

Bryan Independent School District

Mary Catherine Harris School

2017-2018 Goals/Performance Objectives/Strategies

Accountability Rating: Met Alternative Standard



Mission Statement

At The Mary Catherine Harris School, our mission is to provide students a supportive academic environment thus enabling all students to graduate high school or obtain a GED and be prepared for post secondary options.

Vision

Our vision is that every student, especially those in at-risk situations and for whom education has been difficult, receives a strong educational foundation and is prepared for success in a post secondary environment. We believe that by working with families, higher education and community partners, students will not only succeed within our curriculum, but will form a strong personal vision as they develop into successful members of our community.

Value Statement

Every student will be unconditionally accepted, supported and celebrated.

We believe:

Children first – always;

An educated person has unlimited potential for success;

Every employee of the district must have the support and tools to succeed;

Diversity is an asset;

Every child deserves respect and a quality education;

No excuse is acceptable—the district must succeed;

Public education is the foundation of our community;

All students must be post high school ready, preparing them for the workforce and/or higher education;

Schools should be a safe place to learn;
In educating the whole child by developing their talents, curiosity, and imagination.

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Goals

Goal 1: Meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 1: Monitor the implementation of a comprehensive RtI framework that includes an updated district RtI handbook, an electronic data management system (Eduphoria), a system of prevention, screening and monitoring, structure for accountability and support to improve student achievement. SP 1.2.2; Board Goal 1.1

Evaluation Data Source(s) 1: 1) Number of students that qualify for Tier II/III interventions at BOY as compared to EOY and universal screener progress for BOY as compared to EOY, 2) percentage of special education referred students who qualify for special education services, 3) percentage of Tier II/III students that show progress when comparing previous year benchmark; STAAR data to current year benchmark; STAAR data. Benchmark data will be analyzed in November and April, STAAR data in June, and number of students qualifying for Tier II/III in June. RtI Coordinator and Director of Special Education will perform the evaluation.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Provide regular walkthroughs and evaluations to initiate conversations about instruction.	Principal Assistant Principal	Walkthrough data T-TESS				
2) Utilize progress monitoring and disaggregated DBA data to improve student achievement.	Teachers Campus Administrators	DBA Data Progress monitoring BOY-EOY				
3) Utilize RtI/SST meeting each six weeks to review student needs.	Campus Administrator RtI/SST Committee	Agendas Meeting notes Sign-in				
4) Maintain use of a comprehensive RtI framework across the campus by ensuring that students who automatically qualify for interventions, as well as, though that are identified through screens receive appropriate interventions.	Principal Assistant Principal	Agendas Sign-in Meeting notes Eduphoria forms				
5) Continue to work through the RtI process for students who are not making progress in their interventions and determine when students should be taken to the DIRT for further assistance.	Principal Assistant Principal Staff	Agendas Sign-in Meeting notes Eduphoria forms				
						

Goal 1: Meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 2: Increase academic success and develop the English language of ELL students. SP 1.1, 1.2, 1.3; Board goal 1.1, 1.2, 1.3, 1.4, 1.5

Evaluation Data Source(s) 2: Increase academic performance levels of ELLS in TELPAS, STAAR, and EOCs.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
State System Safeguard Strategy 1) Utilize information gain in the 7 Steps to a Language Rich Interactive Classroom to engage all students.	Principal Assistant Principal	Walkthrough Data Assessment Data				
2) Teachers will collaborate and analyze student data during weekly department meetings to plan effective instruction.	Campus Administrators Teachers Content Coordinator	Agendas Weekly meeting notes STAAR Data Benchmarks Walkthrough Data				
3) Teachers will identify instructional support needed for English Language Learners in their lesson design and delivery by monitoring student progress according to students individual language ratings. Teachers will use the PLD to align necessary linguistic accommodations to their students proficiency levels.	Campus Administrators Teacher	Progress monitoring data TELPAS STAAR data				
4) Implement the district's vertically aligned curriculum and instructional non-negotiables, including TEACH, SIOP, ACE strategies, Marzano vocabulary and writing across the curriculum.	Campus Administrators Teacher	AEIS STAAR Data Benchmarks Walkthrough data				


 = Accomplished
  = Continue/Modify
  = Considerable
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  = Discontinue

