

# **Brock Independent School District**



## **2009 - 2010 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.*

# Action Plan

## 2009 - 2010

### 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 Reports
2. AYP Reports
3. PBMAS Reports
4. PEIMS Reports
5. ESC XI Reports
6. Parker County Coop Reports
7. Parent, student, community and staff input
8. Discipline reports
9. Special education referrals
10. Annual special program reports
11. Attendance records
12. DAEP Annual Evaluation Report
13. Standardized and norm-referenced tests
14. Any other pertinent information

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

- |                      |                         |                               |
|----------------------|-------------------------|-------------------------------|
| -Local Revenues      | -Title I, Part A Funds  | -Title II, Part A Funds       |
| -State Comp.         | -Title IV, Part A Funds | -Title I, ARRA Stimulus Funds |
| -SFSF Stimulus Funds | -Special Education      | -State Revenues               |
| -PTC Donations       | -Grants                 | -Fiscal Awards                |

**Goal 1: Achieve the highest state and national accountability rating 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 teacher for small-group remediation for students experiencing academic difficulty	Principals Teachers Counselors	Title I , Part A Funds Local Funding	Ongoing	90% of all students earn passing grades	
Provide Summer School TAKS Exit remediation	HS Principal Counselor Teachers	Local Funding	June, 2009 – July, 2010	100% of Exit level students pass TAKS and graduate on-time	
Maintain and monitor class size in elementary grades	Elementary Principal Superintendent	Local Funding	June, 2009 – Feb, 2010	PEIMS	
Provide summer school for students not performing at grade level	Elementary Principal JH Principal	Local Funding	June, 2009 – July, 2010	Students show improved academic performance according to standardized and norm-referenced testing	
Utilize Achieve 3000 & iStation software to improve special education students' academic success	Principals Teachers	Local Funds Parker County Coop	August, 2009 – May, 2010	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	
Maintain membership in Region XI ESC Title I Co-op	Administration Counselors	SFSF Stimulus Funds	August, 2009 – July, 2010	Valid signed contract	
Recruitment and training of highly qualified teacher and instructional aides	Principals	Local Funding	As appropriate	100% highly qualified staff	

<b>Strategy / Activity</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Method of Evaluation</b>	<b>Results</b>
Analyze, review and formulate Performance-Based Monitoring Analysis System data	Administration	Staff Time	October, 2009	PBMAS Report	
Support special programs: Title I, at-risk, ESL, dyslexia	Elementary Principal	State Comp Funds Title I, Part A Funds CEI Lab	Ongoing	90% of all students pass the TAKS tests	
Use Study Island for TAKS remediation	Principals Teachers	Local Funds	Ongoing	90% of all students pass the TAKS tests	
Purchase mobile lab station and remediation software for Title I at-risk students	Elementary Principal Asst. Supt.	ARRA Stimulus Funds	Sept, 2009	Documented equipment and software purchases	
Provide before, during and after school tutorials to improve achievement	Principals Teachers	Staff Time	Ongoing	90% of all students pass 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 2009 – 2010	
Continue dropout prevention programs at BHS such as PAR, API, Weatherford College, class referrals and vocational course training	Counselors Principals Librarian Vocational teachers Teachers Parents	Staff Time Local Funding Special Education Funds	August, 2009 – May, 2010	Maintain a 0% dropout rate in 2010 – 2010	
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 Parent Portal	Ongoing	-Teacher documentation -Progress reports	
School Resource Officer (SRO) will monitor At-Risk students with poor school attendance	SRO Front Office Staffs	Local Funding	August, 2009 – May, 2010	SRO meetings with students	
Pregnancy/homebound instructional services for students will be provided, as needed	Principals Parker County Coop	Local Funding Parker County Coop	August, 2009 – May, 2010	Student records	
Maintain membership in Parker County Coop in order to better meet initial and re-evaluations	Administration	Special Ed Funding SFSF Federal Grant	August, 2009 – May, 2010	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>
Ensure all faculty are aware of dyslexia and 504 characteristics	Principals Counselor	Local Funding	August, 2009 – May, 2010	Measurable referrals for dyslexia screenings and 504 evaluations	
Provide staff development for working with special needs students for least restrictive environment placements	Special Ed Director Parker County Coop Principals	Special Ed.	August, 2009 – July, 2010	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, 2009 – July, 2010	100% trained staff implementing technology in the classroom	
Provide API as a credit recovery alternative for HS students	HS Principal Counselor	Local Funding	Ongoing	At least 80% success rate of students using program	

