



**Brenham**  
INDEPENDENT SCHOOL DISTRICT EST. 1875

# District Improvement Plan 2018-2019

Board Approval: October 2018

Brenham ISD does not discriminate on the basis of race, religion, color, national origin, sex, age, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

## Legal References

- *Each school **district** shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee. ( Section 11.251 of the Texas Education Code)*
- *Each school year, the principal of each school **campus**, with the assistance of the campus-level committee, shall develop, review, and revise the campus improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Subchapter A, Chapter 29, with respect to the academic excellence indicators adopted under Section 39.051 and any other appropriate performance measures for special needs populations. (Section 11.253 of the Texas Education Code)*

## Brenham Independent School District Mission Statement

*In collaboration with our families and community, Brenham Independent School District is committed to providing an exceptional education for all students.*

## Planning and Decision Making Committee

Name	Position Parent, Business, Community, Teacher, etc
Mark Strauss	Co-Chairperson
Christie Olivarez	Co-Chairperson
Julie Hinds	BHS Teacher
Kaci Patranella	BHS Teacher
Liliana Morales	BHS Teacher
Vicki Jordan	BJHS Teacher
Melonie Rau	BJHS Teacher
Meshell Hampton	BJHS Teacher
Kate Moehlmann	BMS Teacher
Angela Powell	BMS Teacher
Shannon Zwahr	BMS Teacher
Amy Hirtz	AES Teacher
Lisa Clark	AES Teacher
Lyndsey Kubos	AES Teacher
Kayla Swonke	BES Teacher
Kathleen Jones	BES Teacher
Kristie Wolf	KES Teacher
Aide Salgado	KES Teacher
Kathy Voshalike	PRIDE Teacher
Tricia Trostle	ECLC Teacher
Matthew Wamble	Non-Teaching Professional
Jocelyn Alaniz	Parent
Carol Ann Holloway	Parent
Kathy Standley	Community
Sultana Noor	Community
Marilu Rodriguez	Business
Citizen Noor	Business

# Comprehensive Needs Assessment

## Data Sources Examined

### **Improvement Planning Data:**

District Goals, Campus Goals; District Improvement Plans; District Planning and Decision Making Committee Meeting Data; State and Federal Planning Requirements.

### **Accountability Data:**

Texas Academic Performance Report (TAPR) Data; Performance Index Framework Data: Index 1, 2, 3, 4; System Safeguards and Texas Accountability Intervention System (TAIS) Data; Accountability Distinction Designations; Federal Report Card Data; PBMAS Data.

### **Student Data - Assessments:**

State of Texas Assessment of Academic Readiness (STAAR); STAAR End-of-Course; STAAR ELL Progress Measure Data; Texas English Language Proficiency Assessment System (TELPAS) Results; Advanced Placement (AP) Assessment Data; SAT and/or ACT Assessment Data; Student Success Initiative (SSI) data for Grades 5 and 8.

### **Student Data - Student Groups:**

Race and Ethnicity Data; Number of Students Assigned to Each Special Program; Economically Disadvantaged; Special Education Population; At-Risk Population; ELL or LEP Data; Career and Technical Education (CTE) Data; Section 504 Data; Homeless Data; Gifted and Talented Data; Dyslexia Data; Response to Intervention (RtI) Student Achievement Data

## Comprehensive Needs Assessment: Summary of Findings

	All Students	African-Americans	Hispanics	White	Asian	Two or More Races	Special Education	Economically Disadvantaged	ELL
<b>All Subjects</b>	76%	63%	72%	86%	91%	75%	53%	67%	57%
<b>Reading</b>	71%	55%	65%	84%	92%	73%	47%	60%	46%
<b>Math</b>	83%	72%	81%	91%	100%	81%	61%	77%	72%
<b>Writing</b>	69%	61%	59%	81%	67%	63%	51%	57%	41%
<b>Science</b>	79%	64%	77%	89%	92%	72%	54%	70%	61%
<b>Social Studies</b>	78%	62%	77%	86%	75%	69%	53%	66%	60%