Goal 1: Meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 3: By implementing strategies to promote increased instructional rigor, students who previously lacked or had little academic success, as well as, students with disabilities will show an increase in academic success by making progress towards the level at or above state and federal requirements. SP 1.1, 1.2, 1.3, 1.2.1; Board goal 1.1, 1.2, 1.3, 1.4, 1.5

Evaluation Data Source(s) 3: Campus administration, teachers, instructional coaches, and counselors, will monitor passing and retention rates as well as performance on state assessments for special education students grades K-12. All staff will monitor progress through reviewing state assessment results, transcripts, walkthroughs, iReady data, iLit data, DRA scores, PLC agenda and PEIMS reports.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Provide programs that support literacy development to include iLit, Passport, LLI, Compass Read 180 and Guided Reading.	Campus administrators Staff Instructional Coaches	Growth in reading skills by shown on improved Lexile scores.				
2) Create and implement a SSR (Silent Sustained Reading) program that includes visits to the public library, reading logs and individual student reading logs.	Campus administrators Staff Instructional Coaches	Growth in reading skills by shown on improved Lexile scores. Improvement on student data on district and state assessments.				
						


Goal 1: Meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 4: Increase the overall campus performance in STAAR Index 3 by 5% in African American and LEP student populations. SP 1.1, 1.2, 1.3, 1.1.1, 1.2.1, 1.2.2; Board goal 1.1, 1.2, 1.4

Evaluation Data Source(s) 4: Review student performance on state assessments to determine an increase of African American passing rate by 5% on meeting standard and an increase of 5% of Hispanic on meeting standard.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Continually analyze data (i.e.: STAAR, Benchmarks, & District Assessments) throughout the 2017-18 school year to identify academic areas of growth potential for all student sub-populations, with a focus on African-American, Hispanic and At-Risk sub-pops.)	Administrators Staff Instructional Coaches	Student data PLC sign-ins PLC meeting agendas				
2) Provide campus level academic and instructional support with fidelity through weekly department meetings with a specific agenda.	Administrators	PLC sign-ins PLC meeting agendas				



Goal 1: Meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.


Performance Objective 5: Increase the level of support provided to at-risk learners by implementing and sustaining programs and strategies aimed at increasing the academic success of these learners. SP 1.1.2, 1.2.1; Board goal 1.1, 1.2

Evaluation Data Source(s) 5: Evaluate student performance (at-risk and involved in program) on standardized assessments as compared to the general population [A baseline needs to be established.]

Staff evaluation data and services provided reports.

Frequent program evaluations

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Continue the support of high quality education programs for students enrolled in locally operated detention facilities through the provision of aligned instructional resources and a highly qualified paraprofessional.	Administrators Staff	PLC agendas PLC sign-in Eduphoria Computerized instruction				
2) Provide support services through a Transition Specialist to students who return to a Bryan ISD campus from the local juvenile detention facility. Follow up is provided by student's home campus.	Administrators Staff	Transition logs Transition paperwork				
3) Provide support services (academic and social) to identified homeless students attending Bryan ISD through referrals from families, individuals, and campuses.	Administrators Social Worker Staff	Social Worker Log Student referral log				
4) Continue to implement the Star Academy at MC Harris for at-risk middle school students to provide an accelerated curriculum, allow students an opportunity to graduate on time, and prevent dropouts.	Star Academy Staff Administrators	Student data Eduphoria documentation				
5) Implement transition supports and services to students promoted to high school from the Star Academy at MC Harris.	Administrator Staff	Transition logs Documentation				
						

Goal 1: Meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.


Performance Objective 6: Increase the level of support provided to all student groups including migrants by implementing and sustaining programs and strategies aimed at increasing the academic success of these learners. Board goal 1.1, 1.3, 1.5

Evaluation Data Source(s) 6: All students will increase their academic performance on District Assessments/Benchmarks/STAAR/STAAR EOC by increasing scores in the following areas:

- Reading
- Grades 3 to 8 -
- High School English I and II EOC - f
- Grade 4 to 7 -
- Math
- Algebra 1 - EOC -

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Monitor credit summaries of all students including migrant students and ensure systems are in place for credit recovery opportunities(to be applied to graduation requirements.	Counselors Administrators	Transcripts Edgenuity reports				
2) Analyze student needs through the disaggregation of migrant student data in order to provide more individualized support to increase academic success.	Administrators Staff	Transcripts Course completions Edgenuity reports				



Goal 1: Meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 7: Integrate technology in instructional programs. SP 1.1.1, 1.1.2; Board goal 1.1, 1.2

Evaluation Data Source(s) 7: Integration of aligned technology resources to enhance student mastery of curriculum objectives. Focused instructional technology professional development through iSupport team. Focused support of literacy through instructional technology.

