

**BROOKESMITH
I.S.D.
DISTRICT
&
CAMPUS
IMPROVEMENT
PLAN
2017-2018**

BROOKESMITH INDEPENDENT SCHOOL DISTRICT

MISSION STATEMENT

The mission of the Brookesmith Independent School District is to educate, within a safe environment, all students to live and work effectively, efficiently, and responsibly to their maximum intellectual and physical capacities.

At Brookesmith I.S.D., the focus of our mission is:

“SCHOOL IS FOR ALL STUDENTS”

POSITIVE

RESULTS

IN

DYNAMIC

EDUCATION

2017-2018

SITE-BASED MEMBERS

Juakana Nelson	Teacher
Kim Hancock	Teacher
Monica Edmondson	Teacher
Willie Schoen	Teacher
Branden Czarnecki	Teacher
Judith Holdar	Teacher
Jennifer Booher	Parent
Bill Wells	Business Representative
Beth Mazurek	Community Member
Sandra Lehman	Principal/Committee Chair
Scott Edmondson	Asst. Superintendent/Vice Chair

COMPREHENSIVE NEEDS ASSESSMENT

DEMOGRAPHICS

Work to ensure a better quality of transfer students is accepted using criteria and a set number of students.

Continue to increase enrollment by offering more electives in Agriculture, Computer Programming, Art and more Dual Credit opportunities. Partner with TSTC and Ranger College to offer certifications before graduation.

Increase participation numbers in all extracurricular activities.

SCHOOL CULTURE AND CLIMATE

Continue Fellowship of Christian Athletes and increase opportunities to meet outside of the school day.

More student mentors need to be established, possibly when students are not working on dual credit courses.

Certain staff will obtain Concealed Handgun Licenses for the protection of our students and staff.

CURRICULUM, INSTRUCTION AND ASSESSMENT

Textbooks need to be updated, and covers need to be provided. Consequences need to be established for leaving books or not having them for class. Teacher materials need to be barcoded.

Vertical Alignment needs to be a priority of staff development during in-service.

Planners need to be purchased for those students in Study Skills classes and Special Education classes.

SCHOOL CONTEXT AND ORGANIZATION

Improve communication between staff members using instant messenger capabilities. Research free instant messaging program such as Reminder101 for communication with parents and students.

Make sure visitors are checking in at the office and make sure a staff member is always available at the office for passes.

Improve communication with Administrative meetings and after school detention communication.

STUDENT ACHIEVEMENT

Increase the number of students taking Dual Credit courses.

Make sure that all incoming and present high school students have 4 year plans on file and remain on pace to graduate in 4 years.

Increase STAAR scores at the Junior High and Elementary levels, with emphasis on Math, English, and Writing.

Reward Honor Roll and perfect attendance students each six weeks.

Increase the percentage of students achieving Level III Advanced scores on STAAR/EOC.

TEACHER QUALITY

Ensure that Brookesmith ISD teachers continue to be 100% Highly Qualified.

Be comparable to school districts in our area with pay and days allowed.

Increase teacher retention, by assigning teachers new to the district/teaching a mentor.

FAMILY AND COMMUNITY INVOLVEMENT

Keep webpage updated as frequently as possible.

Promote positive involvement from parents in all aspects of the school.

Increase parental contact on absences and grade issues.

Hoofbeat to all students K-8 on a weekly basis, copies will be left in the office for all others.

Keep the Marquee sign updated weekly.

Hold Meet the Teacher and Meet the Mustangs on the same night after the first six weeks.

TECHNOLOGY

Increase funding for more technology around the district.

Find Grants to increase technology budget, to update networking infrastructure.

Unblock the professional employee computers in order to use technology to teach.

Make more laptops available for Dual Credit and G/T students.

State Compensatory Education Description

The State Compensatory Education program in Brookesmith ISD provides supplemental services to the regular education program for students identified as at risk of dropping out of school. The district decides how the money can best be spent to provide compensatory, intensive, and accelerated instruction for the at-risk students in the district for the purpose of increasing the academic achievement and reducing the drop-out rate of those students identified as at-risk.

State Compensatory Education

State of Texas and Brookesmith ISD Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in Kindergarten – Grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in Grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more core subjects during the current semester.
3. Was not advanced from one grade to the next for one or more school years.
4. Did not perform satisfactorily on a state assessment, and has not in the previous or current school year performed on that assessment at a level equal to at least 110 percent of the level of satisfactory performance on that assessment.
5. Is pregnant or is a parent.
6. Has been placed in an AEP during the preceding or current school year.
7. Has been expelled during the preceding or current school year.
8. Is currently on parole, probation, deferred prosecution, or other conditional release.
9. Was previously reported through PEIMS to have dropped out of school.
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS.
12. Is homeless.
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

State Compensatory Funds are used to support Title I initiatives.

