

BRYSON ISD
District Improvement Plan
2024/2025

Greg London
300 N. McCloud
3252801893
glondon@brysonisd.net

Date Reviewed: 07/22/2024

Date Approved: 07/29/2024

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
London, Greg	Superintendent
Kirby, Gary	Principal
Shultz, Misti	Business Representative
Decker, Ann	Instructional Aid
Bruce, Genny	Teacher
Behling, Kelly	Parent Member
Hearne, Debbie	Student Services Director
Martinez, Kylah	Teacher
Hand, Cindy	Instructional Aide
Cotter, Samantha	Health Aide/Parent
Dalton, Kelli	Intervention
Ray, Kevin	Athletic Director

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 Meeting was held July 22, 2024 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 Summary of CNA Analysis Findings

Demographics

- Enrollment Data - Enrollment has been stable since 2017 (Ranging from 252 to 260)
- Attendance - Attendance was 95.1% with 8 waiver days accepted by the State.
- Staff and Student Data - Bryson ISD has a staff that is slightly more veteran than the State average. Our average teaching experience is 8.5 years. Our turnover rate was 5%, 10% lower than the State.

Identify areas of concern:

- Emphasis on maintaining an attendance rate of 96% and above.
- Emphasis on maintaining overall rate on test above the State average.

Student Learning Data - STAAR/EOC DATA

All Students

- Strengths: Maintained from 2023 of being above the State on 62% of tested categories in 2024.

- Challenges:

1. Algebra I Meets & Masters Level
2. 8th Grade Social Studies Meets & Masters
3. Elementary Meets & Masters

By student groups

Special Education:

Strengths: Students were higher than expected growth in Math when compared to Non-SPED

Challenges: Reading and Math disparity rate in reaching Approaches.

Eco Dis:

Strengths: 5th Grade ECD scored higher than non ECD on All-Test.

Challenges: ECD disparity in Meets & Masters.

GT:

Strengths: 100% G/T students were at Masters for Reading and Math.

Challenges:

Dyslexia:

Strengths: 100% of students were Approached in Social Studies.

Challenges: Disparity in all three categories in Reading and Math, no Masters.

At Risk:

Strengths: 83% of students Approached in Science, above non-at risk.

Challenges: Disparity at the Meets and Masters level.

Identified Priorities for 2024-2025 School Year

1. Increase the percentage of 6th grade students scoring above State average at Meets level in reading and math.
2. Increase the percentage of elementary students above state average on Meets & Masters.
3. Maintain 100% of seniors receive CCMR credit.
4. Maximize the additional support given to Rtl reading and math at elementary and junior high grade levels.

Resources

Resource	Source
No rows defined.	

BRYSON ISD

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.

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., Jan., & May	(L)Local Funds	07/09/22 - 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, 2024	(L)Local Funds	
3. Students requiring reading intervention will receive Tier 2 or Tier 3 intervention support from the elementary reading and math support staff funded through Title. (Title I SW Elements: 2.4,2.6) (Target Group: All,K,1st,2nd,3rd,4th,5th) (Strategic Priorities: 2)	Principal	August, 2024 - May, 2025	(F)Title I, (L)Local Funds	
4. Bryson ISD will host a Pre-K to 6th transition week in May in which parents will be invited to participate one day of the week. (Target Group: PRE K)	Principal, Teacher(s)			

BRYSON ISD

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 39% to 45% in math, from 56% to 62% in reading, and from 64% to 72% in English I and II on the 2025 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	
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	
3. BISD will expect K-12 teachers to schedule 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	
4. BISD will maintain appropriate student teacher ratios in order to promote student learning. (Target Group: All) (Strategic Priorities: 1)	Principal	August 2024	(L)Local Funds	07/20/23 - 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 2024	(L)Local Funds	
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	Principal, Teacher(s)	August 2024 - May 2025	(F)Title I	

BRYSON ISD

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 39% to 45% in math, from 56% to 62% in reading, and from 64% to 72% in English I and II on the 2025 STAAR assessment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
I SW Elements: 2.4,2.6) (Target Group: All) (Strategic Priorities: 2)				
7. BISD will provide chrome books for all students to have access to during all core classes. BISD students and teachers will have access to touchscreen smart TVs to enhance hands-on learning. (Target Group: All)	Director of Technology, Principal	August 2024 - August 2025	(L)Local Funds	
8. BISD teachers in grades 2-12 will be trained in Data-Driven Instruction by Region 9 in Math and Reading. (Target Group: All)	Principal	October 2024		

BRYSON ISD

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 remain 100% in May 2025.

