

BELLVILLE

INDEPENDENT SCHOOL DISTRICT

District Improvement Plan



2021-2022

BELLVILLE INDEPENDENT SCHOOL DISTRICT

LEADERSHIP

BOARD OF TRUSTEES

Grant Lischka - President
Vince Ruffino - Vice President
Kenneth Stein - Secretary
Jim Batson
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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

BELLVILLE ISD ADVISORY COUNCIL

MEMBERS

Amber Helmcamp, Teacher (BHS)
Casey Hollomon, Principal (BHS)
Christine Hranicky, Parent (OBI/BJH/BHS)
Colton Kaase, Student (BHS)
Daniel Symm, Principal (BJH)
Dennis Jurek, Assistant Superintendent
Derek Anderson, Parent (OBI/BJH)
Emma Lischka, Student (BHS)
Grace Bass, Student (BHS)
Jennifer King, Parent (BHS)
Jessica Gordon, Parent (OBP/BJH/BHS)
Karen Peschel, Counselor (BJH)
Kelly Schumann, Teacher (BHS)
Kenneth Stein, Board Secretary
Marcus McLemore, Principal (OBI)
Matthew Mahlmann, Director of Future Readiness
Megan Pape, Director of Inclusive Learning & Innovation
Melissa Prowell, Community Member
Natalie Jones, Chief Academic Officer
Nicole Poenitzsch, Superintendent
Nikki Peck, Teacher/Interventionist (OBP)
Sarah Jordan, Community Member
Seana Paget, Teacher (OBI)
Sheridan Malota, ESL Specialist
Stewart Poffenberger, Student (BHS)
Susan Brewer, Teacher/Coordinator (BHS)
Suzanne Lockett, Lead Nurse
Terri Lowe, Teacher/Interventionist (OBP)
Tony Hancock, Chief Talent Officer/Principal (WE)

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

District Attendance 96.4%	District Graduation Rate 98.3%
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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
2239	2261	2238	2207	2196

Ethnicity and Race (as of PEIMS Snapshot in late October 2020)

Hispanic/Latino	African American	White	American Indian/Alaskan	Asian	Hawaiian/Pacific Islander	Two or more races
31.74%	8.01%	57.10%	0.27%	0.46%	0.09%	2.32%

Special Populations (as of PEIMS Snapshot in late October 2020)

English Learners	Special Education	Economically Disadvantaged	Dyslexia	Homeless	Foster Care	Gifted and Talented	At Risk
9.34%	13.34%	45.54%	6.51%	0.32%	0.05%	10.93%	43.53%

2019 ACCOUNTABILITY HIGHLIGHTS

OVERALL DISTRICT RATING B		
STUDENT ACHIEVEMENT B	SCHOOL PROGRESS B	CLOSING THE GAPS B

2019 ALL TEST, ALL GRADES

% APPROACHES GRADE LEVEL 79	% MEETS GRADE LEVEL 49	% MASTERS GRADE LEVEL 22
STATE AVERAGE 78	STATE AVERAGE 50	STATE AVERAGE 24

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	-	126	110	-	3	148	-	-	15	1
Approaches Grade Level	-	103	0	-	151	157	-	-	165	36
Meets Grade Level	13	-	-	116	-	-	-	87	157	123
Masters Grade Level	2	-	-	17	-	-	90	-	-	306

CLOSING THE GAPS

✓ - Met Target ✗ - Did Not Meet Target	Met Grade Level Reading (%)	Met Grade Level Math (%)	Met College, Career, & Military Readiness (%)
All Students	50 ✓	49 ✓	58 ✓
African American	19 ✗	18 ✗	n/a
Hispanic	39 ✓	41 ✓	41 ✓
White	62 ✓	59 ✓	73 ✓
Two or More Races	59 ✓	n/a	n/a
Economically Disadvantaged	37 ✓	36 ✓	40 ✓
English Learners	24 ✗	33 ✗	n/a
Students Receiving Special Education Services	17 ✗	19 ✗	n/a
Students Formerly Receiving Special Education Services	39 ✓	36 ✗	n/a
Continuously Enrolled	51 ✓	48 ✓	58 ✓
Non-Continuously Enrolled	48 ✓	50 ✓	56 ✓

