

BRYSON ISD

District Improvement Plan

2020/2021

Date Reviewed:

DMAC Solutions ®

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Date Approved:

9/22/2020

BRYSON ISD

Mission

Bryson ISD is a place where all are encouraged and empowered to reach their full potential. It is our mission to promote intellectual, emotional, social, and physical development of each student and to create an environment and education experience that empowers all students to be successful. The school district, as a part of a positively involved community, works to provide exceptional educational opportunities for all students to be challenged in their pursuit of personal and career goals. We work in a spirit of cooperation with parents and community, promoting high expectations through quality, goal-oriented academics taught by a motivated, positive, and unified staff in a caring, supportive, secure, and nurturing environment.

Nondiscrimination Notice

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

BRYSON ISD Site Base

Name	Position
Behling, Kelly	Parent Member
Birdwell, Shelia	Parent Member
Briles, Jason	Athletic Director
Decker, Ann	Instructional Aid
Hearne, Debbie	Student Services Director
Kirby, Gary	Principal
Leatherwood, Shelby	Community Member
London, Greg	Superintendent
Nail, Misti	Business Representative
Stearns, J.R.	Teacher
Thorne, Lori	Teacher

Comprehensive Needs Assessment Process & Summary

CNA Process: The District Improvement Team is selected each year based on district policy and includes teachers, administrators, parents, community, and business representatives. The District Improvement Team meets periodically throughout the year as needed. An Improvement Planning Retreat was held July 16, 2019 to review the purpose and importance of conducting a Comprehensive Needs Assessment with the District Improvement Team and special program representatives. The District Improvement Plan is evaluated to determine if Performance Objectives have been met and to determine if designated Strategies have been completed effectively. A Comprehensive Needs Assessment is conducted for the district that includes the review of assessment data from a variety of sources such as TAPR, State Accountability, TPRI, and program evaluations. Data is collected at multiple levels including multi-year data in some cases. Surveys are conducted to gain information from a variety of sources. Data from various program areas such as CTE, SCE, Title I, Technology, Professional Development, Student Assessment, and School Safety are included. After the data is reviewed and analyzed, the District Improvement Team sets priorities and makes recommendations for strategic initiatives to be implemented in the District Improvement Plan. At least once each two years, an evaluation will be conducted to evaluate the SBDM procedure.

BISD Planning Retreat Summary of CNA Analysis Findings

Demographics Data CNA Analysis Findings

Strengths:

- Enrollment is steady with a slight decline from 271 in 2014-15 to 258 in 2018-19.
- The number of students enrolled in various programs and services remains the same.
- The number of at-risk students dropped from 122 in 2013-14 to 94 in 2018-19.
- Enrollment by grade level averages around 20 students.
- Student discipline incidents remain low at the elementary and junior high levels. High school discipline incidents decreased from the previous year.
- Teacher turnover rate decreased from 26.1% in 2016-17 to 9.7% in 2017-18.
- More than half of BISD teaching staff has 6-20 year's of experience overall. The average years of experience for teachers with the district is approximately 7 years.
- In a regional trend comparison, BISD provides a competitive salary for all staff. Salaries have increased over the last 5 years.
- Trend data shows BISD attendance rate (96%)
- Bryson ISD has a 100% state 4-5-6 year graduation rate, and a 95.5% 4-year federal graduation rate.
- 43.5% of BISD graduates enrolled in a Texas Institution of High Education according to the most recent data (2015-16).

Areas of Concern:

- Students enrolling in an Institute of Higher Education is below the state and region average. Of the students enrolling, 11% were not required to take a developmental education course. However, this is lagging data with the most recent report from 2015-16 school year.
- Attendance

Priority Areas of Focus for Demographics:

- **Attendance**

Student Learning Data Analysis Findings

Strengths: CCMR (CCMR data lags by 1 year)

- 82.5% of Bryson graduating seniors are college, career, and military ready according to state accountability data up from 50% in 2016-17.
- 55% of the 82.5% CCMR graduates were only college ready, and 20% were only career/military ready. 10% of graduates met both college and career/military ready.
- 2015-16 TAPR report SAT/ACT data indicates a 14-percentage point increase in the number of students tested scoring at or above the SAT/ACT Criterion.
- 35% of 2017-18 graduates met the TSI criteria in ELA down slightly from 2016-17.
- Students enrolling in the U.S. Armed Forces increased from 4.3% in 2016-17 to 10% in 2017-18.
- The percentage of 2016-17 graduates scoring at or above the TSIA criterion increased by 17.4 percentage points in reading and 26 percentage points in math.
- 2016-17 graduates TSIA average score in reading and math was above the state and region.