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 2025	(L)Local Funds	
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 2024	(L)Local Funds	
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 2024 - May 2025	(L)Local Funds	
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 2025	(L)Local Funds	
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 2025	(L)Local Funds	
6. BISD will promote college and career readiness by paying for dual credit courses at NCTC and Weatherford College for students to earn college hours before graduation from BHS. (Target Group: 11th,12th) (Strategic Priorities: 3)	Principal, Superintendent(s)	August 2024 - May 2025	(L)Local Funds	
7. Bryson ISD will have seniors go through "Real World Week" in the Spring of 2024 to help the transition after graduation. (Target Group: 12th)	Dean of Student Services, Principal, Teacher(s)			

BRYSON ISD

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 34% to 41% 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. Progress Learning will be used to support this. Students in 6th - 8th grades will be double-blocked in math and reading if needed. (Target Group: All,ECD,AtRisk,3rd,4th,5th,6th,7th ,8th) (Strategic Priorities: 2)	Principal, Superintendent(s)	August 2024 - May 2025	(F)Title I	

BRYSON ISD

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 5. Bryson ISD will provide homeless children and youth to support the enrollment, attendance, and success of homeless children and youth in coordination with the services Bryson ISD provides under the McKinney-Vento Homeless Assistance Act.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Bryson ISD will review students who might qualify as homeless. (Target Group: HS)	Dean of Student Services, Principal			

BRYSON ISD

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 2023 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,EB)	Principal	August 2024 - May 2025	(L)Local Funds	
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 2024 - May 2025	(F)IDEA Special Education, (L)Local Funds, (S)State Compensatory	
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)		(F)Title I, (L)Local Funds	
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	
5. Bryson ISD will identify and address any disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective, inexperienced, or out of field teachers. (Target Group: H,W,AA,ECD)				

BRYSON ISD

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 2024 - May 2025	(L)Local Funds	
2. Continue implementation of TTESS and TPESS teacher and principal appraisal systems. (Target Group: All) (Strategic Priorities: 1)	Principal, Superintendent(s)	August 2024 - May 2025	(L)Local Funds	
3. Ensure that all instructional aides are TOP certified by successfully completing the Training our Para-Professionals training at Region 9. (Target Group: All) (Strategic Priorities: 1)	Principal, Superintendent(s)	August 2024	(L)Local Funds	
4. Allow all stakeholders to complete surveys and use the results of those surveys to work in bettering our district. (Target Group: All)	Superintendent(s)	August 2024 - May 2025	(L)Local Funds	
5. Ensure all teachers meet state certification requirements. (Target Group: All) (Strategic Priorities: 1)	Principal, Superintendent(s)	August 2024	(L)Local Funds	
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. (Target Group: All) (Strategic Priorities: 1)	Principal	Ongoing		

BRYSON ISD

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 student's education by allowing for one-on-one parent-teacher conferences after the first grading period of the 24-25 school year, allowing for teachers to hand deliver report cards to parents after the first grading of the 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 2024	(F)Title I, (L)Local Funds	
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 2024 and Spring 2025	(L)Local Funds	
3. BISD will conduct two Title I parent meetings at alternate times 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 2024	(F)Title I	

BRYSON ISD

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 the pre-National Anthem ceremony. Veterans Day Assembly will occur on Veterans Day in November 2024.	Principal, Superintendent(s)	December 2024	(L)Local Funds	
2. At the homecoming football game, BISD will continue to recognize coming home King and Queen that is a former alumnus of the school. (Target Group: All)		November 2024	(L)Local Funds	
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 2024 - May 2025	(L)Local Funds	
4. Provide community theatre presentation of the One Act Play competitive performance. (Target Group: All)	Principal, Teacher(s)	Spring 2025	(L)Local Funds	
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 2024 - May 2025		
6. BISD will honor all Jack Co. first responders before one home football game. (Target Group: All)	Principal, Student Services Director	October 2024		
7. BISD will incorporate the outdoor classroom into community events. (Target Group: All)				

BRYSON ISD

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. Invite presenters to hold assemblies on the subjects of bullying prevention, and sexting (for students in grades 6-12 with parent permission form completed). (Target Group: All)	Principal	May 2025	(L)Local Funds	
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 2024	(L)Local Funds	
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 2024 - May 2025	(L)Local Funds	
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 2024 - May 2025	(L)Local Funds	
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	

BRYSON ISD

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 school year. (Target Group: All)	Principal, Superintendent(s)	May 2025	(L)Local Funds	
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	
3. Operate comprehensive video surveillance system for all district grounds. (Target Group: All)	Superintendent(s)	Ongoing	(L)Local Funds	
4. Access to the main school building will be controlled access and will be controlled with electronic access with visitor sign-in and approval for access. (Target Group: All)	Principal, Superintendent(s)	Ongoing	(L)Local Funds	
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	
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	
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 suicide awareness and prevention, violence prevention and intervention, conflict resolution, sexual harassment and dating violence. BISD	Principal, Superintendent(s)	Fall 2024	(L)Local Funds	

BRYSON ISD

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
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		
9. Bryson ISD will partner with ESC9 to develop an effective school library program to provide students an opportunity to develop digital literacy skills and improve academic achievement. (Target Group: All)	Principal			

BRYSON ISD

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

Objective 1. BISD will average attendance for the overall student body at or above 96% for the 2024-2025 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	
2. BISD Administrative Staff will pull weekly attendance reports and partner with Jack Co. Justice of the Peace when students fall out of compliance. (Target Group: All)				