PROFESSIONAL DEVELOPMENT

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

- BISD Portrait of a Learner
- Focus on Relationships, Experiences, Ownership
- Small Group Instruction
- Deeper Dive into Our Standards
- Instructional Technology-Purposeful Use (SAMR)
- GT Training
- SPED Training (emphasis on behavior) and Restorative Practices
- Writing Workshop Model
- Writing Across Disciplines
- Culturally Responsive and Inclusive Practices
- Instructional Design

SUMMARY OF DATA FINDINGS (IDENTIFIED NEEDS)

Below is a non-inclusive list of needs considered for the 2021-2022 Bellville ISD District Improvement Plan

- Continue to expand new pathways and begin implementation of new Culinary Program of Study including establishing Student-Run Store as a nexus for all pathways that produce a product
- Expand capacity of Staff and Students to achieve Goals and Objectives of School Board
- Create new experiences to enhance the learning and achievement of students
- Strengthen relationships of students and staff
- Expand leadership opportunities for students and staff
- Establish better communication through such activities as School-Home Visits and connections with community

2021-2022 IMPROVEMENT PLAN - ACTION ITEMS

1 LEARNING Develop and attain local standards for high levels of integrated learning and performance.				
We learn through experiences that are purposeful and challenging.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Plan, develop, and implement Brahma Learning Excursions which consist of out-of-district student learning experiences intentionally aligned to real-world exposure and relevant learning (PK-12).	Brahma Learning Excursions District Advisory Team, Campus and District Leaders	Principals, Chief Academic Officer, Director of Future Readiness	Evidence of Committee meetings to develop plan for Brahma Learning Excursions; Develop plan for PK-5 experiences by June 2021; Develop plan for 6-8 experiences by Nov. 2021; Develop plan for 9-12 experiences by June 2022	Development and Publication of BISD Plan for Brahma Learning Excursions Feedback from students and parents for PK-5 Brahma Learning Excursions
Expand course offerings and academic pathways (PK-5 Enrichment; 6-12 Pathways).	Pathway Committee Meetings, Perkins, Title IV	Chief Academic Officer, Director of Future Readiness, Campus Principals	December 2021 - Complete Pathway Committees; Review feedback and develop plan for 22-23 at BISD Leadership Team Meeting	Elementary Enrichment Activities, CTE Secondary Enrollment & Program Offerings
Develop and open BISD Student-Run Store that will serve as the nexus for all Pathway students to offer products and services to the community.	Pathway Committee Meetings, CTE Coordinator and Teachers	Chief Academic Officer, Director of Future Readiness, CTE Coordinator, CTE Teachers	December 2021 - Complete Fall Market Day Booth Opportunities Complete Pathway Committees, Plan developed for implementation in Spring 2022 for opening in August 2022	Feedback from Market Day booth opportunities Brahmas on the Square open for business
Teachers will participate in monthly Learn. Grow. Lead. embedded professional learning provided by the district.	Input from teachers, books, articles, TED Talks, Curriculum Materials	Chief Academic Officer, Teacher Leaders	September 2021 Evidence of monthly sessions through May 2022	Documentation of completion of Learn. Grow. Lead sessions at all campuses Feedback from teachers
Conduct vertical/horizontal curriculum development ECT weekly to discuss student learning.	TEKS Resource System, Teacher Input, Campus Administrators	Chief Academic Officer, Department Team Leaders/Department Heads	August 2021 Evidence of ECT Meetings and Vertical/Horizontal Curriculum Alignment Plans	Evidence of a plan to drive future curriculum decisions
The BISD Instructional Department will create a collaborative shared Instructional Hub of resources.	Google Shared Drives, Technology Instructional Specialists	Chief Academic Officer	July 2021 Creation of Shared Drives with Instructional Resources	Instructional Hub complete with resources and available to staff Feedback from staff
Teachers will engage in opportunities to look at standards in depth and create meaningful learning experiences.	TEKS Resource System, Lead4ward, Unpacking the TEKS Process	Chief Academic Officer, Principals, Teacher Leaders	June 2021 - Working on the Work Sessions complete	Artifacts of work completed in Working on the Work Sessions available for use

Designing Engaging Work Cohort 1 teacher leaders will begin leading conversations of DEW during campus ECTs. Cohort 2 teacher leaders, will be trained during 2021-22 along with Part 2 for Cohort 1 and District and Campus Leaders	Schlechty	Chief Academic Officer, Teacher Leaders	April 2022 - Cohort 2 Teachers have completed Training Time is scheduled during weekly ECTs for DEW conversations and work	Artifacts of teachers incorporating DEW.
Begin to transition Libraries to Learning Centers.	ESSER Funds	Chief Academic Officer, Librarians	January 2022 Multipurpose areas and flexible furniture are in place	Library and campus master schedules show use of multipurpose areas
Research and plan for development of Online Learning Offerings.	School Districts, Colleges	Coordinator of Student Success and Community Outreach	May 2022 Development of Online Learning Offering plan.	Online Learning Offering plan in place.