Federal, State and Local Funding Sources

Federal funding sources that will be integrated and coordinated with State and Local funds to meet the needs of all students;

Program/Funding Source

<i>Federal Programs</i>	
Title 2 Part A \$	Service Center and Salaries
Title 1, Part A 211 \$	Aide Salaries
REAP \$	Library Aide Salaries

<i>State Programs/Funding Source</i>	
Career/Technology Education \$	Salaries and Supplies
State Compensatory Education \$	Salaries and Supplies
Special Education	Bilingual Contracted Services, Salaries and Supplies Supplies
High School Allotment 31 \$	GradPoint (NovaNet), Teacher Stipend, Tutorials

Campus Improvement Plan

Goal: I	All STAAR and EOC scores will be on or above state level.				
Objective(s):	By 2018, 75% of all students will master all objectives on each STAAR test.				
Activities	Component Number	Person Responsible	Resources Needed	Timeline	Evaluation
Writing					
1). Grades 1-11 will practice open-ended writing prompts appropriate to each grade level.	2, 3	All Teachers	-Practice Prompts -STAAR Teacher Manuals -Newspapers -Magazines -Teacher Made Tests	August 2017-May 2018	- STAAR Scores -Teacher Made Evaluations - IStation Reading, Assessment
2). Research skills will be taught in Grades 3-12. Grades 3-12 will complete a research paper/project. Grades 11 and 12 will write a research paper.	2, 3, 8	-All Teachers - 11 th and 12 th ELA Teacher	-Internet -Literary Journals -Research Resources	August 2017-May 2018	-STAAR Scores - Teacher Rubric
3). Teachers will have appropriate staff development to meet the needs of their students.	4, 3	Superintendent Principal Region 15 ESC	-Region 15 -School Facilities -5 Comp Days in the school calendar provided annually	June 2017-May 2018	-Region 15 Staff Development Report
4). Teachers will work towards Vertical Alignment of Instruction.	4, 1, 2, 3	Principal All Teachers	-Dedicated time during in-service.	August 2017	-STAAR Results -Future Teacher Observations from year to year.

5). Study Skills as a regular class period, Tutorials before/after school	9, 3	Principal Superintendent All Teachers	Teachers Schedules, Master Schedules	August 2017-May 2018	Teacher Assessment, 3 week progress report Reports, Report Cards
Math 1). RTI Strategies need to be used for struggling students.	8, 2, 6, 9, 10, 1	Intervention Committee (Teacher, Parent, Principal) RTI Checklist, Math Teachers, K-12 Teachers, Special Education Teachers & Support Staff	Textbooks, STAAR Manuals and target questions, Math Vocabulary words, GradPoint (NovaNet)	September 2017 - June 2018	-Previous STAAR Scores, Objective Teacher Grading, Teacher Made Test, Benchmark Exams
2). Use of manipulatives to teach new skills and reinforce previously taught skills.	1, 7, 8, 9, 3	Math Teachers, K-12 Teachers, Special Education Teacher	Manipulatives	August 2017 - May 2018	Teacher Made Tests
3). Calculator Skills will be taught in Grades 6-12.	1, 2, 8, 3	6-12 Math Teachers	Calculators	August 2017 - May 2018	Teacher Made Tests
4). Teachers will have appropriate staff development to meet the needs of their students.	4	Superintendent Principal Region 15 ESC	-Region 15 -School Facilities -5 Comp Days in the school calendar provided annually	June 2017- May 2018	-Region 15 Staff Development Report
5). Teachers will work towards Vertical Alignment of Instruction.	1, 2, 7, 8, 9, 3	Principal All Math Teachers	-Dedicated time during in- service.	August 2017	-STAAR Results -Future Teacher Observations from year to year.

6). Study Skills as a regular class period, Tutorials before/after school	1, 2, 8, 9, 10, 3	Principal Superintendent All Teachers	Teachers Schedules	August 2017 - May 2018	Teacher Assessment, 3 week progress report Reports, Report Cards
7). Summer School Provided for those students not meeting local requirements	1, 2, 8, 9, 10, 3	Superintendent Principal Summer School Teachers	GradPoint (NovaNet), Title 1 Part A Fund 211 used to support Summer School	June 2018	State Standardized Test Results, Report Cards
8). Increase Math Labs for Grades 2-8 and Include more supplemental material for Grades 2-8.	1, 8, 2, 3	Superintendent Principal, Grades 2-8 Math Teachers	Funds for Supplemental materials, Master Schedule	August 2017-May 2018	Increased Math STAAR Scores, Improved Report Card Grades
READING					
1). Reading required on a daily basis.	1, 2, 7, 8, 9, 10, 3	All Teachers	Library Books, Text Books, Computers	August 2017-May 2018	TPRI Scores, Teacher Made Tests, Istation Assessment
2). Reading required in all K-8 Classes	1, 2, 7, 8, 9, 10, 3	All Teachers K-8	Library Books, Prizes/ Incentives, Reward Parties	Monday- Friday Each School Week	TPRI Scores, Teacher Made Tests, STAR Test, Istation Assessment
3). K-3 Daily Read-Aloud	1, 2, 3, 7, 8, 9, 10	All Teachers K-3, Reading Aide	Books	Monday- Friday Each School Week	STAAR Scores TPRI Scores, Teacher Made Tests, Istation Assessment

