

# BELLVILLE

**INDEPENDENT SCHOOL DISTRICT**

## Bellville High School Campus Improvement Plan



**2021-2022**

# BELLVILLE INDEPENDENT SCHOOL DISTRICT

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## **LEADERSHIP**

### **BOARD OF TRUSTEES**

Grant Lischka - President  
Vince Ruffino - Vice President  
Kenneth Stein - Secretary  
Jim Batson  
Sarah Buenger  
Andy Murrell  
Jared Lischka

### **CENTRAL ADMINISTRATION**

Nicole Poenitzsch - Superintendent  
Dennis Jurek - Assistant Superintendent of Finance & Operations  
Natalie Jones - Chief Academic Officer  
Tony Hancock - Chief Talent Officer  
Grady Rowe - Athletic Director  
Michael Coopersmith - Director of Administrative Operations  
Matthew Mahlmann - Director of Future Readiness  
Megan Pape - Director of Inclusive Learning & Innovation  
Brian Reid - Director of Technology  
Alyssa Werner - Child Nutrition Director  
Tiffany Sootoo - Transportation Director  
Amber Klausmeyer - Accounting Director  
JD Higginbotham - Maintenance Director

### **CAMPUS ADMINISTRATION**

James Dristas - Principal, Bellville High School  
Daniel Symm - Principal, Bellville Junior High  
Marcus McLemore - Principal, O'Bryant Intermediate  
Kandis Krueger - Principal, O'Bryant Primary  
Tony Hancock - Principal, West End Elementary

# BELLVILLE INDEPENDENT SCHOOL DISTRICT

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## BELLVILLE HIGH SCHOOL ADVISORY COUNCIL

### MEMBERS

Casey Hollomon, Principal  
Amy Avant, Assistant Principal  
James Dristas, Assistant Principal  
Rory Bannerman, Teacher  
Carlos Gomez, Teacher  
Melissa Schindler, Teacher  
Kristie Mannery, Teacher  
Audrua Winklemann, Librarian  
Rebecca Aschenbeck, Counselor  
Kortney Estep, Parent  
Leslie Marik, Parent

# 2021 COMPREHENSIVE NEEDS ASSESSMENT

## DATA SOURCES

Data and Input was reviewed from various individuals and sources. This data and input was used to determine the needs and priority improvement actions for the 2021-2022 school year. These data and input sources included:

- State assessment results
- State accountability reports
- Stakeholder input surveys
- PEIMS data
- Texas Academic Performance Reports - TAPR
- Insight from Student Panels
- Insight and observation from campus and district leaders

## DATA ANALYSIS

<b>Campus Attendance</b>  <b>96.5%</b>	<b>District Graduation Rate</b>  <b>98.3%</b>
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\*TAPR 2019-2020

### Enrollment (as of PEIMS Snapshot in late October)

2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
698	711	716	701	704

### Ethnicity and Race (as of PEIMS Snapshot in late October)

Hispanic/Latino	African American	White	American Indian/Alaskan	Asian	Hawaiian/Pacific Islander	Two or more races
29.69%	6.39%	60.37%	0.43%	0.43%	0.14%	2.56%

### Special Populations (as of PEIMS Snapshot in late October)

English Learners	Special Education	Economically Disadvantaged	Dyslexia	Homeless	Foster Care	Gifted and Talented	At Risk
5.11%	8.95%	38.78%	5.82%	0.00%	0.00%	11.65%	36.51%

## 2019 ACCOUNTABILITY HIGHLIGHTS

OVERALL CAMPUS RATING  <span style="font-size: 2em; font-weight: bold;">B</span>		
STUDENT ACHIEVEMENT  <span style="font-size: 2em; font-weight: bold;">B</span>	SCHOOL PROGRESS  <span style="font-size: 2em; font-weight: bold;">B</span>	CLOSING THE GAPS  <span style="font-size: 2em; font-weight: bold;">C</span>

