

# BELLVILLE

**INDEPENDENT SCHOOL DISTRICT**

## West End Elementary 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 Soto - 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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## **WEST END ELEMENTARY ADVISORY COUNCIL**

### **MEMBERS**

Tony Hancock, Principal  
Jodie Koehl, Counselor  
Becky Krenek, Kindergarten Teacher  
Brenda Blezinger, 4th & 5th Teacher  
Eryn Hold, Special Education Teacher  
Lindsey Witte, Parent  
Wendy Klump, Parent  
Sandy Schmidt, Community and Business  
Jim Lindemann, Community and Business

# 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>97.1%</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
157	150	148	144	152

### 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
17.11%	1.32%	79.61%	0.00%	0.00%	0.00%	1.97%

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

English Learners	Special Education	Economically Disadvantaged	Dyslexia	Homeless	Foster Care	Gifted and Talented	At Risk
4.61%	7.89%	29.61%	2.63%	0.00%	0.00%	23.03%	38.16%

## 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;">C</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;">89</span>	% MEETS GRADE LEVEL  <span style="font-size: 2em; font-weight: bold;">51</span>	% MASTERS GRADE LEVEL  <span style="font-size: 2em; font-weight: bold;">29</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	-	1	1	-	0	10	-	-	0	0
Approaches Grade Level	-	5	0	-	10	10	-	-	7	1
Meets Grade Level	0	-	-	9	-	-	-	5	5	7
Masters Grade Level	0	-	-	0	-	-	5	-	-	22

## CLOSING THE GAPS

✓ - Met Target ✗ - Did Not Meet Target	Met Grade Level Reading (%)	Met Grade Level Math (%)	Met College, Career, & Military Readiness (%)
All Students	59 ✓	48 ✓	n/a
African American	n/a	n/a	n/a
Hispanic	n/a	n/a	n/a
White	63 ✓	49 ✗	n/a
Two or More Races	n/a	n/a	n/a
Economically Disadvantaged	n/a	n/a	n/a
English Learners	n/a	n/a	n/a
Students Receiving Special Education Services	n/a	n/a	n/a
Students Formerly Receiving Special Education Services	n/a	n/a	n/a
Continuously Enrolled	59 ✓	49 ✓	n/a
Non-Continuously Enrolled	n/a	n/a	n/a

## PROFESSIONAL DEVELOPMENT

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

- High impact instructional strategies training
- Growth mindset training
- Virtual Learning

## SUMMARY OF DATA FINDINGS (IDENTIFIED NEEDS)

Below is a non-inclusive list of needs considered for the 2021-2022 West End Elementary Campus Improvement Plan

- Schoolwide curriculum
- Schoolwide programs and initiatives
- Increased support in Reading and Math for our struggling learners and our Economically Disadvantaged students

# 2021-2022 IMPROVEMENT PLAN - ACTION ITEMS

1 LEARNING 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
Begin to instill in students the traits desired of a BISD graduate as defined by Bellville ISD stakeholders. (K-5)	Character Education, PBIS, "Game Day" Curriculum	All Campus Staff	August 2021-May 2022	Curriculum is integrated and aligned in order to eliminate duplication.
Develop a student portfolio that captures evidence of students' work and progress through their educational journey.	Campus Personnel Google Drive	Campus Personnel Campus Principals	2021 - 2022 School Year	End of Year portfolio portraying student growth throughout the school year.
Support and train staff in the use of integrated curriculum	Campus Personnel Google Classroom	Campus Personnel Campus Principals Chief Academic Officer	2021 - 2022 School Year	Staff is trained in strategies that support personalized learning.
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
Develop and introduce a 5 day enrichment rotation (K-5)	Library Technology STEM Art Music	Campus Principal Instructional Staff	2021 - 2022 School Year Lesson Plans	Increased student awareness of Tech., STEM innovations and real world applications. Increased student awareness of art mediums.
Provide age appropriate, out of district field trips aligned to real world exposure. (K-5)	Campus Budget PTO	Campus Principal Campus Staff	May 2022	Increased student awareness of real world experiences and opportunities.
We learn through <b>ownership</b> with accountability and feedback.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Provide ongoing professional development for all teachers and staff. (K-5)	Service Centers BISD staff	Campus Principal Chief Academic Officer Superintendent	2021 - 2022 School Year	Meeting Notes and Sign-in Staff growth in leadership & instructional areas
Create and implement lessons to develop student leaders. (K-5)	Guidance Lessons	Campus Principal Campus Counselor All Campus staff	2021 - 2022 School Year	Increased student leadership opportunities throughout the campus