4). At-risk readers identified for early intervention will use RTI strategies.	1, 2, 3, 7, 8, 9, 10	K-5 Teachers, Special Ed. Teachers, Intervention Committee, RTI Checklist, Reading Aide	Dyslexia Screening, Special Education Testing, Herman Reading Method, Title 1 Part A Funds used to support at-risk readers	August 2017 - May 2018	TPRI Results, Grades, Dyslexia Testing Results, Special Education Testing Results
5). Students in K-2 will read to teachers 3 times per week minimum	7, 1, 2, 3	K-2 Teachers	Short Passages for Tracking Fluency	August 2017 - May 2018	Documented in Lesson Plans
6). Teachers will have appropriate staff development to meet the needs of their students.	4	Superintendent Principal Region 15 ESC	-Region 15 -School Facilities -5 Comp Days in the school calendar provided annually	June 2017 - May 2018	-Region 15 Staff Development Report
7). Teachers will work towards Vertical Alignment of Instruction.	4, 1, 3	Principal All Reading and English Teachers	-Dedicated time during in-service.	August 2017	-STAAR Results -Future Teacher Observations from year to year.
8). Study Skills as a regular class period, Tutorials before/after school	1, 2, 8, 9, 3	Principal Superintendent All Teachers	Teachers Schedules	August 2017 - May 2018	Teacher Assessment, 3 week progress report Reports, Report Cards
9). Summer School Provided for those students not meeting local requirements	1, 2, 8, 9, 3	Superintendent Principal Summer School Teachers	GradPoint (NovaNet), Title I Part A Fund 211 used to support Summer School	June 2018	State Standardized Test Results, Report Cards

SCIENCE					
1). Lab Time in Science Classes will be 40%	10, 2, 8, 3	Science Teachers	Lab, Lab Equipment	August 2017-May 2018	Documented in Lesson Plans, Lab Grades
2). An emphasis on the scientific method will be taught in Grades 5-12.	10, 2, 8, 3	Science Teachers	STAAR Materials, Problem Solving Materials	August 2017 - May 2018	Teacher Made Tests
3). Teachers will have appropriate staff development to meet the needs of their students.	4	Superintendent Principal Region 15 ESC	-Region 15 -School Facilities -5 Comp Days in the school calendar provided annually	June 2017-May 2018	-Region 15 Staff Development Report
4). Study Skills as a regular class period, Tutorials before/after school	1, 2, 8, 9, 3	Principal Superintendent All Teachers	Teachers Schedules	August 2017 - May 2018	Teacher Assessment, 3 week progress report Reports, Report Cards
5). Summer School Provided for those students not meeting local requirements	1, 2, 8, 9, 3	Superintendent Principal Summer School Teachers	GradPoint (NovaNet), Title 1 Part A Fund 211 used to support Summer School	June 2018	State Standardized Test Results, Report Cards
6). Teachers will work towards Vertical Alignment of Instruction.	1, 2, 4, 3	Principal All Science Teachers	-Dedicated time during in-service.	August 2017 - May 2018	-STAAR Results -Future Teacher Observations from year to year.

SOCIAL STUDIES					
1). Use a variety of resources to teach the TEKS in Social Studies	1, 2, 8, 9, 3	Social Studies Teachers	Internet Research, Various Books (In addition to textbooks)	August 2017-May 2018	Teacher Made Tests, Maintain Student Success on Standardized Tests Results
2). Teachers will have appropriate staff development to meet the needs of their students.	4	Superintendent Principal Region 15 ESC	-Region 15 -School Facilities -5 Comp Days in the school calendar provided annually	June 2017-May 2018	-Region 15 Staff Development Report
3). Teachers will work towards Vertical Alignment of Instruction.	4, 1, 2, 8, 3	Principal All Social Studies Teachers	-Dedicated time during in-service.	August 2018	-STAAR Results -Future Teacher Observations from year to year.
4). Study Skills as a regular class period, Tutorials before/after school	1, 2, 3, 8, 9, 10, 3	Principal Superintendent All Teachers	Teachers Schedules	August 2017-May 2018	Teacher Assessment, 3 week progress report Reports, Report Cards
5). Summer School Provided for those students not meeting local requirements	1, 2, 3, 8, 9, 10, 3	Superintendent , Principal, Summer School Teachers	GradPoint (NovaNet), Title 1 Part A Fund 211 used to support Summer School	June 2018	State Standardized Test Results, Report Cards