We learn through **relationships** built on trust and respect.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Student-Centered Teaching	ECTs, Teacher Leaders	Principals	December 2021 - Evidence of Student-Centered Teaching practices as observed through walk-throughs; Evidence of discussions of Student-Centered Teaching in ECTs	Increase student engagement to task
Expand Parent Teacher Conferences to 5th Grade	Student Work Samples, Benchmark Data	Principals, Teachers	October 2021, March 2022 PK-5 Parent Teacher Conferences	Increase parent engagement
Develop capacity and increase School-Home Connections.	Campus Retreats, The Bellville Way culture documents	Principals, Teachers	August 2021 Opportunities available for staff to connect with parents and build relationships	Positive School-Home Relationships
Expand SEL program in Elementary PE classes.	Chief Academic Officer, 2 Words Curriculum	PE Teachers	September 2021 - 2 Words Curriculum is available and presented in Elementary PE classes	Positive student feedback

We learn through **ownership** with accountability and feedback.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Develop a Learner Rubric that maps the qualities in the Bellville ISD Portrait of a Learner for Grades PK-12.	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Chief Academic Officer	Evidence of committee meetings to develop draft Learner Rubric; Meeting to begin development by October 2021; Development of Learner Rubric by March 2022	Development and publication of BISD Learner Rubric

Develop a Student Portfolio that captures evidence of students' work and progress through their educational journey (PK-12).	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Chief Academic Officer	Evidence of committee meetings to develop draft plan for student portfolios;	Development and publication of a plan for BISD Student Portfolios
BISD will implement Universal Benchmarks for K-8 in the areas of reading/language arts, math, and science.	NWEA MAP System	Chief Academic Officer, Principals, Teachers	October 2021 - First MAP Growth Testing Window complete May 2022 - MAP Growth and Fluency Administrations are complete	Analyze data and informing instruction to meet the needs of out students
Develop and pilot a grading and reporting system in BISD that provides timely and meaningful feedback to students and parents regarding students' progress toward mastery of identified skills, traits, and characteristics.	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Chief Academic Officer, Principals, Teachers	August 2021 - Initial standards for pilot grades and subjects are developed and published March 2022 - Input of Stakeholders on pilot implementation to inform future development	Development and publication of Implementation/Action Plan

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 annual retreats with the Board, District Leaders, Teacher Leaders to train and update on leadership practices, protocols, procedures, goals, and initiatives.	Community Representatives, District Leaders	Superintendent	Schedule of events for the upcoming school year by September 2021	Leadership Survey and Feedback
Collaboratively develop and update innovation plans, improvement plans, district technology plan, real-estate plan, FFE refresh plan, and operating procedures for business and finance practices.	Community Representatives, Campus Leaders, Campus Instructional Staff	Superintendent, Assistant Superintendent, Director of Future Readiness, Director of Technology	Review at mid-year meetings for committees appropriate to each plan; Plans updated by May 2022	Updated plans with evidence of stakeholder collaboration
Create a Local Accountability System	TEA Local Accountability System Guide, Community Representatives, Campus & District Leaders, Campus Instructional Staff	Superintendent	Attendance at TEA webinar in August 2021	Development of initial version of the BISD Local Accountability System Plan and steps for future implementation

Conduct a leadership development workshop series with Assistant Principals and develop BISD Aspiring Leaders Academy.	Books, Articles, multimedia assets, guest speakers	Chief Talent Officer	August 2021 - Process shared with staff	Completion of Aspiring Leaders Cohort 1
Increase student leadership roles in the classroom and campus.	Books, Articles, Technology	Principals, Counselor, Teacher	September 2021 - Campuses have plans students leadership roles in 21-22	Evidence of students leadership positions on campus
Incorporate student voice on School Board and hiring processes.	Application process, Information session	Superintendent, Chief Talent Officer	November 2021 - Student representative on School Board March 2022 - Student representatives in hiring process	Students participating on School Board and hiring process