Teachers will plan together in order to collaborate and be creative with lesson plans.	Campus Personnel Scheduling	Campus Principals Team Leaders	2021 - 2022 School Year Teacher Participation	Meeting Notes and Sign-in
Establish a grading and reporting system that provides timely and meaningful feedback to students and parents.	Report Cards Progress Reports Parent Contact	Campus Principals Chief Academic Officer Classroom Teachers	2021 - 2022 School Year Finalized District Grading & Reporting Guidelines	Parent contact logs Student led conferences
Vertical/Horizontal Curriculum development ECTs 2-4 times per year.	Campus Personnel Campus Principals TEKS Resource System	Team Leaders Campus Principals	August 2021 ECT Meetings on calendars Vertical/Horizontal Curriculum Alignment Plans	Evidence of a plan to drive future curriculum decisions.

## 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 the district's operations and academics.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct ongoing workshops and meetings with campus leaders and staff to train and update on current leadership best practices.	Multimedia resources	Campus Principal Campus Counselor	2021 - 2022 School Year Meeting Schedule	Improved leadership strategies among teachers.
Increase advancement potential by allowing staff to explore a range of job functions and rolls, such as interning between department positions and levels.	Campus Personnel Local Funds	Campus Principal Campus Personnel	2021 - 2022 School Year Staff Participation	Increase in teachers wanting to hold leadership roles throughout the campus.

Objective 2.2: Ensure BISD facilities are equipped to effectively support district operations and learning.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Provide all necessary furniture, technology and supplies to support campus operations and learning.	Campus Budget PTO	Campus Principal Asst. Superintendent	2021 - 2022 School Year Inventory of classroom furniture and technology	All students and teachers have necessary furniture, technology and supplies



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 that campus budgets are allocated appropriately to meet the needs of staff and students.	Campus Budgets	Campus Principals	2021 - 2022 School Year Balanced Budgets	All funding is spent appropriately and needs are met.
Objective 2.4: Promote connectedness between leaders and the work of the district.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Create presentations to showcase campus successes during spotlights at board meetings.	Campus staff and students	Campus Principals Campus Staff	2021 - 2022 School Year Spotlighting student work throughout the school.	Successful spotlight at board meeting
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	2021 - 2022 School Year Vision, Goals, and Policies provided on campus documents and during campus meetings	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 the traditions of campus wide celebrations. (K-5)	Campus Budget PTO	Campus Principal Office Staff PTO	2021 - 2022 School Year Monthly activities	Attendance of campus personnel
Seek and respond to input from staff regarding the ways in which they want to be valued. (K-5)	Digital Surveys	Campus Principals	October 2021 Creation and delivery of digital surveys	Digital survey responses

Objective 3.2: Effectively recruit, hire, onboard, train, and retain exceptional individuals to be part of the BISD team.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Attend job fairs to recruit highly qualified teachers.	ESC6 & ESC4 Universities	Chief Talent Officer Campus Principals	2021 - 2022 School Year Select opportunities to attend job fairs	Attend job fairs in person or virtually and recruit highly qualified teachers.
Continue to establish diverse interview committees and work to hire the "Ideal Team Player"	Campus Interview Team	Campus Principals	2021 - 2022 School Year Interview process and questioning	Percentage of "WE Family" hired and retained
Objective 3.3: Create an organizational structure that effectively supports the learning and work of the district.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Implement efficient processes to receive, consider and respond to staffing needs and requests.	Campus Budget District Personnel	Campus Principals	2021 - 2022 School Year All campus positions are filled on a constant basis	Positive campus culture
Objective 3.4: Foster a culture of collaboration and learning.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Plan regular team meetings with grade levels, paras, PBIS and various committees.	Campus Data	Campus Principal	2021 - 2022 School Year Meeting dates set on calendar	Meeting Sign-in sheets
Teachers observing teachers to learn and receive feedback	Campus personnel	Campus Personnel	2021 - 2022 School Year Scheduling discussions during team meetings	Culture of openness and collaboration is created
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
Encourage selected staff members to participate in BISD Aspiring Leaders Academy.	Chief Talent Officer Campus Personnel	Chief Talent Officer Campus Administration Superintendent	2021 - 2022 School Year Number of teachers & staff applying for leadership academy	Full cohort of teachers & staff in leadership academy
Empower staff to take on leadership roles in various campus activities	Campus Personnel	Campus Principals Campus Personnel	2021 - 2022 School Year Rate at which staff volunteer for leadership roles	Increase in the number of staff to step into leadership roles.