Campus Improvement Plan

Goal: II	To increase opportunities for parents and the community to become full partners in the educational process.				
Objectives:	Parents will have increased opportunities to participate in the education of our students.				
Activities	Component Number	Person Responsible	Resources Needed	Timeline	Evaluation
1). Weekly Schedule with lunch menu detailing school activities	6, 10	Librarian, Cafeteria Manager, Principal's Secretary	School computer, Supplies, Facilities, Hoofbeat, Collaboration	August 2017 - May 2018	Increased Participation at District Activities as shown by sign-in sheets, observation
2). Provide parent educational nights	6, 10	Superintendent, Principal, Counselor, Teachers	School Facilities, Supplies, Handouts	August 2017 - May 2018	Parent Participation Documentation (Sign-In Sheet)
3). Provide 3 week progress reports to parents of all students regardless of grade.	6, 10	All Teachers, Principal's Secretary	Progress Reports, Current Address on File, Hand Delivered	August 2017 - May 2018	Bring back with parent signature for a grade (or reward), Lower Failure Rate
4). District will develop and update a written Parental Involvement Policy	6, 10	SBDM Committee, Board of Trustees	SBDM Committee Meeting, Time for Planning and Redeveloping	Spring 2018	Increased Parental Involvement (observed), Approval of the Board of Trustees
5). Book Fair in the Fall and Spring	6, 10, 7	Librarian, Teachers	Newsletter, Hoofbeat	Fall 2017 and Spring 2018	Log of Parental Volunteers
6). K-6 Field Day	6, 10, 7	Elementary Teachers, Parents, PTC	PTC letter, Open Collaboration	Spring 2018	Increased Parental Involvement (observed)

7). Homecoming	6, 10, 7	PTC, Community Members, Coaches	School Cafeteria, Letters to Exes, Hoofbeat, Football Field	Fall 2017	Increase Numbers at Homecoming Weekend
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Campus Improvement Plan

Goal: III	Students will show an improvement in study skills in Grades PK-12.				
Objectives:	<p>A. By May 2018, students' grade in the content areas will improve due to better study skills.</p> <p>B. Increase parental awareness and involvement of student requirements in the content areas through collaborative efforts with the Regional Service Center and the community.</p>				
Activities	Component Numbers	Person Responsible	Resources Needed	Timeline	Evaluation
1). Study Skills will be taught in PK-12	1, 2, 3, 4, 6, 7, 8, 9, 10	PK-12 Teachers Administration, PK-K Teacher's Aide	Classrooms, Built in to the Schedule, Title 1 Part A Fund 211	August 2017-May 2018	Improved 6 weeks grades, Decreased Failure Rate
2). Parents will have access to newsletters concerning study skills.	1, 2, 3, 4, 6, 7, 8, 9, 10	Superintendent, Librarian	Newsletter from Service Center on the Internet	Monthly Newsletter	Improved student performance
3). Child Study Team and Parents will meet to discuss students who are not successful in general education program.	2, 6, 7, 8, 9	Special Education Teacher, Teachers of At-Risk Students, Principal	Observation, Grade Reports, Intervention Strategies, Special Services	August 2017 - May 2018	Improved Student Performance in the classroom
4). Study Skills as a regular class period, Tutorials before or after school	1, 2, 8, 9, 10, 3	Principal, Study Skills Teacher	Master Schedule	August 2017 – May 2018	Improved Grades and assignments turned in, Teacher Observation

5). Parents will be able to access grades on-line	6, 9	Technology Coordinator	Permission forms, website, parental awareness	August 2017 - May 2018	Teachers will update grades weekly to give students and parents up to date progress reports.
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Campus Improvement Plan

