: (1) Coordinate with available programs offering options for credit accrual and recovery to ensure that migrant secondary students are accessing opportunities available to earn needed credits and make up coursework which is lacking due to late arrival and/ore early withdrawal. Student participation must not interfere with core classes. (2) Ensure consolidation of partial secondary credits, proper course placement, and credit accrual for on-time graduation, including accessing and reviewing academic records from NGS.</p>	1, 8, 9, 10	Migrant and School Counselor, Special Programs Director, Principal	Academic Records, Migrant Records				
Funding Sources: 212 Title I, Part C- Migrant, 244 Perkins - Career & Technical							
<p align="center">State System Safeguard Strategies</p> <p>7) Middle School Students: Coordinate with available mentoring programs or support organizations to develop students' learning and study skills and follow up to monitor and document progress.</p>	8, 9	Counselor, Principal, HQ Teacher	Academic Records				
Funding Sources: 212 Title I, Part C- Migrant							
<p align="center">State System Safeguard Strategies</p> <p>8) Middle School Students: Provide coordination of resources by (1) contacting each student or family to establish the extent of student needs for homework assistance and tools, (2) collaborating with existing programs and organizations to coordinate student access to resources, and (3) providing students and parents with up-to-date and easy-to-understand information on how to access homework assistance when needed.</p>	6, 8, 10	Counselor, Principal, HQ Teacher	Academic records, attendance records				
Funding Sources: 212 Title I, Part C- Migrant							
<p>9) Middle School Students: Provide a presentation or information to school staff to increase their awareness of migrant middle school students' need for timely attention and appropriate interventions (according to local procedures in place) for academic and nonacademic problems or concerns. The presentation or information must include directions for non-MEP staff to notify MEP staff of referrals and interventions.</p>	4	Counselor, Principal, HQ Teacher	Priority for Services reports, Academic and attendance records.				
Funding Sources: 212 Title I, Part C- Migrant							
<p align="center">State System Safeguard Strategies</p> <p>10) Middle School Students: Provide supplemental information to migrant parents on how to collaborate with school staff and how to access resources in order to provide timely attention and appropriate interventions for their middle school children.</p>	6, 8, 9, 10	Counselor, Principal, HQ Teacher	Academic Records, meeting sign in sheets, attendance records.				
Funding Sources: 212 Title I, Part C- Migrant							
<p align="center">State System Safeguard Strategies</p> <p>11) Students in Grades 3-11: Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure that migrant students who have failed any subject area of the TAKS/EOC are accessing local, intrastate, and interstate opportunities available for summer TAKS/EOC remediation.</p>	8, 9, 10	Counselor, Principal, HQ Teacher	Academic Records, meeting sign in sheets, attendance records, MSIX Log in records.				
Funding Sources: 212 Title I, Part C- Migrant, 199 General Fund							
<p>12) Early Childhood/School Readiness: Within the first 60 days of the school year that eligible preschool migatory children, ages 3-5 are in the school district, determine individual educational needs, and to the extent possible, coordinate with or provide services to meet the identified needs. (For example Head Start, Even Start, Texas Migrant Council, or other early childhood programs.)</p>	6, 7, 10	Counselor, Principal, HQ Teacher	PEIMS, Certificates of Eligibility, academic records.				
Funding Sources: 212 Title I, Part C- Migrant, 263 Title III, Part A - ELA							