### 2019 ALL TEST, ALL GRADES

% APPROACHES GRADE LEVEL  <span style="font-size: 2em; font-weight: bold;">80</span>	% MEETS GRADE LEVEL  <span style="font-size: 2em; font-weight: bold;">54</span>	% MASTERS GRADE LEVEL  <span style="font-size: 2em; font-weight: bold;">16</span>
DISTRICT AVERAGE  <span style="font-size: 2em; font-weight: bold;">79</span>	DISTRICT AVERAGE  <span style="font-size: 2em; font-weight: bold;">49</span>	DISTRICT AVERAGE  <span style="font-size: 2em; font-weight: bold;">22</span>

### SCHOOL PROGRESS

(ELA/Reading and Math)

Prior Year	Did Not Meet Grade Level Current Year			Approaches Grade Level Current Year			Meets Grade Level Current Year			Masters Grade Level
	Progress Not Applicable	Did Not Meet Progress	Met or Exceeded Progress	Progress Not Applicable	Did Not Meet Progress	Met or Exceeded Progress	Progress Not Applicable	Did Not Meet Progress	Met or Exceeded Progress	Progress Not Applicable
Did Not Meet	-	29	12	-	3	6	-	-	1	0
Approaches Grade Level	-	15	0	-	30	10	-	-	20	2
Meets Grade Level	4	-	-	24	-	-	-	29	65	29
Masters Grade Level	0	-	-	0	-	-	10	-	-	9

## CLOSING THE GAPS

✓ - Met Target ✗ - Did Not Meet Target	Met Grade Level Reading (%)	Met Grade Level Math (%)	Met College, Career, & Military Readiness (%)
All Students	52 ✓	43 ✗	58 ✓
African American	21 ✗	n/a	n/a
Hispanic	43 ✓	51 ✓	41 ✓
White	62 ✓	46 ✗	73 ✓
Two or More Races	n/a	n/a	n/a
Economically Disadvantaged	40 ✓	39 ✓	40 ✓
English Learners	23 ✗	41 ✓	n/a
Students Receiving Special Education Services	10 ✗	17 ✗	n/a
Students Formerly Receiving Special Education Services	n/a	n/a	n/a
Continuously Enrolled	53 ✓	44 ✗	58 ✓
Non-Continuously Enrolled	49 ✓	42 ✗	56 ✓

## PROFESSIONAL DEVELOPMENT

The following professional development topics were identified in the needs assessment as a priority for this campus:

- Student behavior management
- Effective implementation of Effective Collaborative Teams(ECTs)
- Instruction and Student Engagement on a block schedule
- Content-specific PD for instructional improvement
- Effective use of 1:1 devices to improve student performance

## SUMMARY OF DATA FINDINGS (IDENTIFIED NEEDS)

Below is a non-inclusive list of needs considered for the 2021-2022 Bellville High School Campus Improvement Plan

- Student attendance enforcement and improvement(return from COVID year)
- Effective STAAR remediation plan and Intensive Programs of Instruction for Special Education students
- Algebra I performance improvement
- Find additional ways to include and increase parental and community involvement
- Close learning loss gaps created by or due to COVID
- Continue to address Significant Disproportionality based on demographics

# 2021-2022 IMPROVEMENT PLAN - ACTION ITEMS

<b>1 LEARNING</b> Develop and attain local standards for high levels of integrated learning and performance.				
We learn through <b>experiences</b> that are purposeful and challenging.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Continue to study and develop the 9-12 characteristics that should be present in all BHS graduates	CAC team, all staff, parents, district admin	All campus staff	Ongoing	Development of a comprehensive 9-12 BHS Graduate trait profile aligned with the BISD Learner Profile
Expand current student work portfolios that represent all academic areas for students in grades 9-12	Department Heads, ELA writing portfolios, BISD Admin	Principal, Department Heads	Evidence and maintenance of student work samples for all content areas	Student portfolios maintained by BHS and added to annually
We learn through <b>relationships</b> built on trust and respect.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Implement 8-period block scheduling to offer additional interest-based course offerings	BISD admin, Region 6	Principal, Counselors	May 2021	Effective implementation and student scheduling, feedback from students and parents
Provide and allow for expanded and targeted PD for staff to offer 21st century instruction	CAO, Region 6, College Board	Principal	May 2021	Higher numbers of staff participate in relevant/specific PD
We learn through <b>ownership</b> with accountability and feedback.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Alignment of department planning periods	Master Schedule	Counselors	Annually while on block schedule	Evidence and frequency of department teaming and planning during the school day
Successfully implement the new BISD Grading Guidelines with fidelity	BISD Grading Guidelines document	BHS Admin, all teachers	Ongoing	Evidence of implementation and timeliness of grade entering into Gradebook

# 2

## LEADERSHIP

Foster a connected, collaborative, and strategic approach to continuous improvement for the district.