Goal: IV	By the end of the 2017-2018 school year, Brookesmith ISD will have a 97% attendance rate.				
Objectives:	To ensure that all students are at school when capable to maximize learning potential and opportunities.				
Activities	Component Numbers	Person Responsible	Resources Needed	Timeline	Evaluation
1). Increase student awareness of health and nutrition.	2, 10	K-12 teachers, Counselor, Cafeteria Manager, Health Teacher	School Nurse, Health Videos, Nutrition Pamphlets, Textbooks, Outside Speakers	August 2017 - May 2018	ADA Teacher Observation
2). Enforcement of Truancy Laws	8, 9	Superintendent Principal	Brown County Sheriff's Dept., CPS	August 2017 - May 2018	Higher Attendance Rates
3). ITP meeting on all students with disabilities by age 16.	10, 2	Special Education Teacher, Principal, Teachers of Students having an ITP meeting	Parent Information, Community Resources, Outside Speakers, Job Fairs, Interest Inventories	August 2017 - May 2018	Lower-Drop Out Rate, Higher Attendance of Special Education Students
4). Incentives will be offered at the end of every 6 weeks for those students with perfect attendance.	9, 2, 1, 7	Principal, Principal's Secretary, Librarian	Incentives may include Ice Cream, Movie Day, Drawings, T-Shirts at Awards Ceremonies	August 2017 - May 2018	Higher ADA

Campus Improvement Plan

Goal: V	Improve SAT and ACT scores by the end of the 2017-2018 school year.				
Objectives:	See a measureable improvement in student scores on both.				
Activities	Component Number	Person Responsible	Resources Needed	Timeline	Evaluation
1). Sophomores and Juniors will review ACT and SAT study materials.	10, 2, 1	Counselor, 9-12 Teachers	Practice Tests, Computers, Teacher Materials	2017-2018 School Year	Test Scores
2). English and math teachers will use SAT/ACT review materials as part of class curriculum after completing the EOC exams.	10, 2, 1	ELA and Math Teachers, Counselor	ACT/SAT Teacher Guides	May 2018	Test Scores

Campus Improvement Plan

Goal: VI	By 2018, 100% of all students including all special populations will graduate under a four-year high school plan.				
Objectives	By May 2018, 100% of the Senior Class will graduate.				
Activities	Component Numbers	Person Responsible	Resources Needed	Timeline	Evaluation
1). Counselor will consult with at-risk students.	9, 10, 2	Counselor Principal Teachers	Counseling Services, Pamphlets	August 2017-May 2018	Monthly Attendance Report, Graduation
2). Teenage Pregnancy Prevention	9, 10, 2	Counselor Health Teacher Principal Special Education Teacher	Curriculum, Pamphlets, Videos	August 2017-May 2018	Teacher Made Tests, Class Discussion, Health Grades
3). Make sure that student IEPs are followed as specified.	2, 9, 10	Diagnostician Principal Superintendent Counselor Special Education Teacher	IEPs, Lesson Plans, Examples of Student Work	August 2017-May 2018	Observations, Student Grades, Graduation Rate
4). Transcripts will be checked three times a year for accuracy.	10, 1	Counselor Principal Principal's Secretary	Transcripts, Grade Reports, Attendance Reports	July 2017 to June 2018	100% accuracy on Transcripts by June 2018.

Campus Improvement Plan

Goal: VII	By May 2018, Brookesmith will have safety and prevention programs for all grade levels.				
Objectives:	The school will be a safe learning environment where safety, violence prevention, and crisis prevention strategies will be provided.				
Activities	Component Numbers	Person Responsible	Resources Needed	Timeline	Evaluation
1). Increase student awareness of danger of talking with strangers and appropriate response	2, 7, 10	K-1 Teachers	The Safe Side Video and lessons from the website	August 2017-May 2018	Teacher Observation, Class Discussion
2). Practice crisis response and emergency operations plan	2	Superintendent Principal	Emergency procedures booklet in offices, gym, elementary buildings, faculty updates	August 2017-May 2018	Knowledgeable Staff about Emergency Procedures
3). Implement Violence Prevention Programs	2, 9, 10	Counselor	Community Members, Videos, Counselor Materials	August 2017-May 2018	Reduction of Office Referrals for Violence, Faculty Observation
4). Certain Staff will be armed for the protection of our students.	1, 2	Board of Trustees Superintendent Principal Certain Staff Members	Concealed Handgun License Training	August 2017-May 2018	No Violent Incidences for the 2015-2017 School Year
5). Enforcement of Student Code of Conduct	1, 2, 9, 10	All Staff	Brookesmith Student Code of Conduct and Handbook	August 2017-May 2018	Reduction of Office Referrals

6). DARE Program (depending on availability)	1, 2, 9, 10	5 th Grade Teachers, DARE Officers	Provided by DARE Officer, Assembly	August 2017- May 2018	Students that complete the course will have a graduation ceremony
7). Regularly Practice the Following: 1. Bus Evacuation 2. Fire Drills 3. Tornado Drills	2	Principal Teachers	Outlined Schedule for the year, Detailed procedures for staff	Bus Evacuation – Twice a Year Fire Drills – Monthly Tornado Drills – Twice a Year	School Log to record Fire Drills and Tornado Drills
8). Participate in a Texting and Driving Program	2, 9, 10	Counselor Principal All Teachers Texas Department of Transportation	TX DOT Personnel, Time for Assembly built into the day.	August 2017- May 2018	Student Surveys upon Completion of the Program

