

Brenham Independent School District

District Improvement Plan

2020-2021

Accountability Rating: Not Rated: Declared State of Disaster



Mission Statement

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

Vision

Brenham Independent School District...A proud community inspiring and encouraging excellence for all.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Priority Problem Statements	6
Goals	7
Goal 1: BISD will provide a coordinated curriculum that is implemented through effective instructional practices.	7
Goal 2: BISD will provide a safe and secure environment throughout the district.	15
Goal 3: BISD will promote family and community involvement.	17
Goal 4: BISD will attract and retain quality staff.	19
Addendums	20

Comprehensive Needs Assessment

Demographics

Demographics Summary

Brenham ISD a proud community with a diverse population as represented in the tables below.

Student Ethnicity	Number	Percent
African American	1040	21.2 %
Hispanic	1768	36.1 %
White	1882	38.4 %
Asian	78	1.6 %
American Indian/Alaskan	1	0.05 %
Pacific Islander	1	0.05 %
Two or More Races	125	2.6 %
Total Enrollment	4895	100 %

Special Populations	Number	Percent
Special Education	670	13.7 %
Gifted & Talented	324	6.6 %
Bilingual	162	3.3
ESL	391	8.0 %
LEP	567	11.6 %
Economically Disadvantaged	2722	55.6 %
Total Enrollment	4895	

Teacher Ethnicity	Number	Percent
African American	32	8.9 %
Hispanic	25	6.9 %
White	307	84.0 %
American Indian	1	0.3 %

Demographics Strengths

Brenham ISD has strong support from the local community. Because Brenham is a single high school district, the community is very active in their support of our school events such as sporting events, county fair, and the multitude of parades held throughout the year.

Problem Statements Identifying Demographics Needs

Problem Statement 1: The teacher ethnicity breakdown does not mirror the ethnic breakdown of the student population. **Root Cause:** Because of the rural location of the district, teacher recruitment and retention of diverse personnel is difficult.

Problem Statement 2: Our staff lacks the knowledge and skills necessary to instruct LEP students to maximize their success in the classroom. **Root Cause:** The increasing number of students enrolled in the district identified as LEP.

Priority Problem Statements

Goals

Revised/Approved: April 7, 2021

Goal 1: BISD will provide a coordinated curriculum that is implemented through effective instructional practices.





Performance 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.

Targeted or ESF High Priority

Evaluation Data Sources: STAAR data
MAP Growth data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize Response to Intervention (RtI) protocol to establish interventions and monitor the progress of struggling students. Strategy's Expected Result/Impact: Student interventions implemented and fewer failures in core classes Staff Responsible for Monitoring: Campus Administrators Title I Schoolwide Elements: 2.6	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Maintain and refine the BISD Curriculum Management System to ensure access for instructional staff. Strategy's Expected Result/Impact: Lesson plans demonstrate aligned curriculum Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction Title I Schoolwide Elements: 2.5	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Instructional specialist will provide support for instructional staff within the classroom setting and team planning.</p> <p>Strategy's Expected Result/Impact: Increased quality of instruction and implementation of effective strategies in the classroom</p> <p>Staff Responsible for Monitoring: Instructional Specialists, Director of Curriculum and Instruction and Accountability</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Administrative staff will engage in campus walk-throughs that focus on instructional strategies and student engagement.</p> <p>Strategy's Expected Result/Impact: Teachers will be provided with more specific feedback on classroom strategies and engagement</p> <p>Staff Responsible for Monitoring: District Administrators; Campus Administrators</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: 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 - intervention periods, after-school, summer school) for students at-risk for failure or dropout.</p> <p>Strategy's Expected Result/Impact: Increase in course completion and fewer failures</p> <p>Staff Responsible for Monitoring: Campus Administrators</p> <p>Title I Schoolwide Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Utilize Professional Learning Communities to enhance student achievement.</p> <p>Strategy's Expected Result/Impact: Increased student progress</p> <p>Staff Responsible for Monitoring: District and Campus Administrators</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 1: BISD will provide a coordinated curriculum that is implemented through effective instructional practices.