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
Regularly convene a Capital Improvement Committee representative of BISD stakeholders.	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Superintendent	Schedule of regular meetings by September 2021	BISD stakeholder feedback
Implement Long-Range Capital Improvement Plan including furniture and facilities improvements	Capital Improvement Committee	Superintendent, Assistant Superintendent	September 2021 - Begin implementation of plan	Furniture in place and facilities improved as indicated in plan

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
Develop Business Procedures Manual.	Director of Accounting, TASBO Best Practices	Assistant Superintendent	Review of Draft by District Leadership Team; Completed Sections in place by May 2022	Business Procedures Manual sections in place
Maintain compliance in Staffing-to-Student ratio with the Financial Integrity Rating System of Texas.	BISD Staffing Audits, Position Allocations, and student:staff ratios	Chief Talent Officer, Assistant Superintendent, and Superintendent	Reviewed bi-annually in August & April	Maintain greater than a 2.6:1 Student-Staff ratio overall.

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
Conduct monthly board-walks at campuses and departments across the district.	School Board Members	Superintendent, Department Directors, Campus Principals	Schedule of monthly events by September 2021	School Board Member feedback

Conduct monthly department and campus spotlights at BISD Board Meetings.	Campus and Department Staff	Superintendent, Department Directors, Campus Principals	Schedule of monthly events by September 2021	School Board Member and Community feedback
Engage board members and leaders with multiple stakeholders in decision-making committees	School Board Members, Community Representatives, Campus & District Leaders, Campus Instructional Staff	Superintendent	Decision-making committees invitations by October 2021	Documentation of plans and policies recommended by committees
Objective 2.5: Be intentional in ensuring all work of the District 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
Intentionally and regularly reference Board Self-Evaluation, BISD Strategic Plan, and BISD Goals for progress monitoring and action.	School Board Self Evaluation tool completed annually, Board Meeting Agendas	Superintendent	Self-Evaluation Completed in July, Review of Board Agendas for Strategic Focus completed in February	Up-to-date Strategic Plan with Documentation of Progress toward Goals
Audit Board Agendas for alignment with established goals and priorities.	Board Self-Evaluation	Superintendent	Agendas reviewed annually in February	Majority of agenda items and minutes spent in discussion focused on board goals

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
Ensure BISD Compensation Plan is appropriate relative to market competition for our region and relative to internal equity, roles, and responsibilities.	Forecast 5 Analytics program, TASB	Superintendent, Assistant Superintendent, Chief Talent Officer	April 2022 - Compensation Plan for 22-23 approved by BISD School Board	Staff Feedback
Continue traditions of beginning of the year supply gift certificates, one-time mid-year stipends, turkey certificates, holiday treats, Christmas luncheons, etc.	School Board Members, District Leaders	Superintendent, Assistant Superintendent	Plan for annual traditions in place by August 2021	Staff Feedback
Seek and respond to input from staff regarding the ways in which they want to be valued (benefits packages, pay, acts of appreciation, etc.).	Staff Surveys, Staff Input	Superintendent, Assistant Superintendent, Chief Talent Officer	Plans in place for 2021-2022 by June 2021	Low Staff Turnover rate

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
Continue to enhance our efforts in recruitment, training, and retention of the BISD team.	Onsite and virtual career fairs, Universities, Region ESCs, alt. certification programs	Chief Talent Officer	Recruitment plan in place by August 2021 Larger applicant pools for open positions for 2022-2023 by March 2022	100% of open positions filled
Respond to data trends related to this objective.	Forecast 5 Analytics program, Exit Interview data	Chief Talent Officer	July 2022 - Evaluate data	Larger candidate pools for open positions
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
Continue to absorb where able in response to enrollment and commit staffing positions for build-out of academic pathways.	Employment Transfer Form, District & Campus Supervisors	Chief Talent Officer	May 2022 - Evaluate open positions for possible repurposing	Fully staffed Academic Pathways
Objective 3.4: Foster a culture of collaboration and learning.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Incorporate student voice in curriculum planning and decision making committees.	Chief Academic Officer	Principals, Teacher Leaders	November 2021, January 2022, April 2022 - Students participate in ECT	Evidence of student participation in ECTs
Support teacher leaders in hosting ECTs with teaching teams.	Chief Academic Officer, Principals, Collaboratively Created Agendas	Chief Academic Officer, Principals, Teacher Leaders	May 2022 - Weekly ECTs completed	Completion of successful ECTs
Increase active participation in existing forums and create opportunities for input and collaboration.	DAC, CIC, Student Advisory	Superintendent	May 2022 - Completion of meetings	Meeting agendas and participation rates
Increase knowledge and use of Restorative Practices.	Region ESCs, PD Session	Director of Inclusive Learning & Innovation	August 2021 - PD Sessions offered for BISD staff	Decrease in the use of discretionary ISS and DAEP placements in the district