Campus Improvement Plan

Goal: VIII	By the year 2018; students, staff and administration, including all special populations, will be able to use a wide variety of technology tools to promote high levels of academic performance.				
Objectives:	<p>A. All students with parental permission will be given access to the Internet.</p> <p>B. Starting in August 2015, grades 7-12 will be given the opportunity to develop technology skills needed for future careers and further education.</p> <p>C. All students, staff, and administration will use a variety of technology applications to enhance student instruction and learning in reading, writing and math.</p>				
Activities	Component Numbers	Person Responsible	Resources Needed	Timeline	Evaluation
1). Integrate student awareness of careers and requirements into the 7-12 curriculum.	2, 10	All 7-12 students and teachers.	United Streaming, Computers, Textbooks, Counselor, Bridges Software, Local Business Leaders	August 2017-May 2018	Bridges Reports
2). Students will compile research for reports in the content area using available technology.	2, 10	All teachers, 3-12 students	Computers, Internet, TEKS, Printers	August 2017-May 2018	Content of Reports and Works Cited, Final Grades
3). All students will use appropriate computer based productivity tools centered on STAAR to create and modify solutions to problems.	1, 2, 10, 8	All teachers and students	Elementary Computer Lab, Junior High and High School Technology Courses, STAAR Meetings	August 2017-May 2018	Lesson Plans

4). Students, staff and administrators will maintain a working technology plan for BISD by establishing benchmarks and strategies.	2, 10	Superintendent, Principal, Technology Director, Technology Teachers, Technology Committee, All Teachers, Student Representatives	STAAR, Sample Plans, Region 15 meetings, Computers, Internet	August 2017-May 2018	Completed Technology Plan
5). Students and staff will participate in virtual field trips through satellite and video conferencing.	1, 2, 7, 8, 9, 10	Media Coordinator, Technology Director, Teachers, Students	Distance Learning Lab, Video-Conferencing	As made available by Region 15	Record of logged times or activities
6). Increase software and computer based instructional opportunities.	1, 2, 7, 8, 9, 10	All Teachers	Computer Labs, Laptop Carts	August 2017-May 2018	Lesson Plans, Computer Use, STAAR Results
7). Students will have the opportunity for credit recovery and reading skills review using the Novanet Program.	2, 9, 10	Superintendent, Principal, Personnel trained in the use of Novanet	Nova-net program	August 2017-May 2018	High School Transcript Grades

8). 9-12 students will have the opportunity to take dual credit courses and college courses via distance learning labs on campus and computers.	1, 2, 9, 10	Media Coordinator, Personnel trained in the use of distance learning labs, Counselor, Principal, Technology Director	Distance Learning Labs, Computer Labs	August 2017-May 2018	High School Transcript Grades
9). Teachers will have appropriate technology staff development to meet the needs of their students including training using whiteboards.	2, 4, 10	Superintendent, Principal, All teachers	Region 15, School Facilities	August 2017-May 2018	Improved Student Performance
10). Internet Safety will be taught with an emphasis on preventing bullying.	1, 2, 4, 6, 7, 10	Principal, All Teachers	Region 15, Internet Sites	August 2017-May 2018	Internet safety Awareness increased as indicated by fewer internet violations and a decrease in bullying infractions reported to principal.

<p>11). Internet safety workshops for the staff including bullying prevention will be attended.</p>	<p>1, 2, 4, 6, 7, 10</p>	<p>Principal, Technology Director</p>	<p>ESC 15, Internet Sites</p>	<p>August 2017-May 2018</p>	<p>Internet safety Awareness increased as indicated by fewer internet violations and a decrease in bullying infractions reported to principal.</p>
<p>12). Computers will be updated in the computer lab and the library as well as having computers assigned to certain student groups.</p>	<p>2, 10</p>	<p>Technology Coordinator, Superintendent, Dual Credit Coordinator, G/T Coordinator, Librarian, Principal</p>	<p>Budget for Computers, Staff time and resources</p>	<p>August 2017-May 2018</p>	<p>Decreased Technological Problems Observed by Staff and Students.</p>