13) District Procedures: Develop and implement a set of procedures that outline (1) a variety of strategies for partial and full credit accrual for migrant student with late entry and/or early withdrawal, and (2) saved course slots in elective and core subject areas, based on the district's history of student migration.	1, 2	Counselor, Principal, Special Programs Director	Academic Records, attendance records, procedures manuals.				
14) Interstate Coordination: Coordinate with the Texas Migrant Interstate Program (TMIP) during the summer months in order to serve students from Texas who may attend out-of-state summer migrant programs.	10	Special Programs Director, Migrant Education Personnel at Region Service Center	Contact logs. Migrant program logs.				
Funding Sources: 212 Title I, Part C- Migrant							
15) Intrastate and Interstate Coordination: Designate and enter into NGS a district summer contact person who will be available throughout the summer months and will have access to migrant student records, such as course grades and immunizations.	10	Special Programs Director, Migrant Education Personnel at Region Service Center	Staff Records, PEIMS				
16) Intrastate and Interstate Coordination: Designate and enter into NGS a district summer contact person who will be available throughout the summer months and will have access to migrant student records, such as course grades and immunizations.	10	Special Programs Director, Migrant Education Personnel at Region Service Center	Staff Records, PEIMS				
17) Migrant Parent Advisory Council: Establish a district-wide Migrant Parent Advisory Council (PAC), composed of a majority of migrant parents, which provides meaningful consultation in the planning, implementation, and evaluation of local MEP activities and services. The PAC must abide by the guidelines outlined in the State's MEP policy manual. (A region-wide Migrant PAC may be established where districts are members of a shared services arrangement (SSA) for the MEP.)	1, 10	Special Programs Director, Migrant Education Personnel at Region Service Center.	SSA Migrant PAC Meeting attendance sheets.				
18) Program Evaluation: Conduct an evaluation of your Migrant Education Program.	1	Special Programs Director, Migrant Education Personnel at Region Service Center	Migrant Procedures Manual, Program evaluation forms.				
19) PEIMS Migrant Indicator Code: The Title I Migrant Coordinator will provide a list of migrant students to be encoded into PEIMS with the Migrant Indicator Code.	2	Special Programs Director, Migrant Education Personnel at Region Service Center, PEIMS Registrar	PEIMS, COE				

20) Graduation Plan Support-Employ migrant counselor or qualified specialized staff to provide graduation plan support above and beyond what is provided by regular school counselors, including to (1) develop individualized migrant student action plans, (2) provide leadership for coordination of services. (3) monitor course completion for PFS students with late entry and/or early withdrawal, (4) review district policies and procedures concerning students with late entry and/or early withdrawal, (5) intervene on behalf of students whose concerns put their academic success at risk, and (6) ensure that migrant students and parents are receiving timely information and assistance regarding the college application process, including scholarship opportunities and financial aid.	8, 9	Special Programs Director, Migrant Education Personnel at Region Service Center, Migrant and School Counselor	Graduation Plans on file, Academic Records, PFS reports, Migrant School Counselor reports.				
21) Credit Accrual--Offer a variety of alternative methods for credit accrual and recovery by providing (1) opportunities for earning credit by exam or distance learning coursework, such as that available through the Portable Assisted Study Sequence (PASS) courses or the University of Texas at Austin's Migrant Student Graduation Enhancement Program; and (2) use of equipment, space and support staff necessary for successful completion of course work. MEP funding is allowable only where migrant students cannot be served by other available resources.	8, 9	Special Programs Director, Migrant Education Personnel at Region Service Center, Migrant and School Counselor	Graduation Plans, Migrant School Counselor reports.				
22) Credit Accrual--Tuition or fees for evening classes, summer school or credit-by-exam	10	Counselor, Principal, HQ Teacher	Graduation Plans, Migrant School Counselor reports.				
Funding Sources: 212 Title I, Part C- Migrant							
23) Supplemental Instruction--Extended-Day Tutoring in Core Content Areas (before school, after school, or on Saturdays)	8, 9, 10	Special Programs Director, Campus Principal, HQ Teacher of Record	Attendance sheets				
Funding Sources: 199 General Fund, 212 Title I, Part C- Migrant							
24) Supplement Instruction--Extended-Day EOC STAAR Acceleration (before school, after school, or on Saturdays)	8, 9, 10	Special Programs Director, Campus Principal, HQ Teacher of Record	Attendance sheets, lesson plans				
Funding Sources: 199 General Fund, 212 Title I, Part C- Migrant							
25) Summer Programs--Project SMART (including current or past programs)		Special Programs Director, Campus Principal, HQ Teacher Record	Summer school attendance forms				
26) Supplemental Instruction--Home Based Building Bridges: Provide a lead teacher to train and support staff and administer home-based implementation of the Building Bridges Early Childhood Program to migrant 3 and 4 year olds if children cannot be served by other available resources.	7, 10	Special Programs Director, Campus Principal, Home based trained instructor	Migrant Records				
Funding Sources: 212 Title I, Part C- Migrant							