Challenges: CCMR

- Graduates meeting the TSI Criteria in mathematics decreased 15 percentage points from 30.4% in 2016-17 to 15% in 2017-18.
- 2017-18 students graduating with a CTE coherent sequence of coursework aligned with an industry-based certification decreased from 20.4% in 2016-17 to 5% in 2017-18.
- The percentage of BISD students enrolling and completing a dual credit course in any subject (34.1) is below the region (45.8%) and state (55.4%).
- The percentage of 2016-17 BISD graduates testing on the SAT/ACT decreased by 26 percentage points (39% to 13%). SAT/ACT Results were masked.

Strengths: ELA

- Overall, 77% of BISD students scored at the Approaches GL in reading (outperforming the state and region), and 44% at the Meets GL (outperforming the region.)
- 18% of BISD students performed at the Masters GL which was slightly below the state (23%) and region (21%).
- Economically disadvantaged students scored above the state and region at the Approaches, Meets, and Masters GL.
- 58% of 5th graders, 53% of 7th graders, and 57% of 8th graders scored at the Meets GL.
- 27% of 7th graders, 29% of 8th graders scored at the Masters GL.
- 94% of 7th grade students and 100% of 8th grade students scored at Approaches GL.
- Junior High scores increased overall.
- The number of students taking ELA EOC I scoring Approaches, Meets, and Master GL increased from 60%, 33%, 3% to 69%, 50%, 6%, respectively.

Challenges: ELA

- 3rd and 4th grade reading at the Approaches (both 62%), Meets (31% and 38% respectively), and 3rd grade at Masters GL (0% in 3rd grade).
- The number of students taking ELA EOC II scoring Approaches, Meets, and Master GL decreased from 65%, 40%, 0%, to 43%, 27%, 3%, respectively.

Strengths: Math

- The percentage of students in 4th, 5th, and 8th grade math scoring Masters GL doubled from 2017.

- 64% of 5th graders and 71% of 8th math scored at Meets GL.
- 29% of 3rd, 50% of 5th, and 25% of Algebra 1 students scored at Masters GL.

Challenges Math:

- Increase the number of students scoring at Meets GL.

Strengths: Science

- Science scores increased overall at the approaches and meets grade level, and in 5th and Biology at the Masters GL.
- Science scores increased 12 percentage points in 5th (80%), 10 percentage points in 8th (95%), and 5 percentage points in Biology (93%) at the Approaches GL from 2017-18.
- BISD science scores were above the region and state at the Approaches, Meets, and Masters GL.

Challenges: Science

- Maintaining scores

Strengths: Social Studies

- 93% of students in US History scored at Approaches GL.
- 14% increase from previous year in 8th grade score at the Approaches GL.

Challenges: Social Studies

- 52% of 8th graders scored at Approaches GL, and 10% scored at Meets and 0% at Masters GL in Social Studies.
- 20% of US History scores at Meets GL, and 7% at Masters GL.
- Overall, increase the percentage of students scoring at Meets and Masters GL in Social Studies.

Strengths: Writing

- 81% of 7th grade students scored at Approaches GL down slightly from 2017-18.
- BISD scored above the region and state in Writing.

Challenges: Writing

- Overall, increase the percentage of students scoring at Meets and Masters GL in Writing.
- Increase the percentage of 4th graders scoring at the Approaches GL in writing.