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Instructional Technology will collaborate with ICs and teachers to effectively support integration of technology activities into standards-based teaching and learning.	Administrators Staff	Sign-in Agendas Staff Development reports				

Goal 1: Meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 8: Increase the level of support for all students in implementing and sustaining strategies aimed at increasing the academic success in literacy. Board goal 1.1 1.2

Evaluation Data Source(s) 8: Review student performance on state assessments as well as universal screeners to determine an increase in the success of students' reading ability.


Summative Evaluation 8:

Goal 1: Meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 9: Increase the literacy level of students by implementing and sustaining strategies aimed at increasing the literacy focus.

Evaluation Data Source(s) 9: STAAR scores indicate a closing gap between MCHarris students and the other students in the district.

Summative Evaluation 9:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Monitor and evaluate the implementation of Guided Reading and Reader's/Writer's Workshop and provide coaching support as needed to provide effective literacy instruction in grades Pre-K through 12	Staff Administrators	Writing portfolio Lexile scores Data				
2) Provide, implement, and monitor the Tier 2 and Tier 3 literacy interventions for Pre-K - 12.	RtI Committee Staff Administrators	Rti Data PLC agendas student data Lexile scores Writing portfolios				
3) Implement weekly writing and reading strategies.	Administrator Staff	Writing portfolios Eduphoria				
						

Goal 2: Ensure a safe and supportive climate for students and staff that is focused on teaching and learning.

Performance Objective 1: 100% of BISD instructional staff members will receive professional development on supporting topics which must be completed by designated time-line. Board goal 1.1, 2.2

Evaluation Data Source(s) 1: 100% of BISD instructional staff members will have documented completion of required trainings.

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) All staff will complete Drug Awareness Training, Child Find, Employee Handbook, Sexual Harassment, Bloodborne pathogens, Technology Acceptable Usage, Health Emergency Guidelines, BEST module, Data Security training, Complete Child Sexual Abuse prevention module, Mental Health Awareness including suicide prevention training	Administrators	Eduphoria reports Compliance with state required training				

Goal 2: Ensure a safe and supportive climate for students and staff that is focused on teaching and learning.

Performance Objective 2: Attendance rates at 100% of BISD campuses will meet predetermined thresholds each 6 weeks as measured by reports generated by Data Services. Board goal 1.2, 1.5

Evaluation Data Source(s) 2: 6 weeks attendance data reports will indicate if predetermined thresholds were met at the campus level, including the annual dropout rate for the district and by each subgroup.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Create and utilize an attendance plan that will be shared with all students and their guardians during the first two weeks of school.	Attendance Committee Assistant Principal Social Worker	eSchool report attendance intervention Parent conference forms				
2) Establish and utilize procedures to support student retention efforts for at-risk students, including re-enrolling students who have dropped out of school.	Administrators Social Worker RtI Committee Attendance Committee	Documentation of home visit forms Social Worker logs				
3) Create a student tracking system to be utilized by all staff members to adopt students and be the liason/voice for the student.	All staff	Communication logs eSchool attendance intervention report eSchool attendance report Daily attendance rate				
						

Goal 2: Ensure a safe and supportive climate for students and staff that is focused on teaching and learning.

Performance Objective 3: Campus will continue to implement campus safety committees. Board goal 4.1

Evaluation Data Source(s) 3: All BISD campuses will meet safety and document requirements.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Conduct monthly safety drills following district requirements.	Assistant Principal	Safety Drill Log				
2) Communicate safety procedures and concerns to staff and students.	Administrator	LiveBinder Agendas Meeting notes Sign-in sheets Lesson plans				
3) Conduct monthly safety meetings	Assistant Principal Safety Committee	Sign-in sheets Agenda Meeting notes				
						

Goal 2: Ensure a safe and supportive climate for students and staff that is focused on teaching and learning.