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

Evaluation Data Sources: CCMR data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop systems to increase participation on AP Exams and increase student scores. Strategy's Expected Result/Impact: Increase in students with a score of a 3 or higher on AP exams Staff Responsible for Monitoring: Secondary Campus Administrators Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue to implement Science, Technology, Engineering, Art, and Math (STEAM) Academies that focus on elementary grade levels. Strategy's Expected Result/Impact: Increase in critical thinking skills in elementary students Staff Responsible for Monitoring: Director of Curriculum, Instruction, and Accountability Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Develop systems to increase participation on PSAT, SAT, ACT and TSI. Strategy's Expected Result/Impact: More students being accepted into college Staff Responsible for Monitoring: Secondary Campus Administrators Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Promote overall awareness of college and career choices for all students - PK-12 - including Personal Graduation Plans. Strategy's Expected Result/Impact: Individualized graduation plans Staff Responsible for Monitoring: Counselors Title I Schoolwide Elements: 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Continuation and expansion of AVID to promote college and career readiness.</p> <p>Strategy's Expected Result/Impact: Increase in first-generation college-bound students receiving dual credit or AP scores</p> <p>Staff Responsible for Monitoring: Secondary Campus Administrators and AVID Teams</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Increase the number of Industrial Certifications provided with CTE services.</p> <p>Strategy's Expected Result/Impact: Increase number of students ready to enter into an industry-based profession after graduation</p> <p>Staff Responsible for Monitoring: CTE Director</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: BISD will provide a coordinated curriculum that is implemented through effective instructional practices.

Performance 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), Dyslexia, and Gifted and Talented.

Targeted or ESF High Priority

Evaluation Data Sources: STAAR data

STAAR Alternate 2 data





MAP Growth data

TELPAS data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: 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).</p> <p>Strategy's Expected Result/Impact: Increase in course completion and pass rates</p> <p>Staff Responsible for Monitoring: Director of Special Programs, Biliteracy Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement systems that provide increased student access to GT, AP, and Dual Credit.</p> <p>Strategy's Expected Result/Impact: Increase in subpopulation participation in advanced courses</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction, Director of Special Programs</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize CSI to serve the needs of gifted and talented students - as well as GATEWAY to serve third through sixth grade students.</p> <p>Strategy's Expected Result/Impact: Increase in GT students achieving Masters on STAAR</p> <p>Staff Responsible for Monitoring: Director of Special Programs</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Provide Special Education and General Education staff professional development on differentiated instruction to strengthen instructional support for special education students and monitor the effectiveness.</p> <p>Strategy's Expected Result/Impact: Improved RDA rating</p> <p>Staff Responsible for Monitoring: Director of Special Education</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Provide district support for assessment administration, development, and data disaggregation to monitor all students - including all special populations.</p> <p>Strategy's Expected Result/Impact: Teachers have a better understanding of student needs to provide differentiated instruction</p> <p>Staff Responsible for Monitoring: Director of Special Education Director of Special Programs</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Monitor the number of special education students placed in DAEP and ISS.</p> <p>Strategy's Expected Result/Impact: Improved RDA rating</p> <p>Staff Responsible for Monitoring: Campus Administrators</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 7 Details	Reviews			
Strategy 7: Provide regular monitoring of 504 student performance with accommodations and interventions. Strategy's Expected Result/Impact: Increase in course completion and pass rate Staff Responsible for Monitoring: Director of Special Education (504) Director of Special Programs (Dyslexia) Title I Schoolwide Elements: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: Provide support and oversight of dyslexia services and instruction to all eligible students Strategy's Expected Result/Impact: Students successfully completing and exiting the dyslexia program within 3 years Staff Responsible for Monitoring: Director of Special Programs (Dyslexia) Director of Special Education (504) Title I Schoolwide Elements: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
Strategy 9: Biliteracy Instructional specialist will provide support for instructional staff within the bilingual and ESL classroom settings and team planning. Strategy's Expected Result/Impact: Increased quality of instruction and implementation of effective sheltered instructional strategies in the classroom Staff Responsible for Monitoring: Biliteracy Instructional Specialist, Director of Curriculum and Instruction and Accountability, Director of Special Programs and Advanced Academics Title I Schoolwide Elements: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: BISD will provide a coordinated curriculum that is implemented through effective instructional practices.

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

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Refresh staff and student devices in five-year increments. Strategy's Expected Result/Impact: Students and staff have access to up-to-date technology Staff Responsible for Monitoring: Director of Informational Technology Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Integrate Technology Application TEKS into all areas of the K12 Curriculum to improve academic achievement and ensure technology literacy by the end of 8th grade. Continue and increase offerings of Technology Application classes for grades 9-12. Strategy's Expected Result/Impact: Increase enrollment in 9-12 Tech App courses Staff Responsible for Monitoring: Department of Informational Technology Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide alternative options for learning support using technology for At Risk, LEP and GT students with analytics, reporting, and assessment. Strategy's Expected Result/Impact: Differentiated instruction to meet the needs of special student populations Staff Responsible for Monitoring: Curriculum & Instruction LEP coordinators GT Coordinators AT Risk Coordinators Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 2: BISD will provide a safe and secure environment throughout the district.