Priority Areas of Focus for Student Learning:

- **Increasing the percentage of students scoring at the Meets and Masters Grade Levels in all content areas.**
- **Rtl reading at the elementary and junior high**
- **Ensure that all students earn CCMR credit**

School Processes Data Analysis Findings

Strengths:

- 86% of GT students scored at Meets GL in all subjects and 100% in all other subjects.
- ESL and GT programs provide pull-out services to support student needs
- 70% or more Economically disadvantaged students are scoring at the Approaches GL in most content areas and grade levels, with 89% Approaches GL in Science.
- 35% or more of Economically disadvantaged students are scoring at the Meets GL in most content areas and grade levels with 68% at Meets GL in Science.
- 60% of Special Education students met or exceeded the Growth measure in reading and 40% in math.
- 88% of At-Risk students scored at the Approaches GL in Science.
- BISD has a person certified to screen students for possible dyslexia
- 3 staff members are trained in Reading by Design
- Dyslexia students receive 1 on 1 or small group instruction
- Participation in athletics has maintained from previous years.
- Athletic sports are becoming more competitive and are receiving more awards
- 1:1 laptops in 1st-5th grades; classroom sets of Chromebooks in core subjects in JH and HS
- Improved bandwidth

Challenges:

- 49% of At-Risk students scored Approaches GL in Reading, 40% in Social Studies, and 60% in Math.

Identified Priorities for 2020-2021 School Year

- **Increasing the percentage of students scoring at the Meets and Masters Grade Level in all content areas.**
- **Increase the number of 6th grade students scoring at Meet Grade Level in reading and math.**
- **Ensure every senior receives CCMR credit.**
- **Rtl reading at elementary and junior high grade levels**

Resources

Resource	Source
No rows defined.	

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Goal 1. BISD will provide high quality, well-rounded, college and career-ready instruction to all students in order to prepare students for their future.

Objective 1. 85% of BISD 2nd grade students will score Developed on the TPRI by May, 2021.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Three times per year, K-2 teachers will administer BOY, MOY, and EOY universal screenings or assessments in reading to monitor student growth, to inform instruction, and to make RTI decisions. (Target Group: All,K,1st,2nd) (Strategic Priorities: 2)	Principal, Teacher(s)	Sept 20, Jan 21, May 21	(L)Local Funds	Summative - TPRI Reports 08/31/20 - Some Progress 01/31/20 - Pending
2. Pre-kindergarten, kindergarten, and first grade teachers will meet before the new school year begins to discuss the incoming students' instructional needs to ensure a smooth transition to the next grade level. (Target Group: PRE K,K,1st) (Strategic Priorities: 2)	Teacher(s)	August 30, 2020	(L)Local Funds	08/31/20 - Completed 01/31/20 - Pending
3. Students requiring reading intervention will receive Tier 2 or Tier 3 intervention support from the elementary reading specialist. (Title I SW Elements: 2.4,2.6) (Target Group: All,K,1st,2nd) (Strategic Priorities: 2)	Principal	August, 2020 - May, 2021	(F)Title I, (L)Local Funds	Summative - Rtl Documentation 08/31/20 - Some Progress 01/31/20 - Pending

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Goal 1. BISD will provide high quality, well-rounded, college and career-ready instruction to all students in order to prepare students for their future.

Objective 2. The number of BISD students performing at the Meets Grade Level standard will increase from 46% to 52% in math, from 44% to 50% in reading, from 36% to 50% in English I and II, from 33% to 40% in writing, and from 14% to 30% in social studies on the 2021 STAAR assessment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administrators will engage in classroom walk-throughs to collect data on classroom activities, use comments on walk-through reports to support effective teaching activities or suggest specific instructional strategies when walk-through data suggests instruction is in need of assistance. (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 1)	Principal, Superintendent(s)	Ongoing	(L)Local Funds	Summative - Walk-through Documentation 08/31/20 - Some Progress 01/31/20 - Pending
2. BISD will function as a "planning from the IFD" district. This will include specific requirements for grading period planning using steps our instructors are trained on by campus leadership to ensure planning for instruction meets necessary scope, sequence, and rigor expectations. (Title I SW Elements: 2.4) (Target Group: All)	Principal, Teacher(s)	Ongoing	(L)Local Funds	Summative - Lesson plans 08/31/20 - Some Progress 01/31/20 - Pending
3. BISD will support K-12 teachers by providing scheduled time for classroom teachers to participate in horizontal and vertical team planning to analyze student performance data and plan for aligned instruction to increase student achievement. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 1)	Principal, Superintendent(s)	Ongoing	(L)Local Funds	Summative - Agendas and minutes 08/31/20 - Significant Progress 01/31/20 - Pending
4. BISD will maintain appropriate student teacher ratios in order to promote student learning. (Target Group: All) (Strategic Priorities: 1)	Principal	August 2019	(L)Local Funds	Summative - Class schedules/Rosters 08/31/20 - On Track 01/31/20 - Pending
5. Continue effective referral, screening, and instructional programs for the GT program. BISD board adopted GT policy will be used for referral, screening, and instruction. (Target Group: GT)	Principal	May 2020	(L)Local Funds	Summative - GT program documentation 08/31/20 - On Track 01/31/20 - Pending 01/31/20 - Pending