### Prioritized Areas of Concern

Areas of Concern	Data Source
<i>Develop effective instructional strategies to assist struggling student subpopulations</i>	<i>State Accountability (AEIS)</i>
<i>Focus on ensuring that students make at least a year's growth in content areas</i>	<i>State Accountability (AEIS)</i>
<i>Enrich curriculum for students making progress to push them to exceed progress and score at the advanced level</i>	<i>State Accountability (AEIS), AYP</i>
<i>Help special education students master grade level material through inclusion model best practices</i>	<i>Program data, PBMAS</i>
<i>Continued emphasis on teaching and learning to enhance core content areas - while addressing the need for cross-curricular integration of reading and writing.</i>	<i>State Accountability (AEIS)</i>

## State Compensatory Education

Total SCE funds allotted to this District/Campus: \$1,560,560

Account Title	Budget
6100 Payroll Costs	1,507,195
6200 Contracted Services	500
6300 Supplies and Services	30,889
6400 Other Operating Costs	21,976

Total FTEs funded through SCE at this District/Campus: 20.28

Location	Position	Program Code	FTE
Brenham HS	Teachers	24 - Accelerated Instruction	2.0
Brenham JHS	Teachers	24 - Accelerated Instruction	2.28
Brenham MS	Teachers	24 - Accelerated Instruction	7.52
Alton ES	Teachers	24 - Accelerated Instruction	2.50
Brenham ES	Teachers	24 - Accelerated Instruction	1.38
Krause ES	Teachers	24 - Accelerated Instruction	1.88
PRIDE	Teacher and Paraprofessional	28 - DAEP	2.72
Early Childhood Learning Center	N/A	N/A	N/A

**State Compensatory Education Program  
Program Evaluation/Needs Assessment  
Grades \_\_\_\_\_**

TAKS	Math % Met Standard			Reading/ELA % Met Standard			Writing % Met Standard			Science % Met Standard			Social Studies % Met Standard		
	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
<b>Students At-Risk</b>	51%	57%	63%	51%	41%	44%	44%	40%	41%	58%	64%	57%	61%	56%	53%
<b>Students Not At-Risk</b>	89%	89%	94%	91%	87%	89%	87%	84%	84%	94%	87%	95%	91%	79%	84%

	Drop-Out Data		Completion Data	
	2015	2016	2015	2016
<b>Students At-Risk</b>	1%	2.3%	94.6%	92.1%
<b>All Students</b>	.7%	1.2%	97.9%	96.6%

## **State of Texas Student Eligibility Criteria:**

A student under 21 years of age and who:

1. Is in prekindergarten – 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 foundation subjects in 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 instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
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.



**Goal 1:** Provide a coordinated curriculum that is implemented through effective instructional practices.

**Objective 1:** Brenham ISD will utilize instructional arrangements that support multiple learning opportunities to ensure the district meets or exceeds state performance levels in all tested areas.

**Summative Evaluation:** Significant progress made toward meeting Performance Objective.

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Evidence that Demonstrates Success
Utilize Response to Intervention (RtI) protocol to establish interventions and monitor progress of struggling students.	2,9	Campus Administrators	Every 3 weeks	At-Risk Documents; Intervention Logs, Failure Reports, Attendance Data; Disaggregated Assessment Data; First Year Teacher Training Sign-In Sheets
Maintain and refine the BISSD Curriculum Management System to ensure access for instructional staff.	3	Assistant Superintendent of Curriculum and Instruction	On-Going: July - June	Lesson Plans; Classroom Observations; Administrative Walk-Throughs
Instructional and Content Specialist will provide support for instructional staff within the classroom setting and team planning.	5	Instructional and Content Specialists	On-Going: August - May	Planning Agenda; Sign-In Sheets; Disaggregated Assessment Data
Provide a targeted focus on early childhood learning through the development of the Early Childhood Learning Center.	3	District Administrators; ECLC Principal	On-Going: August - May	ECLC Campus Improvement Plan, Lesson Plans; Utilization of PreKindergarten Guidelines; Documented Student Progress; Waterford
Administrative staff will engage in campus walk-throughs that focus		District Administrators;	Monthly	Documented Walk-Through Feedback; Classroom Observations; Pre- and Summative Conferences