27) Supplemental Instruction--Other Center Based Program for 3 and 4 year olds: District Pre-K to serve 4 year olds. Three year olds to be served with Building Bridges.	7, 10	Special Programs Principal, HQ Teacher	Attendance forms, migrant program records.				
	Funding Sources: 205 Head Start, 212 Title I, Part C- Migrant						
28) Identified Needs for Academic and Nonacademic Support Services-- Clothing and School Supplies. Coordination with local, state and other community resources to meet this needs will occur before sourcing Migrant program funds.	1, 10	Special Programs Director, Campus Personnel	Student records, meeting notes				
	Funding Sources: 212 Title I, Part C- Migrant						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Brownfield ISD will increase student attendance and completion rate.

Performance Objective 1: Increase attendance to 97% and maintain a dropout rate of less than 1%.
























Summative Evaluation: TAPR Reports, PEIMS Reports

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Collect and review campus and district-wide attendance data on a daily basis.	1	Principals	PEIMS Reports; Attendance Rates				
2) Communicate as needed with parents of individual students regarding the importance of attendance.	6	Principals, teachers, campus secretaries	Student Orientation, Discipline Handbook, Documentation of Parent Contacts, automated phone calls				
3) Support campus attendance incentive programs.	2, 9	Superintendent, Principals	Attendance Rate				
4) Attendance committee will meet to grant or deny credit for excessive absences.	8	Principals	Attendance Reports, Minutes, Agendas				
5) Counseling & career planning will be provided to students to exemplify need for class attendance to be successful in future career choices.	9	Counselor	Sign-in-Sheets				
6) Legal action will result from continual absences.		Principals	PEIMS Attendance Reports, Court documents				
7) Personal Graduation Plans for all students will be created.	9	Counselor/Principal	PGPs in cumulative folder				
8) Teacher will receive In-service training for potential dropout characteristics.	4	Counselor	AAR & Attendance Records				
9) BISD will maintain small class enrollment to increase student performance as fiscally feasible.	2	Principals	PEIMS, Class Rosters				
10) Parents will be informed on the importance of attendance in Parent Newsletters, award assemblies, school social media.	6	Principals	Parent Newsletters, Facebook, Twitter				
11) Brownfield ISD will use the parent portal as a way to inform parents of student absences/tardies/grade issues by email and Skyward phone calls.	6	Principal, Technology Director, Teachers	Email contact records, Skyward Call reports				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Brownfield ISD will increase student attendance and completion rate.

Performance Objective 2: Increase the percent of graduates completing requirements of the SBOE's Recommended High School Program (RHSP) or Distinguished Achievement Program (DAP) (Graduating Students)

Summative Evaluation: Graduation rates
























Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Teachers and counselor will provide information to parents and students through formal and informal meetings regarding the Texas Grant program and financial aid available.	6, 10	Teachers, Counselor	Sign in Sheets				
2) Counselors will provide information to parents and students through College and Career Night.	6, 10	Counselor, Principal	Sign in Sheets				
3) Students will be informed of Higher Education Requirements including admission and financial aid opportunities along with curriculum choices and acceleration of courses for graduation during Spring Registration.	6, 10	Counselor, Principal	Sign in Sheets, surveys, completed graduation plans.				
4) Brownfield ISD will enhance the District website to provide pertinent information about pre- and post-college preparation activities.	10	Counselor, Principal	Sign In Sheets, Website traffic reports				
5) Brownfield ISD will provide programs that promote post-secondary education.	10	Counselors, Principals, Teachers	Campus videos, promotional post-secondary visual aids.				
6) No Excuses University program has been implemented on all campuses.	2, 4	Principals	Videos, NEU Letters/emails, agendas				
7) Administrators will attend the National No Excuses University Academy as required/feasible.	4	Principals	Certificates				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: Brownfield ISD will maintain a safe and drug free and secure environment for staff and students.