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. BISD will provide a multi-tiered system of support at all grade levels to support students who need targeted and intensive intervention in reading and math to close learning gaps. (Title I SW Elements: 2.4,2.6) (Target Group: All) (Strategic Priorities: 2)	Principal, Teacher(s)	August 2019 - May 2020	(F)Title I	Summative - RTI documentation 08/31/20 - Some Progress 01/31/20 - Pending
7. BISD will provide chrome books for all students to have access to during all core classes. (Target Group: All)	Director of Technology, Principal	August 2019 - August 2020	(L)Local Funds	08/31/20 - On Track 01/31/20 - Pending

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Goal 1. BISD will provide high quality, well-rounded, college and career-ready instruction to all students in order to prepare students for their future.

Objective 3. The percentage of BISD students receiving CCMR credit as reported on the College, Career, and Military Readiness indicator in the state accountability system will increase from 83% to 100% by May, 2021.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. BISD will provide juniors and seniors the opportunity to attend ACT/SAT Prep Workshop to support student performance on college entrance exams. (Target Group: All)	Principal, Student Services Director	May, 2020	(L)Local Funds	Summative - Workshop registration documentation 08/31/20 - Some Progress 01/31/20 - Pending
2. BISD will coordinate with Region 9 to align CTE courses and validate systems to ensure students receive earned CCMR credit. (Target Group: All) (Strategic Priorities: 3)	Principal, Student Services Director	October, 2019	(L)Local Funds	Summative - PEIMS documentation 08/31/20 - Significant Progress 01/31/20 - Pending
3. BISD will pay for one administration of the ACT, SAT, or TSIA college entrance assessments. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Principal, Superintendent(s)	August 2019 - May 2020	(L)Local Funds	Summative - Payment documentation 08/31/20 - Some Progress 01/31/20 - Pending
4. The BISD Student Services Director will meet with incoming 9th grade students and their parents to explain graduation plan endorsements and dual credit certification options for students. (Title I SW Elements: 2.4) (Target Group: 8th,9th) (Strategic Priorities: 3)	Student Services Director	Spring 2020	(L)Local Funds	Summative - Meeting agenda and sign-in sheets 08/31/20 - Completed 01/31/20 - Pending
5. Partnering dual credit colleges will provide information sessions covering dual credit requirements and post secondary opportunities. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Principal, Student Services Director	May 2020	(L)Local Funds	Summative - Meeting agenda and sign-in sheets 08/31/20 - Completed 01/31/20 - Pending
6. BISD will promote college and career readiness by offering dual credit courses for students to earn college hours before graduation from BHS. (Target Group: 11th,12th) (Strategic Priorities: 3)	Principal, Superintendent(s)	August 2019 - May 2020	(L)Local Funds	Summative - Dual credit enrollment/completion records Dual credit impact on CCMR score Domain 1 of state accountability 08/31/20 - On Track 01/31/20 - Pending
7. BISD will offer all 8th grade students a	Principal, Teacher(s)	May 2020		Summative - Percentage of

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
careers course to help develop interest in the program of studies options in high school. (Target Group: 8th) (Strategic Priorities: 3)				students that receive certification. 08/31/20 - On Track 01/31/20 - Pending

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Goal 1. BISD will provide high quality, well-rounded, college and career-ready instruction to all students in order to prepare students for their future.

Objective 4. 6th grade math scores will increase from 32% to 35% at the meets grade level.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will provide supplemental reading and math instruction for students in grades 3rd - 5th by providing a reading and math intervention in a lab and utilizing Think Through Math. Students in grades 6th - 8th will be double blocked in math and reading. (Target Group: All,ECD,AtRisk,3rd,4th,5th,6th,7th ,8th) (Strategic Priorities: 2)	Principal, Superintendent(s)	August 2019 - May 2020	(F)Title I	Summative - Progress Monitoring Data 08/31/20 - Pending 01/31/20 - Pending

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Goal 2. BISD will seek to close the achievement gap between all students.