Performance Objective 4: Campus will implement activities designed to increase awareness of common matters and issues that affect our students at all grade levels. SP1.1.1,1.1.2; Board goal 1.5

Evaluation Data Source(s) 4: Campus will provide evidence of activities that increases awareness of common issues impacting students at all grade levels leading to increased numbers of students completing advanced graduation plans, meeting post-secondary readiness, and positively impacting campus-wide discipline.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Guidance lesson activities will include: character education information for students, including learning how to respond to stressful situations, taking ownership for their actions and responsibilities; conflict resolution, crisis/suicide prevention and intervention, anger management, age-appropriate dating violence prevention, and pregnancy related information.	Counselors DAEP teachers and staff Teachers Administrators	Lesson plans Communication logs				
2) Guidance lesson activities will include activities on cultural differences and anti-bullying, including cyberbullying, as part of character education to help students increase their acceptance of those with whom they share a school, a community, and the world.	Teachers Counselors Administrators	Eduphoria report Lesson plans				
3) Campuses will implement activities on drug/alcohol prevention highlighted during Red Ribbon Week to help students take ownership and understand the impact of these substances.	Administrators Counselors	Lesson plans Website Announcement Marque				
4) Secondary DAEP will implement the Drug prevention program	Administrators DAEP office staff	Sign-in sheets Parent contract				
5) Campuses will guide students to make informed curriculum choices as well as implement activities to increase awareness of college and career readiness, help facilitate the transition from secondary to post-secondary, financial aid awareness, including the Texas Grant Program, and the Teach for Texas Grant Program.	Counselors Staff Go Center Staff Administrators	Go Center/Counselor logs Number of students who completed FASFA College Applications filled out ACT/SAT test taken TSI test taken				

6) Will collaborate with local agencies to help prepare students for secondary school completion, training, employment, or further education including the Workforce Commission, TAMU, Blinn, TEEX and TSTC	Go Center Staff Administrator	Social Media Career night sign-in sheets Permission slips				
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 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 2: Ensure a safe and supportive climate for students and staff that is focused on teaching and learning.

Performance Objective 5: Campus will implement discipline management policies and procedures based on district expectations. Board goal 1.4

Evaluation Data Source(s) 5: Campus will provide evidence through the Campus Behavior Management Plan of activities and interventions aimed at positively impacting student discipline. Board goal 1.4

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) All campuses will implement approved, sustainable, positive, and preventative discipline management programs including: CHAMPS, Capturing Kids' Hearts, and Student Code of Conduct based on input from faculty and staff based on identified campus and district needs. Faculty and staff will be trained on these programs and will communicate to stakeholders the procedures and expectations.	All staff Administrator	Walk through lesson plans sign in sheet Eduphoria training reports Agendas				
2) All campuses will implement a Campus Behavior Management Plan and establish a Campus Discipline Committee aimed at positively impacting identified areas of need based on last year's data that will meet bi-weekly.	Campus Behavior Committee Administrator	number of referrals submitted Behavior Management Plan Sign-in sheets Agendas				
3) All campuses will implement PBIS. Faculty and staff will be trained on this approach and will communicate to stakeholders the procedures and expectations	Campus Behavior Committee Administrator	Agendas Sign-in LiveBinder				
						

Goal 2: Ensure a safe and supportive climate for students and staff that is focused on teaching and learning.

Performance Objective 6: Implement parent activities designed to increase awareness of common issues that affect their students at all grade levels. Board Goal 5.1

Evaluation Data Source(s) 6: Campus will provide evidence of parent activities.

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Career fair and parent involvement night once per semester	Go Center Staff Assistant Principal	Flyer Sign-in sheets Marque Social Media				
2) Utilize a Monthly Newsletter with important information and awareness of common issues that support	Administrators	Newsletters Website Social Media				
						


Goal 3: BISD will recruit and maintain a high-quality workforce that is supported through a quality system of professional development and a mindset of growth.

Performance Objective 1: Recruit and retain a diverse, highly qualified workforce. Board Goal 2.1, SP 2

Evaluation Data Source(s) 1: Job fair attendance by staff.

Retention evaluation will be determined with data collected through the highly qualified report, ethnicity distribution in comparison to staff and students, and annual turnover reports and exit surveys.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Aggressively recruit qualified critical assignment areas by using district teacher career fairs,	Administrator	Interview Questionnaire				
2) Recruit experienced and qualified applicants reflective of district demographics	Administrator	Interview Questionnaire Applitrack				
						

Goal 3: BISD will recruit and maintain a high-quality workforce that is supported through a quality system of professional development and a mindset of growth.