**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 and consequences of absences -Mail attendance warning letters in accordance with state attendance laws	Principals Secretaries SRO Truancy Officer	Local Funds	August, 2009 – May, 2010	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, 2010	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, 2010	HS attendance rate >96%	
Set up campus attendance committees to make recommendations for students not meeting attendance standards	Principals Secretaries Teachers	PEIMS Reports	August, 2009 – May, 2010	Attendance committee meeting minutes	
Make daily calls to parents of absent students	Principals Secretaries	Staff Time School Reach	August, 2010 – May, 2010	Actual calls made to parents	
Refer students with attendance problems to Parker County Truancy Officers	Principals Secretaries	Local Funds Parker County RSCCC	Ongoing	Referrals to truancy officer	

**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>
Provide a \$1000 professional development incentive	District Administration School Board	Local Funds	August, 2009	Approval of budget that includes incentive	
Increase district insurance contributions by \$16 per month	District Administration School Board	Local Funds	August, 2009	Approval of budget that includes increase	
Add Step 24 (\$540 increase over Step 23) to the Brock ISD teacher salary scale	District Administration School Board	Local Funds	August, 2009	Approval of budget that includes step increase	
Provide teachers one free meal per day (breakfast or lunch) as part of benefits package	District Administration School Board	Local Funds	August, 2009 – May, 2010	Lunch count reports	
Provide teachers 5 days of local discretionary leave. Allow teachers to accumulate 20 days.	District Administration School Board	Local Funds	August, 2009 – May, 2010	Per approved employee benefits	
Provide teachers with UIL coaching stipends	District Administration School Board	Local Funds	August, 2009 – May, 2010	Accounting 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, 2009	Board approval in August meeting	
Provide all necessary materials and resources required for effective instruction	Administration	Local Funds Budgeted Funds for Instructional Supplies	August, 2009 – May, 2010	Principal/teacher/staff surveys; teacher budget requests and purchases	
Create campus grading policies to ensure reliability and consistency	Asst. Supt. Principals	Staff Time	October, 2009	Board approved policy	

**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	Principals Counselors	Local Funds Carl Perkins Funds	August, 2009 – May, 2010	Student enrollment in CATE classes	
Co-op with Weatherford HS to enhance CATE offerings using Carl Perkins Funds	Administration	Carl Perkins Funds	August, 2009	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	

**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, 2009	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 secondary levels	Principals	Local Funds	August, 2009	Master Schedules	
Upgrade library resources and services	Administration Librarian	Local Funds Title Funds	Ongoing	Documentation and purchase orders	
Inform students about higher education and financial aid opportunities	HS Counselor	Local Funding	Ongoing	College Night sign in sheets	
Use ARRA funds to purchase mobile laptop station and software for Title I students	Asst. Supt. Elem. Principal	ARRA Stimulus Funds	Sept, 2009	Grant compliance report	