on instructional strategies and student engagement.		Campus Administrators		
Design and implement extended day/year learning and credit recovery opportunities for students not mastering the curriculum and in need of additional supports (for example - block scheduling, intervention periods, after school, summer school) for students at-risk for failure or dropout.	9	Campus Administrators	Spring Semester	Failure Reports; Course Completion; Intervention Schedule/Service Logs; Tutorial Permission Forms/Attendance Logs; Summer School Registration Documents/Attendance Logs
Improve learning for all while closing the achievement gaps between demographic subgroups.	2, 8	District and Campus Administrators	On-Going: July - June	Documented Student Progress; Intervention Logs, Failure Reports, Attendance Data; Disaggregated Assessment Data; Incorporation of Intervention Resources (Social Studies - Secondary Level)

**Goal 1:** Provide a coordinated curriculum that is implemented through effective instructional practices.

**Objective 2:** Brenham ISD will increase the number of graduates who are college and career ready by implementing, monitoring, and maintaining programs of interest.

**Summative Evaluation:** Significant progress made toward meeting Performance Objective.

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Formative Evaluation
Develop systems to increase participation on AP Exams and increase student scores.	10	Secondary Campus Administrators	On-Going: July - June	Score Reports
Develop a task force to study Science, Technology, Engineering, and Math (STEM) Academies and how academies may be developed.		Director of CTE	September Follow-up Meetings - as Needed	Sign-In Sheets; Meeting Agendas; Needs Assessment; Site Visits; Planning Documents
Develop systems to increase participation on PSAT, SAT, ACT and TSI.	10	Secondary Campus Administrators	On-Going: July - June	Score Reports
Promote overall awareness of college and career choices for all students - PK-12.	8	Counselors	On-Going: August - May	Lesson Plans, Drop-Out Rate; Sign-In Sheets at Activities; Copies of Campus Communication
Continuation and expansion of AVID to promote college and career readiness.	1, 2, 3, 4	Secondary Campus Administrators and AVID Teams	On-Going: July - June	Classroom Walkthroughs, Student Work Samples; AVID Data Reports

**Goal 1:** Provide a coordinated curriculum that is implemented through effective instructional practices.

**Objective 3:** Brenham ISD will identify and provide appropriate services to all students in special programs to increase academic success - including Special Education, English as a Second Language (ESL), Dyslexic, and Gifted Talented.

**Summative Evaluation:** Significant progress made toward meeting Performance Objective.

<b>Activity/Strategy</b>	<b>*Title 1 Schoolwide Component (#1-10)</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Implement systems to address the learning needs of our most vulnerable student group: ELLs through Bilingual, ESL, Sped, and Newcomer programs (for example, training in Linguistic Accommodations and Sheltered Instruction).	4, 8, 9	Director of Special Programs	On-Going: July - June	Disaggregated Results; Formative and Summative Data; State Assessment Data; Failure Reports; Lesson Plans; Professional Development Offering and Sign-in Sheets
Implement systems that provide increased student access to GT, AP, and Dual Credit.	2, 7	Assistant Superintendent of Curriculum and Instruction  Director of Special Programs	On-Going: July - June	Parent Communication; Teacher Recommendation
Utilize CSI to serve the needs of gifted and talented students - as well as expanding GATEWAY to	2, 7	Director of Special Programs	On-Going: August - May	Parent Communication; Meeting Agendas; Sign-In Logs; Lesson Plans; Disaggregated Student Results;