Objective 1. Increase the percentage of ELL, at-risk, economically disadvantaged, special education, and 504 students meeting expected and/or accelerated growth on the 2021 STAAR by 3% in reading and 6% in math.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure adequate training, materials, effective scheduling and high-quality instruction for the students who need ELL instruction. Board adopted ELL policy will be used to screen, develop plans at the LPAC level, and instruct ELL students. (Target Group: ESL,LEP)	Principal	August, 2019 - May, 2020	(L)Local Funds	Summative - Student schedules Lesson plans 08/31/20 - Some Progress 01/31/20 - Pending
2. BISD will implement and utilize research-based instruction and intervention to best meet the needs of each at-risk, special education, 504, and economically disadvantaged student. Reading by Design and Really Great Reading will be used to support struggling students in pullout settings. (Target Group: ECD,AtRisk,504)	Principal, Teacher(s)	August, 2019 - May, 2020	(F)IDEA Special Education, (L)Local Funds, (S)State Compensatory	Summative - 2019 STAAR Results 08/31/20 - On Track 01/31/20 - Pending
3. BISD teachers will analyze student performance data by subgroup and provide accelerated instruction opportunities for students not meeting the Approaches Grade Level on STAAR. (Target Group: All) (Strategic Priorities: 2)	Principal, Teacher(s)	Fall 2019, Spring 2020, Summer 2020	(F)Title I, (L)Local Funds	Summative - Accelerated Instruction Rosters 08/31/20 - Some Progress 01/31/20 - Pending
4. Special education students will be provided instruction in their least restrictive environment, and will receive the appropriate accommodations and supports as documented in the ARD. (Target Group: SPED) (Strategic Priorities: 2)	Principal, Special Ed Teachers	Ongoing	(F)IDEA Special Education, (L)Local Funds	Summative - Student progress as measured by the ARD. Increase the number of SPED students performing at the expected and/or accelerated growth measure on STAAR. 08/31/20 - On Track 01/31/20 - Pending

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Goal 3. BISD will promote a culture of professionalism, high expectations, and work to continually enhance the effectiveness of the instructional staff.

Objective 1. 100% of BISD staff will be highly effective and meet all state and federal certification requirements for their job assignment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administrators will utilize a comprehensive walk through system for effective instructional leadership to oversee implementation of training and to support teachers with consistent and continuous feedback. (Target Group: All) (Strategic Priorities: 1)	Principal, Superintendent(s)	August, 2019 - May, 2020	(L)Local Funds	Summative - Summative walk-through documentation 08/31/20 - On Track 01/31/20 - Pending
2. Continue implementation of TTESS and TPESS teacher and principal appraisal systems. (Target Group: All) (Strategic Priorities: 1)	Principal, Superintendent(s)	August, 2019 - May, 2020	(L)Local Funds	Summative - Summative Documentation 08/31/20 - On Track 01/31/20 - Pending
3. Ensure that all instructional aides are TOP certified by successfully completing the Training our Para-Professionals training at Region 9. (Strategic Priorities: 1)	Principal, Superintendent(s)	August 2018	(L)Local Funds	Summative - TOP Certificate 08/31/20 - Completed 01/31/20 - Pending
4. Allow all stakeholders to complete surveys in the Marzano's High Reliability School program in Level III for 'Guaranteed and Viable Curriculum' and use the results of those surveys to work in our PLC meetings to achieve Level III certification in the Marzano's HRS model. (Target Group: All)	Superintendent(s)	August, 2019 - May, 2020	(L)Local Funds	Summative - HRS Survey Results 08/31/20 - Some Progress 08/31/20 - No Progress 01/31/20 - Pending
5. Ensure all teachers meet state certification requirements. (Strategic Priorities: 1)	Principal, Superintendent(s)	August, 2019	(L)Local Funds	Summative - HR Records 08/31/20 - On Track 01/31/20 - Pending
6. BISD will work to retain effective teachers by providing targeted professional development. Mentoring opportunities will be provided to new teachers to support their instructional needs. (Strategic Priorities: 1)	Principal	Ongoing		Summative - Sign-in sheets, Mentor documentation 08/31/20 - On Track 01/31/20 - Pending

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Goal 4. BISD will partner with parents and the community to support the needs of BISD students.