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
Seek and respond to feedback on the effectiveness of the district's local growth and appraisal system.	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Chief Talent Officer, Campus Principals	October 2021 - Completion of Beginning of Year Growth Meetings for all team members	Increase in employee growth and development goals met as a result of successful coaching
Determine a way to evaluate attainment of this objective.	Campus and District Leaders, Campus Instructional Staff	Chief Talent Officer, Campus Principals	April 2022 - Distribution of Spring Evaluation Survey to Staff	District Spring Evaluation of Staff
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
Continue to make "The Bellville Way" a driving force and source of pride for our district and community that is known and felt by all students, staff, and parents.	Community Representatives, Campus & District Leaders, Campus Instructional Staff, Student Leaders	Chief Talent Officer, Principals	December 2021 - follow up meetings with campus staff and leaders. June 2022 - Completion of campus and district "Culture Playbooks"	Completed "Culture Playbooks" for each campus and the district.

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
Establish parent training opportunities through BISD Parent University.	Parent Surveys, Staff Surveys	Chief Academic Officer, Coordinator of Student Success & Community Outreach	October 2021 - Opportunities developed and communicated to parents	Participation of Parents in initial opportunities offered
Build and expand PTO Connections.	PTO Officers	Principals	September 2021 - Principals meeting with PTO Officers and/or interested parents	PTOs are more interconnected with campus activities
Convene community-based Advisory Committees: DAC, SHAC, Technology, Capital Improvement, Pathways, etc.	Community Representatives, Campus and District Leaders, Campus Instructional Staff	Superintendent, Director of Future Readiness, Director of Administrative Operations, Director of Technology	Committee Meetings scheduled and member invitations sent by September 2021	Stakeholder Feedback resulting from engagement during committee meetings
Include district stakeholders (board, students, parents, etc.) on hiring and decision-making committees.	Community Representatives, Campus & District Leaders, Campus Instructional Staff, Student Leaders	Chief Talent Officer	Plan for inclusion of district stakeholders in place by August 2021	Evidence of participation of all district stakeholders on hiring and decision-making committees

Objective 4.2: Positively contribute to our community.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Host Fall District Day of Service	Student Advisory Committee	BHS Principal, Superintendent	Plans developed during Student Advisory Committee meetings; Fall District Day of Service scheduled and completed during October 2021	Evidence of participation of student, staff, and community members
Enhance District-Community Communication Tools: Facebook, Newsletter, Bellville Times, BISD Website, etc.	District and Campus Leaders	Superintendent	Efforts to enhance are initiated as of August 2021	Stakeholder Feedback
Engage with community leaders to support joint efforts: church leaders, business leaders, community organizations, EDC, City Council, County Commissioners Court, etc.	Community Representatives, Campus and District Leaders	Superintendent	Community Leaders Luncheons scheduled and member invitations sent by August 2021	Community Leader Feedback
Invite daycares and private schools to learn and grow through professional development and teacher collaboration opportunities.	Daycare and Private School Contacts	Chief Academic Officer	September 2021 - Opportunities for collaboration are identified, planned, and communicated with daycare and private school leaders	Daycare and Private School Leader Feedback
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.	BISD Education Foundation	Superintendent	Kick-Off Event Fall 2021; Selection of Board Members Spring 2022; Begin fund-raising mechanisms Fall 2022	Account balance above \$100,000 by December 2022