Performance Objective 1: Brownfield ISD will educate students and staff about a safe and drug free environment at least once every six weeks in staff meetings, assembly programs, and/or classroom activities.

Summative Evaluation: Discipline referrals report, Sign in sheets, Meeting Agenda, Phone logs, Handbook receipts, PEIMS, Program schedules.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) BISD will provide training to staff in suicide prevention, conflict resolution, gang violence, dating violence, bullying and harassment and Pregnancy Related Services.	4	Counselor, ECS 17, HR	Sign in sheets				
2) SCOC will be distributed at request and made available online. It will be reviewed with students and a receipt with parent signature will be obtained.	6	Principals	Parental receipt, District Website				
3) Administrators will communicate with and involve parents in the discipline of their child.	6	Principal	Phone logs, Eduphoria/Skyward reports				
4) BISD will provide an In-School-Suspension Program and utilize research-based strategies to implement a positive school wide discipline management program. Students will be positively reinforced when appropriate behavior is observed by staff.	2	Principals, ESC 17	PEIMS Reports				
5) Red Ribbon Week events will be planned to help promote drug awareness.	10	Counselor, Principal	Red Ribbon Week Schedule of Events, pictures, newspaper articles.				
6) Classroom management systems will be utilized to reduce physical or verbal aggression, sexual harassment and bullying.	2	Principals, Counselor, Teachers	PEIMS discipline reports				
7) Educate students and parents on the District Dating Violence policy through scheduled activities and programs.	6	Principal, Counselor	Sign In Sheets				
8) In-service training for staff on Child Sexual Abuse	4	Counselor, Principals, HR	Sign in sheets, brochures, power-points				
9) Implement a Parenting and Paternity Awareness (PAPA) program through the High School health curriculum.	9	Principal, Counselor	Attendance				
10) Brownfield ISD will continue to implement a variety of student activities to raise awareness of bullying and cyber-bullying, such as the Run, Walk, Roll event, Assemblies and Counselor lessons.	2, 9	Principals, Counselor	Sign in sheets, participation rosters.				
11) Brownfield ISD will continue to make facility repairs and renovations in order to provide a safe environment and bring the district facilities up to standard.	2, 10	Superintendent, Principal	Budget reports				














12) The School Health Advisory Committee (SHAC) will assist Brownfield ISD in ensuring that local community values are reflected in the district's health education instruction, meeting on a regular basis.	2, 10	Superintendent, School Nurse, Food Service Coordinator, Principals	Meeting minutes, emails				
13) Brownfield ISD Campuses will have monthly safety and emergency response drills.	2	Principals, Superintendent	Calendar, Drill log				
14) Brownfield ISD will educate students about drug awareness through ongoing classroom activities, such as PROJECT ALERT, CONSEQUENCES, and counselor/teacher prepared lessons.	2	Principals, Counselor, Teachers	Lesson Plans, Calendar				
15) Brownfield ISD Campuses will train and maintain CPI (Crisis, Prevention, Intervention) Teams.	4	Principals, Special Education Director	Sign in sheets				
16) Brownfield ISD will use staff identification badges so that all school staff is easily recognized.		Administration, supervisors, SRO's	Observation and monitoring				
17) Brownfield ISD campuses will implement and maintain the Raptor system to identify all visitors to academic campuses.	2	Campus administrators and office staff	Logs from the Raptor system, observation				
18) Brownfield ISD will assess and implement video surveillance system at campus facilities.		Campus administrators, School Resource Officers	Assessment review, systems in place.				
19) Brownfield ISD will provide UMC's NEIDS Outreach: Nurses Educating on Illegal Drugs and Synthetics to students in middle and high school.		Administrators	Agenda, sign-in sheets				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 4: Brownfield ISD will foster positive community, parent, teacher and student communication and relationships to involve parents as partners to promote student learning.

