

# **Brock Independent School District**



## **2008 - 2009 District Improvement Plan**

## *Mission Statement*

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

## *Vision*

*Brock Independent School District graduates will achieve their maximum potential to become self-sufficient citizens.*

# Action Plan

## 2008 – 2009

### Needs Assessment:

The following student performance information documents were used to conduct a needs assessment for student achievement in Brock ISD. The results of the needs assessment led to the development of the goals, objectives and strategies included in the District Improvement Plan, which mirrors the district goals as established by the Board of Trustees.

1. AEIS Report
2. Parent, student, community and staff surveys
3. Drop-out rate
4. Discipline reports
5. Volunteer reports
6. Special education referrals
7. Annual special program reports
8. Attendance records
9. Staff development surveys
10. DAEP Annual Evaluation Report
11. Reading Proficiency Test of English (RPTE)
12. Any other pertinent information

Funding Sources: The following sources of funds are utilized/combined to enable BISD to achieve its goals:

- Local Funds
- State Comp.
- Special Education
- Grants

- Title I, Part A Funds
- Title IV, Part A Funds
- State Revenues
- Fiscal Awards

- Title II, Part A Funds
- Title V, Part A Funds
- PTC/PTA Donations

**Goal 1: Achieve the highest state and national accountability standards.**

<b>Objective 1-1: 90% of all students will pass TAKS.</b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Administer TAKS assessments in accordance with all State guidelines	Principals Teachers 3-12 Testing Coordinators	Local Funding	Set forth on State testing calendar	90% passing State assessment tests	
Provide remediation for students experiencing academic difficulty	Principals Teachers	Title I Local Funding	Ongoing	90% of all students earn passing grades	
Provide TAKS Exit remediation	HS Principal Counselor Teachers	Local Funding	June, 2009 – July, 2009	100% of students in remediation are passing their Exit exams	
Maintain and monitor class size in elementary grades	Elementary Principal	Title II, Part A	June, 2008 – Jan, 2009	PEIMS	
Provide summer school for for students not performing at grade level	Elementary Principal	Local Funding	June, 2009 – July, 2009	Students show improved academic performance	
Emphasize cross-curriculum instruction in all core subject areas	Grade-Level Chairs	Local Funding	Ongoing	Monitor progress of each TAKS benchmark testing sessions	
Narrow core academic performance gaps on all benchmark tests	Principals	Local Funding Title I, Part A Title II, Part A	August, 2008 – May, 2009	Student benchmarks and staff documentation	
Utilize PLATO Lab	Principals Teachers	ICF Grant Funds	August, 2008 – May, 2009	Student benchmarks and staff documentation	
Utilize Achieve 3000 software to improve special education students' academic success	Principals Teachers	Local Funds Parker County Coop	August, 2008 – May, 2009	Student benchmarks and staff documentation	
Include research based instructional strategies on Title I campus	Elementary Principal	Title I, Part A Title II, Part A	Each six weeks	90% passing the TAKS test; staff development as needed	

<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Maintain membership in Region XI ESC Title I Co-op	Administration Counselors	Title I, Part A	August, 2008 – July, 2009	Valid signed contract	
Recruitment and training of highly qualified teacher and instructional aides	Principals	Local Funding Title I	As appropriate	100% highly qualified staff	
Analyze, review and formulate Performance-Based Monitoring Analysis System data	Administration	Staff Time	After published and as needed	PBMAS monitoring system	
Support Title I students: CEI lab, At-Risk program, ESL, classroom extensions, and dyslexia	Elementary Principal	State Comp Funds	Ongoing	90% passing of the TAKS tests	

**Goal 1(continued): Achieve the highest state and national accountability standards.**

<b>Objective 1-2: Maintain 0% dropout rate.</b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Provide and encourage career / vocational counseling to students and parents of students who are At-Risk of dropping out of school	Counselors, teachers, principals and vocational teachers	Staff Time Local Funding	Ongoing	Maintain a 0% dropout rate in 2008 – 2009	
Continue dropout prevention programs at BHS such as PAR, Weatherford College, PLATO, class referrals and vocational course training	Counselors Principals Librarian Vocational teachers Teachers Parents	Staff Time Local Funding Special Education Funds ICF Grant Funds	August, 2008 – May, 2009	Maintain a 0% dropout rate in 2008 – 2009	
Teachers will closely monitor progress of At-Risk students and communicate regularly with parents about student progress	All teachers	Staff Time Local Funding State Comp. SchoolReach RSCCC	Ongoing	-Teacher documentation -Progress reports	
School Resource Officer (SRO) will monitor At-Risk students with poor school attendance	SRO	Local Funding	August, 2008 – May, 2009	.5% increase in attendance of At-Risk students	
Pregnancy and homebound instructional services for students will be provided	Principals Special Education Co-op	Local Funding Special Education Co-op	August, 2008 – May, 2009	Student records	
Maintain membership in Parker County Special Education Co-op in order to better meet initial and re-evaluations	Administration	Special Ed Funding	August, 2008 – May, 2009	100% evaluations within mandated timelines	