Campus Improvement Plan

Goal: IX	By the year 2018, all students in grades K-12, including special populations will have completed Health and Personal development curriculum that is age-appropriate.				
Objectives:	<p>A. All students will learn appropriate decision-making skills to assist them in becoming responsible teenagers and adults.</p> <p>B. All students will receive prevention education to counteract the pressures placed upon them to use tobacco and illegal substances.</p>				
Activities	Component Numbers	Person Responsible	Resources Needed	Timeline	Evaluation
1). School Health Advisory Committee	1, 2, 10	Principal, Nurse, Cafeteria Director, Counselor, Coaches	Computers, Textbooks, Meeting times and places	August 2017- May 2018	Sign-In Sheet
2). Health Curriculum Grades 6, 8 and 9	1, 2, 10	6 th , 8 th and 9 th Health Teachers	Textbooks, Online Resources	August 2017- May 2018	Grades
3). Sex Education Program in grades 6-12	1, 2, 10	Health Teachers, Guest Speakers, Staff, Counselor	Sexual Education Curriculum	August 2017- May 2018	Teacher Made Tests

Campus Improvement Plan

Goal: X	All students will continue to be taught by highly qualified teachers and paraprofessionals.				
Objectives:	100% of staff will meet highly qualified requirements as outlined by NCLB or Every Students Successes Act (ESSA) indicators.				
Activities	Component Numbers	Person Responsible	Resources Needed	Timeline	Evaluation
1). Continue recruitment activities to ensure highly qualified personnel in all positions. Activities will include posting vacancies in multiple sites/organizations and maintaining an active webpage.	1, 3, 4, 5	Superintendent, Principal	Local Funds	Yearly	On-Going
2). Continue an effective teacher mentoring system in order to retain highly qualified staff.	1, 3, 4, 5	Superintendent, Principal, Mentor Teachers	Local Funds	On-Going	On-Going
3). Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all staff meet highly qualified requirements.	1, 3, 4, 5	Superintendent, Superintendent's Secretary, Principal	Personnel Files, Certifications, Staff Development Records	Upon hiring of new personnel, Yearly HQ Report	On-Going

<p>4). Assist teachers in maintaining or attaining certification through alternative programs, GT certification, ESL certification, coursework, and TEXES testing in order to ensure that all staff in highly qualified.</p>	<p>1, 3, 4, 5</p>	<p>All Teachers, Principal, Superintendent</p>	<p>Local Funds, Title 1 – Part A Fund 211</p>	<p>Proper Certification s of all Personnel</p>	<p>On-Going</p>
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District Improvement Plan

DISTRICT GOALS

1. Brookesmith ISD will provide a learning environment that is efficient, inviting, and safe, in order to promote community pride and support.
2. Brookesmith ISD will attract, develop, and equip the best teacher on all campuses to engage all students and support learning.
3. Brookesmith ISD will provide quality academic and personal preparation for student success.
4. Brookesmith ISD will communicate effectively while building positive relationships with local community, partners and staff.
5. Brookesmith ISD will provide a quality, sustainable financial and academic model for the well-being of our students.

BOARD OF EDUCATION SUMMATIVE EVALUATION OF SUPERINTENDENT

Steve Mickelson

SUPERINTENDENT

The Board shall evaluate the Superintendent in each area. The evaluation is broken down into nine (9) categories:

- I. INSTRUCTIONAL MANAGEMENT
- II. ADMINISTRATION & SCHOOL CLIMATE
- III. SCHOOL/ ORGANIZATIONAL IMPROVEMENT
- IV. PERSONNEL MANAGEMENT
- V. FISCAL & FACILITIES MANAGEMENT
- VI. STUDENT MANAGEMENT
- VII. SCHOOL- COMMUNITY RELATIONS
- VIII. PROFESSIONAL GROWTH & DEVELOPMENT
- IX. BOARD- SUPERINTENDENT RELATIONS

The rating scale shall be as follows:

- 4 - Clearly Outstanding
- 3 - Exceeds Expectations
- 2 - Meets Expectations
- 1 - Needs Improvement

Avg. Score _____

INSTRUCTIONAL MANAGEMENT

1) Conveys high expectations for the academic and effective success of all students

Avg. Score _____

2) Assists the instructional staff in understanding and implementing effective instructional strategies.

Avg. Score _____

ADMINISTRATION AND SCHOOL CLIMATE

3) Seeks to foster high morale and cohesiveness among staff members

Avg. Score _____

4) Presents a "can do" attitude to the students, school staff, and community

Avg. Score _____

SCHOOL/ ORGANIZATIONAL IMPROVEMENT

5) Has ability to organize effectively and to plan ahead to meet district challenges.

Avg. Score _____

6) Provides leadership and collaboration to all school employees for district improvement purposes

Avg. Score _____

PERSONNEL MANAGEMENT

7) Recommends the number and type of positions required to provide for proper personnel for an effective educational program

Avg. Score _____

8) Serves as liaison between Board and all other district personnel.