Performance Objective 2: Provide a systemic, job-embedded framework for offering continuous learning opportunities of successful practices that meets the needs of 100% of the district's departments. Teachers and staff will be equipped with the knowledge and skills necessary to increase student achievement. Board goal 2.2 SP 1.2.2; Board goal 1.1, 2.2,

Evaluation Data Source(s) 2: Professional Development offerings will be determined by our students academic needs, and 100% of principal surveys due by spring break, and by 100% of teacher individual PD plans that will be developed with the campus principals by the end of May as a part of the T-TESS appraisal system.

Professional development evaluation will be determined through the number of professional development offerings in Eduphoria, number of participants attending professional development, and evaluations provided by participants in professional development.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Provide targeted professional development that addresses the academic, emotional, and social needs of students. Focus will be on the district initiatives related to Capturing Kids' Hearts, Poverty Training, PBIS, teacher growth, and the 7 Steps to a Language Rich Classroom.	Administrators	Sign-in Agendas LiveBinder Eduphoria reports				
2) Provide continuous PD opportunities for expanding the capacity of all classroom teachers with a goal of increasing student achievement and retaining quality teachers. Primary focus areas in our Professional Development plan will be: New Teacher Induction, PBIS, 7 Steps to Language Rich Classrooms, Gifted & Talented Education, Poverty Training, Teacher Growth, and Literacy Development.	District Staff Development Administrators	Sign-ins Agendas LiveBinder Eduphoria Reports T-TESS				

 = Accomplished
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  = Discontinue

Goal 3: BISD will recruit and maintain a high-quality workforce that is supported through a quality system of professional development and a mindset of growth.

Performance Objective 3: Develop leadership systems for building teacher capacity in order to positively impact student achievement.

Evaluation Data Source(s) 3: Leadership development evaluation will be determined through employee surveys, team products, and random agenda audits. Board Goal 2.2

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Develop a structure for evaluating the teacher's implementation of the training they have received; & a "badging" system to denote the levels of training in which a teacher has participated.	Administrators Staff	Badging system Walk-through T-TESS Sign-ins Agendas LiveBinder				
2) Provide several different forms of professional development such as a weekly book study group during the first semester and a guided chapter discussions based on T-TESS goals. Utilizing Unselfie and Excellence in the Classroom.	Administrators Staff	Badging system Walk-through T-TESS Sign-ins Agendas LiveBinder				
3) Continue to develop and encourage a collaborative learning community that provides professional development and support customized to the leaders' needs. Commitment is to a "grow-your-own" approach.	Administrators Staff	Badging system Walk-through T-TESS Sign-ins Agendas LiveBinder				
4) Create a STAR (STUDENT TARGETED ASSISTANCE ROOM) and utilize it to conduct department and campus PLC meetings, as well as, data meetings.	Administrator	Sign-in Agendas Social Media Staff survey				

<p>5) Full implementation of T-TESS, with a focus on equipping campus leaders with the skills necessary for building capacity within all teachers. Steps of the implementation process: a) Teacher Training in T-TESS (both initial training & the refresher training) b) Professional Goal-Setting by each teacher in collaboration with his/her appraiser c) Formative walkthroughs conducted throughout the year d) Pre-Conferencing between teacher and appraiser prior to a formal observation e) Formal Observation f) Post-Conferencing between teacher and appraiser following the observation g) Summative Conference with Goal-Setting for the new school year</p>	<p>Administrators</p>	<p>Sign-in Agendas LiveBinder T-TESS Documentation</p>				
<p>6) New Teacher Induction Program will be a joint effort between the PD Dept. and the Campus Mentor Coordinators. Each campus has trained Mentor Coordinators who are responsible for their campus NTI program. These Mentor Coordinators will all be trained in the Ginger Tucker New Teacher Induction Model, but their teachers will also be included in the district induction plan which strengthens each teacher's classroom management skills as they relate to working with the student population in Bryan ISD.</p>	<p>Campus Mentor Administrators</p>	<p>Sign-in Agendas LiveBinder T-TESS Documentation</p>				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 4: Optimize the use of operational systems to support district and campus goals and impact student success.