Objective 1. Parent and staff surveys will indicate 95% of stakeholders feel BISD administration is accessible and communicates effectively.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. BISD will ensure all parents are informed of their child's progress and provide opportunities for parents to participate and provide input in their students education by allowing for one-on-one parent teacher conferences after the first grading period of the 20-21 school year, allowing for teachers to hand deliver report cards to parents after the first grading period of the 20-21 school year, and provide capacity building events for parents to engage in their child's learning. (Title I SW Elements: 3.2) (Target Group: All)	Principal, Superintendent(s)	September 23, 2019	(F)Title I, (L)Local Funds	Summative - Schedule of parent-teacher conferences, meeting agendas, sign-in sheets 08/31/20 - Some Progress 01/31/20 - Pending
2. The District Improvement Team will create a stakeholder perception survey to solicit information from parents, staff, and students. (Target Group: All)	Principal, Superintendent(s)	Fall, 2019 and Spring, 2020	(L)Local Funds	Summative - Survey results 08/31/20 - Pending 01/31/20 - Pending
3. BISD will conduct a Title I parent meeting in the Fall to inform families of the opportunities provided through the BISD Title I Schoolwide Program. The principal will have Title I program surveys available for parents to complete and use the survey results to guide the Title I programs. (Target Group: All)	Principal, Superintendent(s)	Fall, 2019	(F)Title I	Summative - Meeting agenda and sign-in sheets, survey results 01/31/20 - Pending

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Goal 4. BISD will partner with parents and the community to support the needs of BISD students.

Objective 2. Parents, alumni, and community members will be encouraged to participate in multiple campus events and transition opportunities to foster positive experiences beyond the normal school day.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Invite community and alumni veterans to raise the flag in pre-ceremony at homecoming football game, research their bios and recognize each one in pre-National Anthem ceremony. Veterans Day Assembly will occur on Veterans Day in November, 2019.	Principal, Superintendent(s)	December 2019	(L)Local Funds	01/31/20 - Pending
2. At the homecoming football game, BISD will continue to recognize coming home King and Queen that is a former alumni of the school. (suspended due to coronavirus)		November 2019	(L)Local Funds	01/31/20 - Pending
3. Work with PTO to allow for PTO fund raising, encourage parent involvement through PTO, and recruit PTO to assist with education based field trips. Work with Athletic Booster Club to support athletic programs within the school. Work with PTO to schedule the following activities events to encourage those support groups to attend school events with children: 1. Pastries with Parents 2. Goodies with Grandparent 3. Book Fair 4. Santa's Workshop 5. Christmas Program 6. T-Shirts for Field Day 7. Meet the Teacher 8. Staff Appreciation Day's 9. Family Movie Night 10. Staff Birthdays 11. Dual-Credit Scholarships. (Title I SW Elements: 3.2) (Target Group: All)	Principal, Superintendent(s)	August 2019 - May 2020	(L)Local Funds	Summative - Attendance Records 01/31/20 - Pending
4. Provide community theatre presentation of the One Act Play competitive performance. (Target Group: All)	Principal, Teacher(s)	Spring, 2020	(L)Local Funds	Summative - Attendance at event 01/31/20 - Pending
5. BISD will work with PTO to implement Character Matters program to highlight students in each grade level each six weeks.	Parent Volunteers, Principal	September 2019-May 2020		01/31/20 - Pending
6. BISD will honor all Jack Co. first responders before a home football game.	Principal, Student Services Director	October 25, 2019		01/31/20 - Pending

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Goal 5. BISD will sustain a safe and drug free learning environment for students and staff.