Performance Objective 1: Increase parental involvement by 5%

Summative Evaluation: TAPR Report, Completed Surveys

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Brownfield ISD will host "Title I Open House" and "Meet The Teacher Night" at each campus at the beginning of Fall Semester.	6	Teacher/Principals	Sign in sheets, agenda				
State System Safeguard Strategies 2) Brownfield ISD will host "Family Reading Night" at the elementary campuses.	6	Teachers/Principal	Sign In Sheets, agenda				
3) Grades PK-6th grade teachers will hold annual Parent Conferences in the Fall.	6	Principals/Teachers	Sign in sheets				
4) Brownfield ISD will host Parent Meetings for the Texas State Assessment Program, Talented and Gifted children and students identified as Migrant.	6	Administrators and Faculty	Sign in sheets				
5) Brownfield ISD will support Parent Volunteers activities on campuses.	6	Principals	Sign in sheets				
6) Parent newsletters will be sent out with special events, dates, and activities.	6	Principal	Parent Newsletter Timeline: Aug-June				
7) Brownfield ISD will host a Spring Parent-Meeting to discuss tentative student schedules for Fall Semester. (Grades 8-11)	6, 9	Principal, Counselor	Sign in sheets				
8) Brownfield ISD will host the district wide Title I Spring Parent Involvement meeting.	6	Special Programs, Principals	Sign in sheets				
9) Brownfield ISD will support student centered parent involvement groups such as the PTO, Band Boosters, Ag Parents, Booster Club, and Project Prom.	6	Principals, activity sponsors	Sign in sheets, meeting agendas				
10) Brownfield ISD Cafeteria will host traditional holiday meals such as the Turkey lunches in compliance with TDA guidelines, where parents and community can come and participate in the meal at cost.	6	Cafeteria Director, Principals	Parent sign-in sheets, cafeteria menus				
11) District Technology resources such as Facebook, Twitter, Websites, Cell.ly and email will be used to distribute information and inform parents of school activities.	6	Technology Department, Superintendent, Principals	Website counters				
12) The Brownfield ISD parent portal will be used to inform parents of student academic progress and attendance.	6	Technology Department/Campus Administrators	Website tracking; sign up requests.				

13) Brownfield ISD will use the VoIP/Telephone Voice Mail feature, which creates an email for teachers and Skylert all call system to improve parent communication.	6	Technology Department	Email tracking software				
14) Brownfield ISD ACE program hosts parent meetings to showcase ACE accomplishments and activities.		ACE Site Coordinators, Principals	Sign-in sheets				
15) Brownfield ISD submits articles to a weekly column in the Brownfield News to inform parents and the community about school events and information.		Administrators	Newspaper Articles				
16) Brownfield ISD submits Points of Pride Article featuring each campuses and distinguished graduates.		Administrators	Newspaper Articles				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 4: Brownfield ISD will foster positive community, parent, teacher and student communication and relationships to involve parents as partners to promote student learning.

Performance Objective 2: Involve local businesses, community groups, organizations, and institutions of higher learning to promote student achievement

Summative Evaluation: State of the District Report, Summaries of Newspaper articles