Performance Objective 1: District departments will annually review and maintain procedures and resources in the Team Connect repository.

Evaluation Data Source(s) 1: 100% of district departments will submit a verification that appropriate procedures and resources are accurate and up to date.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Campus will create and post written procedures and related forms for conducting business.	Administrator	LiveBinder Desktop Binders Agendas Sign-ins				
2) Annually review/evaluate/revise all standard operating procedures and forms in the campus LiveBinder.	Administrators	LiveBinder Sign-ins Agendas				

Goal 4: Optimize the use of operational systems to support district and campus goals and impact student success.

Performance Objective 2: Continue to grow campus wide plan for data-driven decision making.

Evaluation Data Source(s) 2: Campus data validation teams and instructional data teams meet with consistency for informed decision making.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Continue to utilize DVT to monitor data based on district expectations.	Data Validation Team	Agenda Reports from eSchool Sign-in sheets				
2) Continue to develop and implement instructional data teams and department meetings.	Administrators	Sign-in Agendas Data-charts				

Goal 4: Optimize the use of operational systems to support district and campus goals and impact student success.

Performance Objective 3: Utilize technology and software resources to help increase awareness of student progress.

Evaluation Data Source(s) 3: Technology and software will be 100% supported and available, ensuring district staff and community stakeholders have access to necessary tools and data as applicable.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Run and evaluate student use of Edgenuity, Read 180 and Think through Math.	Administrators Staff Department PLC Attendance Committee	Sign-ins Agendas Data-Charts Reports from programs				

Goal 5: Foster positive relationships with students and stakeholders and promote parent and community involvement in BISD.

Performance Objective 1: Parents and the community members will perceive a positive relationship with the schools as evidenced by data (including but not limited to) from the CSEC rating system and the district disseminated Parent Involvement Survey.


. Board Goal 5; Objective 5.1

Evaluation Data Source(s) 1: Campus will score acceptable or above on the Community, Student Engagement and Compliance Rating for Parent and Community Involvement. The majority of parents will agree or strongly agree on questions from the survey related to Climate and Communication.

Data Sources: CSEC data, Parent Involvement Survey data Campuses, District, Coordinator for Federal Programs and Special Services. When will the evaluation be done? Survey-March-April; CSEC-May

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Deploy strategic communications/publications from the Campus for example: -Campus Brochure -Blogs -Video messages -Twitter/Facebook -Written messages -Community forums -Community memberships (Texas A&M University, Chamber of Commerce, Research Valley Partnership, United Way, Rotary, Lion's Club, etc) SP5.2.2	Administrators Staff	Written and Verbal Communication Social Media Campus Website Facebook page Agendas				
2) Highlight outstanding efforts and achievements of staff and students: -Recognizing staff weekly -Teacher positive praise tangible monthly -Proactively sharing good news to media/community outlets - Spotlighting accomplishments on the district website - Celebrating teachers of the month - Showcasing amazing students of character, Community service projects led by MOD (Men of Distinction) and WOH (Women of Honor) SP5.1.2	Administrators Staff MOH WOD	Written and Verbal Communication Social Media Campus Website Facebook page Agendas Sign-in Communication				



Goal 5: Foster positive relationships with students and stakeholders and promote parent and community involvement in BISD.

Performance Objective 2: Create meaningful communication with all stakeholders as evidenced by data obtained from the district disseminated survey and the Parent Involvement Policy review.

. Board Goal 5; Objective 5.1


Evaluation Data Source(s) 2: The majority of parents will agree or strongly agree on questions related to Climate and Communication and Opportunities for Parents. DEIC will review the current District Parent Involvement Policy, provide input, and approve the final policy for the 15-16 school year.

Data Sources: Parent Involvement Survey data, Parent Involvement Policy with documented input from all stakeholder groups

Who will conduct the evaluation? Campuses, District, DEIC, Coordinator for Federal Programs and Special Services.

When will the evaluation be done? Survey-March-April; CSEC-May

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Feb	Apr	June
1) Provide verbal and/or written information in a form ensuring that communication is delivered in a language parents can understand (including information about district and campus academic performance and expectations).	Administrator Staff	Blackboard calls reports Newsletter Letters home Social Media				
						

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	2	1	Utilize information gain in the 7 Steps to a Language Rich Interactive Classroom to engage all students.