<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Insure all faculty are aware of dyslexia and 504 characteristics	Counselor	Local Funding	August, 2008 – May, 2009	Measurable referrals for dyslexia screenings	
Continue implementation of campus Intervention Liason	Special Ed Director	Local Funding	Each six weeks	Fewer students who did not qualify for special education classes	
Provide staff development for working with special needs students for least restrictive environment placements	Special Ed Director Principals	Special Ed. Title V	August, 2008 – July, 2009	Documented staff development trainings	
Provide staff training in technology – enter into SSA with Region XI for Title V Funds	Technology Director Staff	Local Funding Title V	August, 2008 – July, 2009	100% trained staff implementing technology in the classroom	

**Goal 1 (continued): Achieve the highest state and national accountability standards.**

<b>Objective 1-3: Maintain attendance rate above 96%.</b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Provide information to parents about district attendance requirements, consequences of absences, and cost to the district -Mail attendance warning letters in accordance with state attendance laws	Principals Secretaries SRO	Local Funds	Ongoing	Signed Student Handbook forms returned to school and on file	
Monitor grades of students -Analyze success/failure rates of students during each grade reporting period	Principals Teachers	Local Funds	Every three weeks	Progress reports and report cards	
Utilize SchoolReach to help manage student attendance	Principals Secretaries	SchoolReach Software	August, 2009 – May, 2009	Archived records showing # of calls made and types of calls	
Use semester exam exemptions to encourage students to be in attendance	Principals Teachers	Local Funds RSCCC Software	August, 2009 – May, 2009	Number of students meeting exemption standards	
Set up campus attendance committees to make recommendations for students not meeting attendance standards	Principals Secretaries Teachers	PEIMS Reports	August, 2009 – May, 2009	Attendance reports	
Make daily calls to parents of absent students	Principals Secretaries	Communications Systems	August, 2009 – May, 2009	1 <sup>st</sup> period daily attendance counts	
Refer students with attendance problems to Parker County Truancy Officers	Principals Secretaries	Local Funds Parker County RSCCC	Ongoing	Fewer attendance issues after truancy officer meetings	

**Goal 2: Provide personnel salaries and incentives reflective of the District’s commitment to recruit, retain and reward the best qualified individuals for each staff position.**

<b>Objective 2-1: Increase teacher salaries and benefits commensurate with local, similar sized districts.</b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Raise the teacher salary scale by \$500 for the 2008-09 school-year.	Central Office School Board	Local Funds	August, 2008	Approved salary schedule by School Board	
Increase the professional development incentive stipend by \$300	Central Office School Board	Local Funds	August, 2008	Approval of budget that includes increase	
Increase district insurance contributions by \$56 per month	Central Office School Board	Local Funds	August, 2008	Approval of budget that includes increase	
Add Step 23 (\$540 increase over Step 22) to the Brock ISD teacher salary scale	Central Office School Board	Local Funds	August, 2008	# of teachers collecting additional step pay	
Increase the salary scale to \$31,500 for new teachers to the profession in order to recruit quality teachers to Brock ISD	Central Office School Board	Local Funds	August, 2008	Approval of budget and new professional salary schedule	
Provide teachers one free meal per day (breakfast or lunch) as part of benefits package	Central Office School Board	Local Funds	August, 2008 – May, 2009	Lunch count reports	

**Goal 3: Provide all personnel the support and resources needed for the improvement of curriculum and instruction.**

<b>Objective 3-1: <i>Adjust, monitor and update curriculum in grades K-12 to reflect changing academic trends at the state and national level, in conjunction with local district philosophy.</i></b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Vertically align curriculum to ensure cohesive sequence	Principals Teachers	Local Funds	Ongoing	Teachers/Staff surveys	
Stay informed of state and national curriculum standards and align with mandated standards	Asst. Superintendent Principals	Local Funds	Ongoing	Staff development attendance and sign in sheets	
Contract with ESC XI for professional development, support and information updates	Administration	Local Funds	August, 2008	Board approval in August meeting	
Provide all necessary materials and resources required for effective instruction	Administration	Local Funds Budgeted Funds for Instructional Supplies	August, 2008 – May, 2009	Principal/teacher/staff surveys	