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
District and All Campuses				
Vary instructional methods for addressing the needs of student groups not achieving their full potential	Ongoing Professional Development	Chief Academic Officer, Campus Principals	August 2021; Classroom Observations	STAAR Results, Benchmark Results
Provide methods for addressing the needs of students for special programs, including: <ul style="list-style-type: none"> • Suicide prevention programs • Conflict resolution programs • Violence prevention programs • Dyslexia treatment programs • Dropout reduction programs 	SEL Curriculum, Training & Resources	Counselors, Assistant Principals, Chief Academic Officer, Director of Inclusive Learning & Innovation	August 2021; Evidence of Training, SEL Action Plans	Evidence of implementation of these programs
Integrate technology in instructional and administrative programs	District and Campus Leaders, Campus Instructional Staff	Director of Technology, Technology Instructional Specialist, Chief Academic Officer	August 2021; Technology Committee Meeting agenda	Development and publication of district technology plan
Implement positive behavior interventions and support, including interventions and support that integrate best practices on grief-informed and trauma-informed care	District and Campus Leaders, Campus Instructional Staff, District Students	Behavior Specialist, Chief Academic Officer	August 2021; Staff Development documentation	Completion of Schoolwide Benchmarks of Quality (Revised) Team Member Rating Form
Provide staff development for professional staff	District Staff, Region ESCs, TEA	Chief Academic Officer, Principals	August 2021; publication of BISD Professional Learning Handbook	Staff Development Surveys
Provide career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities	Pathway Committees, Region 6 Specialist	Principals, Director of Future Readiness	August 2021; Pathway Committee Meeting Agendas	BISD Course Catalog
Provide accelerated education opportunities for students that are at-risk	Counselors, Director of Future Readiness	Principals	September 2021; SCE Positions listed in Campus Improvement Plans	SCE Evaluations
Implement a comprehensive school counseling program	Region ESC, TEA	Counselors, Director of Future Readiness	August 2021; District Counselor Meeting Agendas	Evidence of implementation of program

<p>Provide information to elementary, junior high, and high school students and parents about the following:</p> <ul style="list-style-type: none"> • Higher education admissions and financial aid opportunities and sources of information • The need for students to make informed curriculum choices to be prepared for success beyond high school 	<p>Region ESC, TEA</p>	<p>Counselors</p>	<p>August 2021; District Counselor Meeting Agendas</p>	<p>Documentation of campus plans to inform students and parents</p>
<p>Provide a program to encourage parental involvement at the campus</p>	<p>Region ESC, TEA</p>	<p>Principals</p>	<p>August 2021; Campus level dates for Parent Engagement Activities</p>	<p>Parent Engagement Activity Sign-In Sheets</p>

State and Federal Resource Allocation

Provide the resources to assist our team to work together to ensure each individual becomes what one has the potential to be.

Title I			
Steps in Action Plan	Activity	Funds Budgeted	FTE
Campus Improvement Plan	Intervention Teachers - OBP & OBI	\$274,709	4.0
Objective 1 - Exp., Action 2	Enrichment Paraprofessionals - OBP & OBI	\$98,164	4.0
Campus Improvement Plan	PK and Kindergarten Paraprofessionals - OBP	\$118,019	5.0
Total Title I		\$490,892	13.0
Title III EL			
Steps in Action Plan	Activity	Funds Budgeted	FTE
Campus Improvement Plan	EL Summer School Paraprofessional	\$2,200	1.0
Campus Improvement Plan	EL Technology Resources	\$6,600	N/A
Campus Improvement Plan	EL Instructional Materials	\$1,404	N/A
State & Fed. Requir. Action 5	EL Staff Development	\$0	N/A
Total Title III EL		\$10,204	1.0
Title IV			
Steps in Action Plan	Activity	Funds Budgeted	FTE
Objective 1 - Exp., Action 2	JH Exploring Pathway STEM Teacher	\$58,441	1.0
Objective 1 - Exp., Action 2	JH Outdoor Education Teachers	\$40,335	0.67
State & Fed. Requir. Action 5	Technology Professional Development	\$1,000	N/A
State & Fed. Requir. Action 5	Safe and Healthy Students Professional Development	\$13,693	N/A
Total Title IV		\$113,469	1.67
Private, Non- Profit Equitable Services			
Steps in Action Plan	Activity	Funds Budgeted	FTE
PNP Consultation Agreements	Title IV Equitable Services	\$8,259	N/A
Total PNP		\$8,259	N/A