Avg. Score _____

FISCAL AND FACILITIES MANAGEMENT

9) Prepares the District's annual budget.

Avg. Score _____

10) Directs and supervises all financial accounting and ensures that funds are expended legally and controlled effectively.

Avg. Score _____

STUDENT MANAGEMENT

11) Works with student groups to ensure a good working relationship between school and administration.

Avg. Score _____

12) Develops and ensures equitable administration of student discipline policies across the district

Avg. Score _____

SCHOOL - COMMUNITY RELATIONS

13) Establish a positive atmosphere for the development of good school/ community relations

Avg. Score _____

14) Develops and implements effective communications between the school and community and promote community support.

Avg. Score _____

PROFESSIONAL GROWTH AND DEVELOPMENT

15) Improves own performance through positive participation in professional and leadership growth

activities

.
Avg. Score_____

- 16) Keeps informed of modern educational thought and practices

.
Avg. Score_____

- BOARD- SUPERINTENDENT RELATIONS**
17) Informs the Board about programs, practices and problems and through advanced study

.
Avg. Score_____

- 18) Advises the Board on the new and/ or revised policies and ensures keeps the Board informed that all policies of the Board are implemented.

Avg. Score_____

- 19) Demonstrates competence in written and verbal communications to the Board.

Avg. Score_____

- 20) Provides honest assessment of situations to inform the Board on all matters.



Priority for Service Action Plan

Title 1, Part C Migrant Education Program

Brookesmith ISD

As part of the NCLB Consolidated Application for Federal Funding, Part 4 of the Title I, Part C Migrant Education Program schedule, the Priority for Service (PFS) Action Plan is required Program Activity for the Migrant Education Program. Priority for Service students are migratory children who are failing, or most at risk of failing, to meet the state's challenging state academic content standards and challenging state student academic achievement standards, and whose education has been interrupted during the regular school year. [P.L. 107-11-, §1304 (d)]

Our mission is to carry out a program which builds upon student strengths, eliminates barriers, provides continuity of education, and produces levels of performance for migrant students that meet or exceed those of the general student population.

Priority for Service Action Plan

Brookesmith ISD will use MEP funds to meet first and foremost to meet the unique needs of migrant students identified on NGS for Priority for Service by providing them with supplemental instructional and support services. Our district will work with district personnel and the community to accomplish this in the following manner:

1. Identify and recruit every eligible migrant student that is either residing or enrolled in our district.
2. Accurately enter all required data on NGS and work with the district PEIMS data specialist in order to ensure that MEP student data is accurate and up to date.
3. Run and review NGS "Priority for Service" reports once a month. These reports will be explained and provided to district administrators to identify migrant children and youth who require priority access to MEP services.
4. Develop a PFS Action Plan for Service PFS students, including timelines for achieving stated goals and objectives.
5. Provide campus principals, appropriate campus staff, and parents the PFS criteria and updated NGS Priority for Service Reports on an on-going basis and through PAC meetings.
6. Title 1 Migrant Coordinator will use NGS Priority for Service reports to give priority placements to the PFS students in Migrant Education Program by ensuring that all counselors and campus contacts are provided a list of PFS students to monitor services for the success of the student.
7. Title 1 Migrant Coordinator will ensure that Priority for Service students receive priority access to instructional services, as well as social workers and community social services/agencies by reviewing NGS PFS Reports in order to give these students the opportunity to participate in any program for which they are eligible.
8. Monitor every six weeks the academic progress of "Priority for Service" students.
9. Two home visits per year will be made to update parents on the academic progress of their children.
10. Organize 2 PAC meetings each year (Fall and Spring) in order to consult with parents on ways to improve the educational setting for their children.
11. Federal, State and Local Programs serve Priority for Service students:

NGS Data System	University CAMP Programs
TMIP Out of State STAAR Testing	Region 15 ESC MEP
UT System Programs	A Bright Beginning

Use of Migrant SSA Funds:

Brookesmith ISD

will implement the following activities:

1. Develop and carry out an effective plan for Identification and Recruitment that complies with all regulations and procedures in the current Identification and Recruitment Manual.
2. Enter required data on NGS.
3. Provide appropriate resources to work with parents of 3 and 4 year old children who are not enrolled in any other program.
4. Provide migrant trainings.
5. Organize the Migrant Parent Advisory Council with the goal of facilitating the involvement of migrant parents in school activities.
6. Work with Migrant High School Students on Secondary Credit Accrual.
7. Serve those migrant students that are identified on NGS for "Priority for Service."
8. Provide outreach activities to inform out of school migrant students and their parents about available education options.
9. Coordinate services within the community and the school district to meet the specific needs of migrant students.