serve third and fourth grade students.				Formative and Summative Data; State Assessment Data
Provide Special Education and General Education staff professional development on differentiated instruction to strengthen instructional support for special education students and monitor the effectiveness.	5	Director of Special Education	Fall Semester	PBMAS Reports, Training Completion; Failure Reports
Provide district support for assessment, administration, development, and data disaggregation to monitor all students - including all special populations.	5, 9	Director of Special Education  Director of Special Programs	On-Going: August - May	Disaggregated Data Reports; State Assessment Reports
Monitor the number of special education students placed in DAEP and ISS.		Campus Administrators	On-Going: August - May	PEIMS; PBMAS Reports
Provide regular monitoring of 504 student performance with accommodations and interventions.	3, 9	Director of Special Education (504)  Director of Special Programs (Dyslexia)	On-Going: August - May	Evaluations; Student Grade Reports
Provide support and oversight of dyslexia services and instruction to all eligible students	3, 9	Director of Special Programs (Dyslexia)	On-Going: August - May	Needs Assessment; RtI Notes; 504 Meeting Notes; Dyslexia Teacher Logs/Attendance Notes

		Director of Special Education (504)		
Analyze the promotion/retention practices, attendance rates and leaver codes so that action can be taken to provide intervention in areas of deficit and inequity.	7, 9	Director Special Programs Director of Special Education Campus Administrators	On-Going: August - June	Retention Rates; Drop-Out Rates; State Data Reports; Leaver Report; Universal Screener Data

**Goal 1:** Provide a coordinated curriculum that is implemented through effective instructional practices.

**Objective 4:** Brenham ISD will establish and maintain technology infrastructure and equipment and will provide current technological tools to support student and staff.

**Summative Evaluation:** Significant progress made toward meeting Performance Objective.

Activity/Strategy	*Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Formative Evaluation
Refresh staff and student devices in five-year increments.		Director of Informational Technology	On-Going	Annual Evaluation of Inventory
Integrate Technology Application TEKS into all areas of the K12 Curriculum to improve academic achievement and insure technology literacy by the end of 8th grade. Continue and increase offerings of Technology Application classes for grades 9-12.	1, 2, 3	Department of Informational Technology	On-Going	Integrated Lesson Plans, Student products, 8th Grade Literacy Assessment, Increased enrollment in 912 Tech App Courses
Provide alternative options for learning support using technology for At Risk, LEP and GT students with analytics, reporting, and assessment.	1, 2, 3	Curriculum & Instruction LEP coordinators GT Coordinators AT Risk Coordinators	On-Going	Purchase Orders, Signin Sheets, Usage Analytics, Lesson Plans
Appropriate, and monitor district budget and make adjustments that guarantees a positive impact on		District and Campus Leaders	On-Going	

student safety, learning, teaching, facilities, etc.				
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**Goal 2: Provide a safe and secure environment throughout the district.**

**Objective 1:** Brenham ISD will be 100% compliant with safety and security audits, drills, and crisis management plan requirements.

**Summative Evaluation:** Reduction in Safety-Related Incidents; Sign-In Sheets; Meeting and Training Agendas

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Formative Evaluation
Provide bully prevention training for staff who has not been trained.	10	Campus Administrator	Monitor: End of each semester	Reduction in the number of bullying incidents and office referrals
Train all staff, students, parents and community on the safety procedures for each campus and district.		Campus Administrator	August 2017 - September 2017	Certificates of Completion
Monitor safety and security of campuses by reviewing use of Raptor on all campuses, updating security cameras and software at all facilities, conducting required safety audits of all facilities, and provide annual updated safety training for staff.		Assistant Superintendent of Operations	On-Going	Certificates of Completion; Monthly District Reports; Response Team Meetings; Response Time for Drills; Safety and Drill Reports; Completed Campus Safety Audits
Train required personnel in CPR and AED equipment, train required personnel on diabetic policies and procedures, concussion policy, and allergy/anaphylaxis procedures.		Assistant Superintendent of Operations  Lead Nurse	On-Going	Training Schedules; Safety Report; Completion Certificates