Objective 2.1: Establish a strategic and collaborative approach to continuous improvement in all areas of campus operations and academics.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct frequent and ongoing meetings with campus leaders to update on best practices	Monthly meetings	Principal	Monthly for 2020-21	Record of department head and campus leader meetings
Increase opportunities for staff to give input for campus-wide improvement through formal and informal opportunities	Monthly opportunities, Suggestion box, faculty meetings	Principal	Monthly for 2020-21	Evidence of staff suggestions for improvement and implementation

Objective 2.2: Ensure BHS facilities are equipped to effectively support campus operations and learning.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Communicate all needs immediately to Director of Maintenance or Technology	Online system for reporting	Principal Campus Secretary	Ongoing	Physical plant and technology needs are met effectively
Budget allocation changes for equipment needs	Campus budget	Principal	August 2020	Additional monies allocated to campus physical and infrastructure needs

Objective 2.3: Maintain superior financial standing and efficient fiscal management.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Ensure campus budgets are maintained and controlled through budget managers	Campus budget	Principal Budget managers	20-21 school year	Campus needs are met and planned budget in maintained

Objective 2.4: Promote connectedness between campus leaders and the work of the campus.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Report and summarize quarterly the "State of the Campus" with all staff	Updates from all programs and personnel	Principal and APs	Ongoing	Information is communicated and shared with all staff so all are informed and connected to the larger scope of the campus



Objective 2.5: Be intentional in ensuring all work of the campus supports the established vision, goals, and policies of the BISD Board of Trustees				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Ensure that all staff know and understand the vision, goals and policies of the Board	Board Visions, Goals, and Policies	Administration	Ongoing	Clearly communicate the vision, goals, and policies throughout the year to the campus.

### **3 CULTURE** Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community.

Objective 3.1: Ensure all staff feel valued and appreciated.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Continue staff celebrations, socials, and recognitions	Staff surveys	Principal	Ongoing	End of year satisfaction survey
Seek and respond to staff input	Staff surveys	Principal	Ongoing	End of year satisfaction survey

Objective 3.2: Effectively recruit, hire, onboard, train, and retain exceptional individuals to be part of the BHS team.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Hire the right person for each job with a diverse interview committee	Job Fairs Local recruitment	Principal	Spring and Summer 2021	Additions to the BHS team are "right fits" for the campus
Establish a meaningful mentor program for new teachers	CTO	Principal APs	August 2020	Responses from mentors and mentees in Spring 2021

Objective 3.3: Create an organizational structure that effectively supports the learning and work of the campus.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Create and implement an efficient, transparent means to respond and support student learning concerns	Staff/Parent Request Form	Principal	August 2020	Receipt and implementation of suggestions to improve or support learning

Objective 3.4: Foster a culture of collaboration and learning.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Regular meeting to plan for the needs of the campus	Teacher input District goals and needs	Principal Department Heads	Monthly for 20-21	Evidence of meetings where teachers worked together to make improvements to the campus
Teacher to teacher observation program	Campus staff	Principal APs	Semester peer observations	All instructional staff will complete 2 peer observations
Objective 3.5: Ensure all staff feel inspired and supported in pursuit of personal and professional goals and growth.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Empower and encourage staff to take on additional leadership roles on campus and in district	Campus needs BISD Leadership Academy	Principal CTO	Ongoing	Additional staff willing and volunteering to take leadership of programs and ideas on campus
Encourage and support professional growth and leadership through PD, in-house and outside of BISD	PD through Region 6 or through BISD and the CAO	Principal CAO	Ongoing	Staff attends and implements PD ideas that are specific to them as individual professionals
Objective 3.6: Implement "The Bellville Way" as a driving movement for unity and development of individual and collective values and character.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Publicize and support the ideals that make-up "The Bellville Way"	TBW document	All staff	Ongoing	Evidence of implementation, publication, and support of ideals
Create and refer to TBW daily and in group settings with students and staff	TBW document	All staff Principal	Ongoing	Improved behavior Increased expectations Improved culture on campus

# 4

## COMMUNITY

Cultivate connections in our schools and our community to ensure all feel safe, valued, and engaged in meaningful ways.