**Goal 3 (continued): Provide all personnel the support and resources needed for the improvement of curriculum and instruction.**

<b>Objective 3-2: Provide career and technology classes and resources to meet the changing needs of post secondary education and job markets.</b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Provide career education opportunities for students district-wide.	Principals Counselors	Local Funds Carl Perkins Funds	August, 2008 – May, 2009	Career Day registration and class schedules	
Co-op with Weatherford HS to enhance CATE offerings using Carl Perkins Funds	Administration	Carl Perkins Funds	August, 2008	Carl Perkins reports of student participation	
Offer and encourage high school students to compete in vocational competitions at the district, state and national levels	Counselor Teachers	Local Funds	Ongoing	Competition registrations and participation	
Offer new Video Technology class at high school	Principal	HS Instructional Budget	August, 2008 – May, 2009	Class schedules and registration for classes	

**Goal 3 (continued): Provide all personnel the support and resources needed for the improvement of curriculum and instruction.**

<b>Objective 3-3: Increase academic curriculum opportunities for all students.</b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Add Pre-AP classes at the high school	Principal Counselor	Local Funds Teaching Staff	August, 2008	High school copy of schedule	
Review, revise and/or improve Dual Credit and/or AP course offerings at the high school	Principal Counselor Teachers	Local Funds Teaching Staff	Ongoing	High school schedule	
Offer Fine Arts electives at elementary and secondary levels	Principals	Local Funds	August, 2008	Master Schedules	
Upgrade library resources and services	Administration Librarian	Local Funds Title Funds	Ongoing	Documentation and purchase orders	
Explore avenues for indentifying minority populations for Gifted and Talented	GT Coordinator	Local Funding	Twice per year	Increased minority representation in GT program	
Inform students about higher education and financial aid opportunities	HS Counselor	Local Funding	Ongoing	College Night sign in sheets	

**Goal 3 (continued): Provide all personnel the support and resources needed for the improvement of curriculum and instruction.**

<b>Objective 3-4: Provide quality professional development for teachers and encourage personnel to independently participate in continuing education.</b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Teachers and administrators will participate in workshops and training that align with TEKS and TAKS curriculum standards	Principals	Local Funds	Ongoing	Printout from ESC XI of trainings attended by Brock ISD staff	
Participate in Parker County Co-op staff development activities and events	Counselors Special Ed. and General Ed. Teachers	Local Funds	Ongoing	Registration at events	
Use staff development incentive pay plan to encourage teachers to stay current on best practices for instruction	Administration	Local Funds	Ongoing	Documentation by principals	
Provide staff development regarding conflict management - Dr. Eric Cupp will speak during teacher in-service	Administration	Title II, Part A Funds	August, 2008	Registration sheets for workshop	
Provide teachers training regarding teenage suicide prevention	Administration		August, 2008	Workshop registration	
Schedule team-building prof. development <i>-HS: Ropes course</i> <i>-Elem: Staff retreat</i>	Principals	Staff Development Budgeted Funds	August, 2008	In-service schedule and workshop registration	

<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Allocate Title II, Part A professional development funds to campuses: -HS - \$4000 -MS - \$3000 -Elem - \$6699	Director of Finance Asst. Superintendent Principals	Title II, Part A Funds	August, 2008 – May, 2009	Records and certificates of staff development used with funds	
Ensure all teachers are 100% highly qualified	Administration Principals	Local Funds Title II, Part A	Ongoing	Annual HQ reports required by NCLB	
Provide training for CPR/AED and Diabetes	Nurse	Local Funds	August, 2008 – October, 2009	Sign in sheets and certificates issued	

**Goal 4: Be responsive to the increasing technological needs of staff and students, enabling graduates to become productive citizens of the future.**

<b>Objective 4-1: <i>The district will meet the annual goals outlined in the local technology plan.</i></b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Continue to purchase computers, laptops, distance learning equipment and other needs	Technology Director Administration	Technology Budget	July, 2008 - June, 2009	Purchase orders and budget approval by School Board	
Research current educational technology trends and make recommendations for 2009-2010 school year	Technology Director Superintendent Asst. Superintendent Principals	Staff Time	March, 2009	Record of school visits and / or technology updates	
Add new sound / AV system for MS gym	Technology Coordinator Music Teacher	Local Funds	September, 2008	Evidence of installation	
Create new and improved Brock ISD website	Website Coordinator	Local Funds	December, 2008	Teacher, parent & community feedback	

**Goal 5: Demonstrate fiscal responsibility in facilities management and improvements for provision of a safe, quality learning environment with improved community support.**