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Student groups will participate in the Harvest Festival.	2	Principals	Newspaper articles, radio/internet				
2) Brownfield ISD will promote Fire Prevention Week, and collaborate with the local fire department for safety instruction.	2	Principals	Photos, newspaper articles, radio/internet				
3) Brownfield ISD will collaborate with local churches, community organizations and businesses to provide Pak Pals program, School Supplies, Clothing, Holiday Food Baskets, Good Fellows Project, Toys for Tots, and other items for needy children.	2	Principals, Teachers, Special Programs Director, Parent Liaison	Weekly rosters, student lists, Memorandum of cooperation				
4) Brownfield ISD will provide for community involvement events such as the Run, Walk, Roll against bullying, Pink Out Pep Rally, and other special event pep rallies for positive student promotion.	6	Principals, Superintendent, Activity coordinators	Student rosters, newspaper articles, photos, radio/internet				
5) Brownfield ISD will support College and Career day and Job Fair opportunities through the local colleges and community organizations, such as FFA and Terry County 4-H.	2, 6	Principals	Newspaper articles, student rosters, radio/internet				
6) Monthly parent meetings addressing parent involvement in schools and parent education programs will be held.		Parent Liaison, Student Success Coordinator, Migrant Coordinator	Sign-in sheets				
7) Communication through the School Reach messaging system and Skylert email for parents regarding upcoming events, weather cancellations or delays, or changes to school calendar will be sent.	6	Superintendent, Principals, School Reach Coordinator	Recorded log of phone calls and emails				
8) Increase parent and community communication through implementation of Go Brownfield phone app, Twitter, and Facebook.		Administrators	Communication account records.				
9) Brownfield ISD will provide UMC's NEIDS Outreach: Nurses Educating on Illegal Drugs and Synthetics for parents and community members.		Administration	Agenda, Sign-in sheets				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 5: Brownfield ISD will recruit and maintain a highly qualified staff.

Performance Objective 1: 100% of BISD staff will be provided training to ensure student success.

Summative Evaluation: Certificates, Surveys and Sign In Sheets

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Research based staff development opportunities will be provided for all staff.	3, 4, 5	Administration, Principals, Special Programs Director	Training Materials, Sign in Sheets				
2) Orientation will be conducted for all new professional staff.	4	Principals, Special Programs Director, Central Administration	Sign in sheets				
3) New teachers will receive training on PDAS.	4	Principals, ESC 17 Staff	Certificates, Sign in sheets				
4) Provide state assessment administrator training for all teachers.	3, 4	Special Programs Director/District Testing Coordinator.	Sign in sheets, Certificates				
5) Provide Skyward Gradebook training to all new teachers.	4	Technology Staff	Sign in sheets				
6) Provide staff development on the topics of: Pregnancy Related Services for students, drug abuse, conflict resolutions, gang and dating violence, anti-bullying, cyber bullying, and harassment, anaphylaxis, civil rights, the migrant education program, the importance of parental involvement and suicide prevention and training.	4	Principals, Counselor	Sign in sheets, Certificates				
7) Ensure appropriate staff acquires 30 hours of G/T Training and 6 hour annual updates online and/or regional opportunities.		Special Programs Director, Principals	Certificates				
8) Teachers will be given opportunities to attend research based Positive Discipline Management strategies training.	4	ESC 17, Principals, Consultants	PEIMS Discipline Reports, PBIS, Conscious Discipline				
9) Brownfield ISD will host the Back to School Breakfast and schedule a motivational speaker at the beginning of the year to promote staff morale.	4, 5	Superintendent, Principals, Central Office Staff	Rosters of staff				
10) District campuses will host informal lunches such as birthday and holiday lunches, and provide "special notes" for teachers to promote staff recognition.	5	Principals	Pictures, staff meeting notes				
11) Brownfield ISD will host all district staff at the end of year assembly to promote staff recognition through retirement awards, service awards, and other recognition activities.	5	Superintendent, Principals	Staff rosters, newspaper articles, photos				