Objective 4.1: Engage campus and community stakeholders in meaningful ways.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Host ESL nights at BHS	ESL coordinator	ESL coordinator Principal	Quarterly	Evidence and increased attendance at ESL Nights
Host and increase participation in CTE Advisory Committee	Region 6 TEA CTE website	AP Principal CTE teachers	Quarterly	Evidence and increased participation and recommendations from the BHS CTE Advisory Committee

Objective 4.2: Positively contribute to our community.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Organize and plan the BISD Day of Service	District needs	SAC Principal	October 2020	Completion of projects in BISD on the scheduled date
Communicate with newspaper, website, and social media positive news from BHS	Website Bellville Times	Principal Directors Coaches	Ongoing	Information shared widely with the community from BHS weekly in some format

Objective 4.3: Foster support from Bellville ISD Education Foundation and engage Alumni in meaningful ways.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Support work and fundraising for BISD Education Foundation and implement a plan of action for positive impact on students and staff.	Education Foundation Community	Campus Admin, Counselors, Ed Foundation	2020/2021 School Year  Review at the end of the year with the Education Foundation to see what areas were funded.	Increase in Education Foundation funding of teachers initiatives related to student experiences.

## STATE AND FEDERAL REQUIREMENTS

Continuously improve upon district performance on each state assessment and accountability ratings, decrease identified achievement gaps, and ensure exceptional annual progress for each student

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
<b>District and All Campuses</b>				
Vary instructional methods for addressing the needs of student groups not achieving their full potential	Curriculum Resources PD	Principal	2021 - 2022 School Year Progress Monitoring	Improved EOY STAAR scores
Provide methods for addressing the needs of students for special programs, including: <ul style="list-style-type: none"> <li>• Suicide prevention programs</li> <li>• Conflict resolution programs</li> <li>• Violence prevention programs</li> <li>• Dyslexia treatment programs</li> <li>• Dropout reduction programs</li> </ul>	SEL Training	Counselors Campus Admin Teachers	Daily and ongoing throughout 21-22	Evidence of implementation of these programs  Improved student and campus climate
Integrate technology in instructional and administrative programs	Technology Dept and Instructional Technologist	Campus Admin Instructional Technologist	Ongoing beginning in August 2021	Increased use of instructional technology in all classrooms
Implement positive behavior interventions and support, including interventions and support that integrate best practices on grief-informed and trauma-informed care	RISE Region 6	Counselors RISE staff Campus Admin	Ongoing beginning in August 2021	Positive campus climate and culture Reduced behavior management issues
Provide staff development for professional staff	BISD and Region 6 PD manuals	CAO Principal Department Heads	Summer 2021 Ongoing as trainings are announced	Surveys and attendance of PD by all staff
Provide career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities	Current career data College and trade school options	CTE Teachers Counselors	Ongoing	BHS course catalog Student/parent feedback
Provide accelerated education opportunities for students that are at-risk	Counselors BISD Admin	Counselors	Ongoing	Low drop-out rate At-risk graduation % increases
Implement a comprehensive school counseling program	Director of Future Readiness Region 6	Director of Future Readiness Counselors	Ongoing through 21-22	Evidence of increased counseling programs & educational outreach
Provide information to high school students and parents about the following: <ul style="list-style-type: none"> <li>• Higher education admissions and financial aid opportunities and sources of information</li> <li>• The need for students to make informed curriculum choices to be prepared for success beyond high school</li> </ul>	TEA Region 6 BISD Admin	Principal Counselors	Ongoing Each semester offer meetings and opportunities	Evidence of parent and class informational meetings  Monthly mass emails to parents and students
Provide a program to encourage parental involvement at the campus	Email REMIND Website	Principal Counselors	Ongoing through 21-22	Increased parental involvement and awareness