Objective 1. 100% of BISD students will indicate they feel safe at school and are aware of the effects of drugs and alcohol.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Work with local law enforcement to have drug awareness and education programs. Look for presenters to hold assemblies on the subjects of bullying prevention, sexting (for students in grades 6-12 with parent permission form completed). (Target Group: All)	Principal	May, 2020	(L)Local Funds	Summative - Ongoing 01/31/20 - Pending
2. Implement Local Board policy that allows for parents to request that their child be included in student random drug testing pools. (Target Group: All)	Principal	August, 2019	(L)Local Funds	01/31/20 - Pending
3. Require that all extra-curricular participants and students that park on school property be in a random drug testing pool and submit to drug testing if randomly selected for drug testing or suspend privilege of extra-curricular participation or parking on school grounds if the student refuses to participate as a member of the random draw testing pool. (Target Group: 7th ,8th,9th,10th,11th,12th)	Principal	August, 2019 - May, 2020	(L)Local Funds	01/31/20 - Pending
4. Require that all BISD employed certified bus drivers submit to inclusion in a random drug testing pool and submit to random drug testing if randomly selected or be suspended from driving students for BISD until submitting to random testing. (Target Group: All)	Superintendent(s)	August, 2019 - May, 2020	(L)Local Funds	01/31/20 - Pending
5. BISD provides an anonymous reporting tool on the district website for stakeholders to report incidents of bullying. (Target Group: All)	Principal, Superintendent(s)	Ongoing	(L)Local Funds	Summative - Bullying reports 01/31/20 - Pending

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Goal 5. BISD will sustain a safe and drug free learning environment for students and staff.

Objective 2. BISD will implement procedures and training to ensure the overall health and safety of all students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Execute contract with K-9 Interquest Services for random K9 visits to BISD property at least 6 times during the 2020-2021 school year. (Target Group: All)	Principal, Superintendent(s)	May, 2020	(L)Local Funds	Summative - Calendar of visits 01/31/20 - Pending
2. Some employees will be licensed, trained, and board approved to carry a concealed weapon on school property. (Target Group: All)	Superintendent(s)	Ongoing	(L)Local Funds	Summative - State license 01/31/20 - Pending
3. Operate comprehensive video surveillance system for all district grounds. (Target Group: All)	Superintendent(s)	Ongoing	(L)Local Funds	01/31/20 - Pending
4. Access to main school building will be controlled access and will be controlled with electronic access with visitor sign-in, approval for access, and visitor badges issued for visitors. (Target Group: All)	Principal, Superintendent(s)	Ongoing	(L)Local Funds	Summative - Ongoing 01/31/20 - Pending
5. District Emergency Operations Plan maintained and updated as needed. Safety audit, fire marshal, and health inspections conducted as required by law. Provide MSDS training for teachers as required by law. (Target Group: All)	Principal, Superintendent(s)	Ongoing	(L)Local Funds	Summative - Plans Inspection and training documentation 01/31/20 - Pending
6. All BISD employees will report suspected child abuse and neglect and sexual abuse as required by Texas law to Child Protective Services. All new educators will be provided training in sexual abuse awareness and prevention as required by SB 471. (Target Group: All)	Principal, Superintendent(s)	Ongoing	(L)Local Funds	01/31/20 - Pending
7. Provide resources for staff and students on the prevention of bullying and school violence, discipline management, and including materials for the education of students on Covid-19, suicide awareness and prevention, violence prevention and intervention, conflict	Principal, Superintendent(s)	Fall, 2019	(L)Local Funds	Summative - Training documentation 01/31/20 - Pending 01/31/20 - Pending

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Goal 5. BISD will sustain a safe and drug free learning environment for students and staff.

Objective 2. BISD will implement procedures and training to ensure the overall health and safety of all students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
resolution, sexual harassment and dating violence. BISD will post resources for students to seek help through the Texas Abuse Hotline. (Target Group: All)				
8. The BISD SHAC (School Health Advisory Council) will discuss health-related issues that affect both elementary and secondary students using student fitness data to determine the effectiveness of the program. (Target Group: All)	Principal	Ongoing		Summative - SHAC Meeting Minutes 01/31/20 - Pending

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Goal 6. Implement strategies designed to encourage students to attend school and to improve overall attendance rate.

Objective 1. BISD will average attendance for overall student body will be at or above 96.5% for the 2020-2021 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. To promote good attendance, each six weeks the principal will provide various incentives for students with perfect attendance. (Target Group: All)	Principal	End of each six weeks	(L)Local Funds	Summative - Attendance reports 01/31/20 - Pending