**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 Title II Funds	Ongoing	Printout from ESC XI of trainings attended by Brock ISD staff	
Participate in Parker County Sped Coop staff development activities and events	Counselors Special Ed. and General Ed. Teachers	Local Funds SFSF Grant	Ongoing	Sign-in sheets from training 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	
Attend PCC training on how to teach/reach at-risk students - Dr. Eric Cupp presentation at WC	Administration Parker County Coop	SFSF Grant	August, 2009	Sign-in sheets from workshop	
Provide teachers training regarding autism spectrum disorders	Parker County Coop	SFSF Grant	August, 2009	Sign-in sheets from training	
Schedule team-building prof. development <i>-HS &amp; JH: Main Event</i> <i>-Elem: Staff retreat</i>	Principals	Local Funds Title II Funds	August, 2009	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 - \$4500 -MS - \$3500 -Elem - \$8044	Director of Finance Asst. Superintendent Principals	Title II, Part A Funds	August, 2009 – May, 2010	Records and certificates of staff development used with funds	
Ensure all teachers are 100% highly qualified	Administration Principals	Local Funds Title I, Part A	Ongoing	Annual HQ reports required by NCLB	
Provide training for CPR/AED and Diabetes	Nurse	Local Funds	August, 2009 – 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, 2009 - June, 2010	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, 2010	Record of school visits and / or technology updates	
Continue to improve Brock ISD school website	Website Coordinator	Local Funds	Ongoing	Teacher, parent & community feedback	
Purchase 40 document readers for district staff	Director of Technology	SFSF Grant	Sept, 2009	Grant compliance report	
Purchase 30 video projectors for new high school	Director of Technology	SFSF Grant	August, 2009	Grant compliance report	
Purchase new computer server to improve video streaming services for teachers	Director of Technology	Local Funds	October, 2009	Purchase of server	

**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: Complete construction of 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 manage project completion and start-up of facilities	Administration School Board	Bond Funds Staff Time	August, 2009 – May, 2010	Teacher & staff surveys	
Install irrigation system and provide landscaping for new high school	Administration Director of Maintenance	Local Funds	December, 2009	Completion of project	
Achieve a “Superior Achievement” rating on FIRST audit	Director of Finance Administration	Fund Expenditures Staff Time	August, 2009	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: <i>Maintain and repair current facilities to ensure staff and student safety and to provide an environment for effective instruction.</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>
Provide new irrigation pond at new high school site	Administration Maintenance	Local Funds	July, 2009	Completion of project	
Add bird netting under elementary pavilion roof to eliminate bird nesting in ceiling area	Administration Maintenance	Local Funds	July, 2009	Completion of project	
Add card reader entry systems at all campuses	Administration Maintenance	Local Funds	October, 2009	Completion of project	
Replace carpet in junior high school hallway with tile	Administration Maintenance	Local Funds	August, 2009	Completion of project	
Re-key exterior doors at junior high to improve building security	Administration Maintenance	Local Funds	December, 2009	Completion of project	

**Goal 6: Strive to increase parental 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, 2009	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	
Improve interactive website that is informative and user-friendly	Administration Website Coordinator	Local Funds	Ongoing	Website review and evaluation w/ report of “hits”	
Find sponsor(s) for marquee at new high school	Superintendent Asst. Superintendent HS Principal	Local Funds Sponsorships	February, 2010	Securing sponsors and installation of marquee	

**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 district campuses and at school activities to reduce incidents involving drugs, alcohol or tobacco	SRO	Title IV, Part A Funds Local Funds	Ongoing	SRO schedule	
Contract with a drug dog service to provide random searches at the high school and junior school campuses	Administration	Title IV, Part A Funds Local Funds	August, 2009 – May, 2010	Drug dog visits and corresponding documentation	
Observance of Red Ribbon Week at all BISD campuses	Counselors	Title IV, Part A Funds Local Funds	October, 2009	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>
Revise and implement district-wide crisis plan	Asst. Superintendent	Staff Time Local Emergency Agencies	February, 2010	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, 2009	Completed audit documents	
Implement discipline plan as per Student Code of Conduct	Principals	Student Code of Conduct	Ongoing	Documentation of events with documented consequences	
Install security camera system at new high school to provide increased security	Superintendent School Board	Local Funds	August, 2009	Actual security system installation	
Install magnetic door entry system with computerized card reader access at all campuses	Superintendent School Board	Local Funds	August, 2009 – November, 2009	Installation of system	
Re-key exterior junior high doors					