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

Evaluation Data Sources: Incident reports data
Meeting and training agendas and sign-in sheets

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Provide bully prevention training for staff who has not been trained. Strategy's Expected Result/Impact: Reduction in the number of bullying incidents and office referrals Staff Responsible for Monitoring: Campus Administrator	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Train all staff, students, parents and community on the safety procedures for each campus and district. Strategy's Expected Result/Impact: A coordinated effort to maintain campus safety Staff Responsible for Monitoring: Campus Administrator	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: 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. Strategy's Expected Result/Impact: Improvement shown through campus safety audits Staff Responsible for Monitoring: Assistant Superintendent of Operations	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Train required personnel in CPR and AED equipment, train required personnel on diabetic policies and procedures, concussion policy, and allergy/anaphylaxis procedures. Strategy's Expected Result/Impact: Increase completion of certificates Staff Responsible for Monitoring: Assistant Superintendent of Operations Lead Nurse	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Continue training staff in Non-Violent Crisis Intervention Strategy's Expected Result/Impact: Fewer discipline referrals Staff Responsible for Monitoring: Director of Special Education	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Implement, maintain, and provide training for a digital environment that ensures the security of all student and staff data. Strategy's Expected Result/Impact: Increase in student technology usage for instructional purposes Staff Responsible for Monitoring: Director of Information Technology	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Provide training for all staff members on the identification and reporting of sexual harassment, sexual abuse, and suicide prevention. Strategy's Expected Result/Impact: 100% of BISD staff completion of training Staff Responsible for Monitoring: Director of Human Resources	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: Coordinate services impacted in the area of Social and Emotional Learning - including BARK notification. Strategy's Expected Result/Impact: Fewer notifications through the BARK system Staff Responsible for Monitoring: Coordinators of Social and Emotional Learning Director of Assessment and Accountability	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 3: BISD will promote family and community involvement.

Performance 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.

Evaluation Data Sources: Event participation data
Communication data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Strengthen the Brenham brand through a positive culture of high expectations, achievement, innovation, communication, and family atmosphere.</p> <p>Strategy's Expected Result/Impact: Higher utilization of social media and community resources</p> <p>Staff Responsible for Monitoring: Director of Communication and Special Programs</p> <p>Title I Schoolwide Elements: 3.1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: 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.</p> <p>Strategy's Expected Result/Impact: Increase parent communication and awareness</p> <p>Staff Responsible for Monitoring: Director of Communication and Special Projects</p> <p>Title I Schoolwide Elements: 3.1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize various social media platforms to extend the reach of Brenham ISD - for example, Twitter, Facebook, Instagram and Google Plus.</p> <p>Strategy's Expected Result/Impact: Increase digital footprint on social media platforms</p> <p>Staff Responsible for Monitoring: Director of Communication and Special Projects</p> <p>Title I Schoolwide Elements: 3.1</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 4 Details	Reviews			
Strategy 4: 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. Strategy's Expected Result/Impact: Increase parent involvement Staff Responsible for Monitoring: District and Campus Administrators Title I Schoolwide Elements: 3.1, 3.2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Promote parental and community involvement and build partnerships that serve to enhance the educational experience of Brenham ISD students. Strategy's Expected Result/Impact: Increase in parent conferences Staff Responsible for Monitoring: FAME Liaison Title I Schoolwide Elements: 3.1	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Support Annual Title I Meetings and parent conferences to increase school and home connections. Strategy's Expected Result/Impact: Increase parent involvement Staff Responsible for Monitoring: Director of Special Programs Title I Schoolwide Elements: 3.1, 3.2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Promote community involvement in the BISD Education Foundation - which funds mini-grants for classroom teachers. Strategy's Expected Result/Impact: Fulfill the needs of classrooms through the awarding of mini-grants Staff Responsible for Monitoring: Director of Business and Finance Title I Schoolwide Elements: 3.1	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: BISD will attract and retain quality staff.

Performance Objective 1: Brenham ISD 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.

Evaluation Data Sources: Human resources data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Analyze teacher certification, service records, professional development, and additional credentials of teachers and instructional paraprofessionals that meet the state certification requirements.</p> <p>Strategy's Expected Result/Impact: 100% of teachers and instructional paraprofessionals meet the state certification requirements</p> <p>Staff Responsible for Monitoring: Director of Human Resources Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Create opportunities for staff recognition at the district, campus, and department level.</p> <p>Strategy's Expected Result/Impact: Increase in Cub Compliment submissions</p> <p>Staff Responsible for Monitoring: District and Campus Leadership</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Addendums