Objective 3.6: Establish "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
Teach and model Brahma PRIDE and social emotional learning to our students	Campus Personnel PBIS Curriculum "Game Day" Curriculum	Campus Principals Campus Counselor Classroom Teachers	2021 - 2022 School Year Students are aware of PRIDE expectations and SEL strategies	Improved student culture and behavior
Create a student leadership team	Campus Personnel Students	Campus Principals Campus Personnel	2021 - 2022 School Year Student interest in improving leadership skills	Improved student leadership skills

## 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 district and community stakeholders in meaningful ways.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Plan ESL Breakfast (FIESTA) for parents 1 or 2 times a nine weeks period.	Local Funds	ESL Specialist Campus Principals	Each nine week period Parent sign-in sheets	Parent attendance
Objective 4.2: Positively contribute to our community.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Be a host site for the annual BISD day of service.	Community/ Parents	Campus Admin	2021 - 2022 School Year	Increased levels of community/campus involvement
Utilize the local newspaper, district website, campus marquee and Principal newsletters and social media for communication purposes	All local media outlets	Principal Classroom teachers	2021 - 2022 School Year Announcements, student recognition, newspaper articles, Principal Newsletters	Better communication between school and community.
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	2021 - 2022 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  MTSS Interventionists	Campus Principals  MTSS Interventionists	2021 - 2022 School Year  Progress Monitoring	Improved EOY Benchmark 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>	Dyslexia Intervention  Social Emotional Learning  Bullying and Drug Free promotion  Response to Intervention	Campus Principals  Campus Counselor  Dyslexia Teachers  RISE Staff  Classroom Teachers	2021 - 2022 School Year  Methods observed throughout the school day	Positive campus climate
Integrate technology in instructional and administrative programs	Technology  Local Funds	Campus Principals  Classroom Teachers  Director of Technology	2021 - 2022 School Year  Increase in student technology proficiencies	Increased use of technology in the classrooms
Implement positive behavior interventions and support, including interventions and support that integrate best practices on grief-informed and trauma-informed care	PBIS - Brahma PRIDE  RISE  Local Funds	Campus Principals  Classroom Teachers  RISE Staff	2021 - 2022 School Year  Students working towards earning PRIDE tickets to earn prizes	Positive campus climate
Provide staff development for professional staff	Multimedia Resources	Campus Principals  Campus Counselor  Chief Academic Officer	2021 - 2022 School Year  Professional Development Schedule	Staff accumulates CPE Hours
Provide career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities	Community Members  Local Funds  Guest Presenters	Campus Principal  Community Members	2021 - 2022 School Year  Visitor sign-in	Increased student awareness of career opportunities.

Provide accelerated education opportunities for students that are at-risk	MTSS	Campus Principal MTSS Interventionists	2021 - 2022 School Year Progress Monitoring	Improved EOY assessments
Implement a comprehensive school counseling program	SEL	Campus Principals Classroom Teachers Campus Counselor	2021 - 2022 School Year SEL strategies observed throughout the campus	Increased student morale
Provide information to elementary, junior high, and 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>	College promotion days	Campus Principals Campus Personnel	2021 - 2022 School Year High percentage of staff participate in college promotion days	Students begin to participate in college promotion days as well.
Provide a program to encourage parental involvement at the campus	PTO (Parent Teacher Organization)	PTO Campus Principals	2021 - 2022 School Year PTO Meetings	Parent involvement in PTO
<b>Elementary and Junior High Campuses</b>				
For elementary and junior high campuses, set goals and objectives for the coordinated health program at the campus	Physical Education through PE\	Campus Principals PE Teachers	2021 - 2022 School Year Variety of PE activities	Variety of PE activities throughout the school year