Continue training staff in Non-Violent Crisis Intervention		Director of Special Education	August 2017 and As Needed	Training Schedules
Implement, maintain, and provide training for a digital environment that ensures the security of all student and staff data		Director of Information Technology	On-Going	Professional Development Agenda/Sign-In Sheets; Classroom Observations; Increase in Student Technology Usage for Instructional Purposes
Provide training for all staff members on identification and reporting of sexual harassment, sexual abuse, and suicide prevention.		Director of Human Resources	August through September 2017  As Needed for New Hires	Region 10 ESC Compliance Trainings; Training Completion Certificates

**Goal 3: Promote family and community involvement.**

**Objective 1:** Expand the ability and variety of methods to communicate information and connect with parents, families, businesses, and the community in more effective ways.

**Summative Evaluation:** Significant progress made toward meeting Performance Objective

<b>Activity/Strategy</b>	<b>Title 1 Schoolwide Component (#1-10)</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Strengthen the Brenham brand through a positive culture of high expectations, achievement, innovation, communication, and family atmosphere.	7	Director of Communication and Special Programs	Monthly	District Calendar of Events; Utilization of Social Media and Community Resources
Submit announcements to the Banner Press, KWHI radio, LITE FM, BISD website, School Messenger regarding activities, bad weather notifications, etc. to keep parents, students, staff members, and community members informed and increase school to home communication.	7	Director of Communication and Special Projects	Weekly	Increased parental participation and awareness, articles published in the paper, KWHI notes for radio segment, BISD website posting
Utilize various social media platforms to extend the reach of Brenham ISD - for example, Twitter, Facebook, Instagram and Google Plus.	7	Director of Communication and Special Projects	Daily	Increased parental participation and awareness; Digital Footprint on Social Media Platforms
Parent Events: BISD Block Party, Meet the Teacher; FAFSA Workshop; Science/Math Nights; Literacy Nights, Open House, PTO, EOY Programs/Awards/Banquets/ College Readiness, Art and Music Showcase.	7	District and Campus Administrators	On-Going: August - May	Parent Communication, Sign-in Sheets, Agendas

Meet with the District Educational Improvement Council during the school year to provide a forum for input and evaluation of district planning and decision-making. The DEIC includes community, business and parent representatives.	1	Director of Accountability and Assessment  Director of Human Resources	Fall and Spring Semester	Meeting Agendas; Sign-In Sheets
Promote parental and community involvement and build partnerships that serve to enhance the educational experience of Brenham ISD students.	1, 7	FAME Liaison	Daily	Log of service hours in Time Tracker App
Support Annual Title I Meetings and parent conferences to increase school and home connections.	1, 7	Director of Special Programs	August 2017 - October 2017	Parent Communication; Meeting Agendas; Sign-In Sheets
Promote community involvement in the BISD Education Foundation - which funds mini-grants for classroom teachers.	7	Director of Business and Finance	On-Going	Committee Members; Grant Proposals; Meeting Agendas; Sign-In Sheets

**Goal 4: Attract and retain quality staff.**

**Objective 1:** BISD will continue to recruit and retain highly qualified and culturally diverse professional personnel and enhance employee effectiveness and retention to obtain 100% of core academic teachers and paraprofessionals who meet required state certification.

**Summative Evaluation:** 100% of teaching staff will meet state certification requirements.

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Formative Evaluation
Analyze teacher certification, service records, professional development, and additional credentials to ensure 100% of teachers and instructional paraprofessionals meet the state certification requirements.	6	Director of Human Resources  Campus Administrators	As Recommended for Hire	Certification Records; Equity Plan; PR2500
Implement centralized hiring processes to ensure the selection of the best candidates available.	6	Director of Human Resources	March 2018 - August 2019  Additional Times - As Needed	Review of Applications; Interview Schedules
Create opportunities for staff recognition at the district, campus, and department level.		District and Campus Leadership	Monthly	<i>Cub Compliment</i> Submissions; Campus Recognition Event Logs