12) Brownfield ISD will participate in the TEA "Teacher of the Year" program.	5	Principals, Superintendent	Staff nominations, teacher rosters.				
State System Safeguard Strategies							
13) As fiscally feasible, Brownfield ISD will continue to pay the testing fee for teachers who gain their English as Second Language supplemental certification in order to increase number of certified ESL teachers.	4, 5	Superintendent, Special Programs Director, Central Office Staff	Teacher certificates				
14) As fiscally feasible, Brownfield ISD will continue to pay a stipend for Highly Qualified/State Certified teachers in high- need areas of Math, Science, and Foreign Languages.	5	Superintendent, Special Programs Director, Principals	Budget and payroll reports, certifications				
15) Communicate to teachers what district training suffice GT requirements.		Administration, Principals	Certificates, Training Agendas, Sign-in sheets				
16) Training in discipline and academic strategies will be provided for paraprofessionals.		HR, Special Educaton Director, Principals	Sign-in sheets, agendas				
17) All staff will acquire skills on meeting the needs and gain an understanding of student populations thru presentation by Dr. Lisa Ramirez - Building Resilience staff development.		Administrators	Agendas, sign-in sheets				
18) All staff will gain awareness of national student attendance, success, and strategies for promoting college education by attending presentation by Damon Lopez - No Excuses University Program.		Administration	Agendas, sign-in sheets				
19) Kilgo training will be conducted annually to assist in aligning curriculum K-12 and data Disaggregation of current test results.		Administration	Agendas, Sign-in sheets				
20) Teachers will receive training on House Bill 5 rules and regulations by Heather Blount.		Administration	Agenda, Sign-in sheets				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 5: Brownfield ISD will recruit and maintain a highly qualified staff.

Performance Objective 2: BISD will recruit and retain 100% Highly Qualified teachers on each campus.

Summative Evaluation: HQ Report, SBEC certification records.








Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Administrators will attend regional college job fairs to promote Brownfield ISD as a positive district to enhance your professional career.	5	Administration	Attendance at regional job fairs				
2) Administrators will assist new staff with locating housing and inform them of other important contacts in the community.	5	Principals, Central Office staff	PEIMS, Housing availability list in Central Office.				
3) Coordinate with Service Center staff and other agencies to help successfully obtain full certification and Highly Qualified status for teachers who may be on an alternative certification track.	3, 4, 5	Special Programs, Principals	Credentials for state certification and HQ status worksheets.				
4) BISD will ensure that all teachers teaching in core academic subject areas are state certified and "highly qualified".	3, 5	Principals, Special Programs	Highly Qualified Teacher Progress Report; State Certification certificates.				
5) Retain highly qualified staff by providing opportunities for the addition of certification in required testing area and for ESL through reimbursement of testing fee.	3, 4, 5	Special Programs, Principals	State certification credentials.				
6) As fiscally feasible, Brownfield ISD will continue to offer a competitive salary and benefits package for employees.	5	Superintendent, Central Office Staff	Salary and benefit reports				
7) As fiscally feasible, continue to pay certification fee for paraprofessionals.	5	Superintendent, Board, HR	Retention of paraprofessionals				
8) District wide theme and staff t-shirt are provided to all staff members annually.		Administratioin	T-shirts, Letterhead				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 6: Brownfield ISD will implement technology to increase the effectiveness of student learning, instructional management and staff development.

Performance Objective 1: 100% of staff and students will be provided access to technology.

Summative Evaluation: Surveys, TAPR, PEIMS Report

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Staff training will be provided for teachers in the integration of Technology Application TEKS into the regular curriculum.	4	Teachers, Principals, Technology Department	Lesson Plans, staff meeting agenda, sign-in sheets				
2) Brownfield ISD will provide Internet accessibility to all students and staff.	2	Teachers, Principals, Technology Department	Lesson Plans, STAR Chart				
3) Students will participate in internet safety training.	4	Principal, Technology Director	Lesson plans				
4) Campus representatives will attend state technology conferences on a rotated basis.	4	Principal	Sign in sheets				
5) The Brownfield ISD website will be accessible for parents and updated as mandated with required information.	6	Technology Department	Annual Technology Report				
6) Teachers will be trained to develop district website pages per district guidelines.	4	Principals	sign in sheets				
7) Brownfield ISD will host an annual technology showcase where student/teacher projects are promoted to the parents and community.	6	Assistant Superintendent, Principals, Technology Director	Sign in sheets, photos, articles				
8) Brownfield ISD will maintain software and program updates for all grade levels within budgetary guidelines.	2	Technology Department, Superintendent	Program update records.				
9) Brownfield ISD will utilize the Parent Portal page to communicate with parents about their student's academic progress and attendance.	6	Principals, Teachers, Technology Department	Contact Logs				
10) Staff training will be provided to teachers on effective utilization of instructional software such as, Study Island, I-Station.		Instructional Technologist, Principals	Agendas, Sign in sheets				