<b>Objective 5-1: Construct facilities called for in the bond passed on May 12<sup>th</sup>, 2007, which were a new high school, track, tennis courts and pavilion, along with required improvements to present facilities.</b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Actively monitor the construction process and progress of the new high school	Administration School Board	Bond Funds Staff Time	Through building completion	Week construction meeting minutes	
Use monthly board meetings to update and be updated on high school construction	Superintendent Buford Thompson Construction School Board	Staff Time Board Meetings	Through building completion	Monthly reports by construction manager at board meetings	
Use Brock ISD's website to actively communicate high school construction updates	Website Coordinator Administration	Staff Time	Through building completion	Website "hits" showing quantity of visits to site	
Achieve a "Superior Achievement" rating on FIRST audit	Director of Finance Administration	Fund Expenditures Staff Time	August, 2008	Actual rating received by State	

**Goal 5 (continued): Demonstrate fiscal responsibility in facilities management and improvements for provision of a safe, quality learning environment with improved community support.**

<b>Objective 5-2: Maintain and repair current facilities to ensure staff and student safety and to provide an environment for effective instruction.</b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Increase size of pond on school grounds to allow for better irrigation possibilities	Administration Maintenance	Local Funds	July, 2008	Completion of project and purchase order	
Dig new water reservoir to supplement volume of water in school pond	Administration Maintenance	Local Funds	July, 2008	Completion of project and purchase order	
Improve drainage system at elementary playground area	Administration Maintenance	Local Funds	July, 2008	Completion of project and maintenance request record	
Replace carpet in high school hallway with tile	Administration Maintenance	Local Funds	August, 2008	Completion of project and purchase order	
Address high school roofing maintenance and repair	Administration Maintenance	Local Funds	December, 2008	Approval by School Board and completion of repairs needed	

**Goal 6: Strive to increase involvement so that parents, students and staff can participate fully in the educational courses of action for the district**

<b>Objective 6-1: <i>Develop and maintain processes that allow all stakeholders have input and receive information at the administrative level.</i></b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Use School Reach contact software to inform parents of student activities or programs	Principals Teachers Secretaries	SchoolReach Program	Ongoing	SchoolReach usage reports	
Maintain an “open door” policy at all levels of administration for parent ideas and other communication	Administration	Staff Time	Ongoing	Documentation of calls, i.e. suggestions	
Use RSCCC Parent Portal to allow parents more consistent and efficient access to their child’s academic progress	PEIMS Clerk Secretaries Principals Teachers Technology Coordinator	RSCCC Program	October, 2008	RSCCC report	
Continue PTC activities / meetings and fundraisers, such as Fall Festival	PTC Class Sponsors Parent Volunteers	Staff Time	Ongoing	Reports and parent registration at events	
Utilize marquee to inform and promote upcoming events and activities	Administration Principals Teachers Counselors	School Marquee	Ongoing	Report of messages run during the year	
Create interactive website that is informative and user-friendly	Administration Website Coordinator	Local Funds	Ongoing	Website review and evaluation w/ report of “hits”	

**Goal 7: Provide a safe educational environment and an effective crisis management plan.**

<b>Objective 7-1: <i>Implement programs and activities that promote a drug, alcohol and tobacco free student body.</i></b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
SRO present on campus to reduce incidents involving drugs, alcohol or tobacco	SRO	Local Funds	Ongoing	SRO schedule	
Contract with a drug dog service to provide random searches at the high school and middle school campuses	Administration	Title Funds Local Funds	August, 2008 – May, 2009	Drug dog visits and corresponding documentation	
Observance of Red Ribbon Week at all BISD campuses	Counselors	Title Funds Local Funds	October, 2008	Documentation of activities by counselors	
Address drug, alcohol and tobacco issues in Science and Health classes	Science and Health Teachers	Class Time Local Funds	Ongoing	Lesson Plans	

**Goal 7 (continued): Provide a safe educational environment and an effective crisis management plan.**

<b>Objective 7-2: Create and enact violence prevention, intervention and safety plans to ensure a safe school environment.</b>					
<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Rewrite, revise and implement district-wide crisis plan	Asst. Superintendent	Staff Time Local Emergency Agencies	February, 2009	New or revised documents	
Conduct, monitor and evaluate all required crisis, weather, fire and other safety drills	Principals		Ongoing	Completion and evaluation of drills with documentation of dates and activities	
Conduct Safety and Security Audits at all campuses	Asst. Superintendent	Staff Time	September, 2008	Completed audit documents	
Implement discipline plan as per Student Code of Conduct	Principals	Student Code of Conduct	Ongoing	Documentation of events with documented consequences	