11) Staff training will be provided for teachers focusing on effective lesson planning and expectations within Eduphoria.	Curriculum Department, Principals	Lesson plans, sign-in sheets, agendas				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Snapshot tests, bench mark tests and/or other instructional readiness skills assessments will be reviewed every 2-3 weeks.
1	1	3	Administrators and campus testing coordinators will attend state assessment workshops & training sessions.
1	1	4	Teachers and administrators will disaggregate state and local assessment data, including reading readiness assessment data.
1	1	9	Provide teacher training and facilitate disaggregation of STAAR data by campus, teacher, and students as well as using online disaggregation software.
1	1	12	Emphasize and provide staff development at all grade levels to support the district math, reading, science, social studies and writing curriculum, including special populations.
1	1	14	Provide continued professional development for RTI and other identified district initiatives: Campus Instructional Coaches, Online Data Disaggregation Software Renaissance Reading, I-Station, Study Island, Curriculum Institutes SE presentations and teacher workshops during the school year.
1	2	2	Acceleration sessions will be offered after and before school as well as evening.
1	2	11	Use Response to Intervention to provide assistance to struggling students.
1	2	18	Provide accelerated, intensive program for students at risk of failing the STAAR through tutoring, computer assisted instruction, and specialized extended day, week, or year classes.
1	2	24	When feasible, Brownfield ISD will provide instructional staff with technology training to gain strategies to work with students identified as at risk.
1	3	2	Provide continued professional development for RTI and other identified district initiatives: Campus Instructional Coaches, Online Data Disaggregation Software Renaissance Reading and New Teacher workshops during the school year.
1	3	3	Provide Response to Intervention Process (Grades K-12) to address individual student needs.
1	9	2	Identify and provide all LEP students an appropriate ESL program that develops proficiency in comprehension, speaking, reading, listening and composition in the English language.
1	9	4	Provide professional development to teachers in the instruction of listening, speaking, reading and writing second language acquisition skills to ESL in their classes.
1	9	7	Encourage classroom teachers to get ESL certification by reimbursing cost of testing for successful completion.
1	11	4	Migrant Services Coordination: Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure that migrant students who have failed the State Assessment in any content area are accessing local, intrastate, and interstate opportunities available for summer remediation.

Goal	Objective	Strategy	Description
1	11	6	Secondary Students: (1) Coordinate with available programs offering options for credit accrual and recovery to ensure that migrant secondary students are accessing opportunities available to earn needed credits and make up coursework which is lacking due to late arrival and/or early withdrawal. Student participation must not interfere with core classes. (2) Ensure consolidation of partial secondary credits, proper course placement, and credit accrual for on-time graduation, including accessing and reviewing academic records from NGS.
1	11	7	Middle School Students: Coordinate with available mentoring programs or support organizations to develop students' learning and study skills and follow up to monitor and document progress.
1	11	8	Middle School Students: Provide coordination of resources by (1) contacting each student or family to establish the extent of student needs for homework assistance and tools, (2) collaborating with existing programs and organizations to coordinate student access to resources, and (3) providing students and parents with up-to-date and easy-to-understand information on how to access homework assistance when needed.
1	11	10	Middle School Students: Provide supplemental information to migrant parents on how to collaborate with school staff and how to access resources in order to provide timely attention and appropriate interventions for their middle school children.
1	11	11	Students in Grades 3-11: Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure that migrant students who have failed any subject area of the TAKS/EOC are accessing local, intrastate, and interstate opportunities available for summer TAKS/EOC remediation.
4	1	2	Brownfield ISD will host "Family Reading Night" at the elementary campuses.
5	1	13	As fiscally feasible, Brownfield ISD will continue to pay the testing fee for teachers who gain their English as Second Language supplemental certification in order to increase number of certified ESL teachers.