



Bellevue ISD

## District Improvement Plan

2021-2022

October 14, 2021

Date of School Board Approval

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## **Mission Statement:**

*In partnership with parents, teachers, and students, Bellevue ISD is committed to providing a quality education to meet the varied needs of a diverse student body. Every learner will have the opportunity to be challenged, successful, and prepared for a future as a responsible and productive citizen.*

## **Vision Statement**

To show our students that education and hard work are the ultimate rewards

Core Values:

- Love first, Teach Second
- Practice, Promote, and Support Honesty
- Growing Lifelong Learners
- Encourage Fun, Innovative, and Critical Thinking
- Foster Excellence and Integrity

## **District Motto:**

*Bellevue Schools:*

*Fly high Eagles, and soar above the rest!*

## **Desired Graduate Characteristics for Bellevue ISD**

- Person of High Moral Character
- Sound Academic Foundation
- Skills to Work Collaboratively
- Prepared for Post Secondary endeavors
- Critical Thinker/Learner
- Technology Literate
- Hungers for Continued Learning

## **Board of Trustees**

John Grunseich -Pres.

Blake Davis-Vice Pres.

Mitch Ford-Sec.

James Gill

Matt Kelton

Matthew Shoemaker

Charles Trail

## **School Board Goals**

### ***LEARNING ENVIRONMENT***

1. Continue to identify ways to create an optimal learning environment for all students and staff.
2. Monitor the learning environments to ensure safety of all students and staff.
3. Provide consistent discipline across the school.

### ***STUDENT OUTCOMES***

1. Continue to develop college, career, and military ready students.
2. Find ways to teach our students life skills that will help them become productive citizens.
3. Continue to promote extracurricular activities and participation in those activities.
4. Provide our students opportunities to develop soft skills for future employment.

### ***COMMUNITY AND PARENTAL INVOLVEMENT***

1. Continue a District Facebook page to share information with all constituents.
2. Connect with local newspapers and news channels to highlight Bellevue activities.
3. Develop promotional resources to grow enrollment in the future.
4. Support a strong PTFO, alumni organizations, and other parent/community groups.

### ***PERSONNEL***

1. Use the High Reliability Schools research model to provide quality professional development.
2. Maintain technology and training for staff to ensure continued success of students.
3. Encourage positive communication among staff, kids, and parents in all situations.
4. Maintain a positive work culture for retention of staff.

### ***DISTRICT FINANCES***

1. Provide and maximize CTE opportunities to grow WADA and increase attendance.
2. Support the continuation of small/midsize school adjustments with policy makers.
3. Educate the public on Chapter 41 and the difference between M&O and I&S.
4. Strive to maintain a balanced budget

## **HB 3 Goals:**

	2020	2021	2022	2023	2024
Early Childhood Literacy	44%	46%	48%	50%	52%
District goal is for White yearly target to increase from 45% in 2019 to 60% in 2024					
Early Childhood Math	40%	42%	44%	46%	48%
District goal is for White yearly target to increase from 33% in 2019 to 48% in 2024					
CCMR	48%	50%	52%	54%	56%

District goal is for White yearly target to increase from 43% in 2019 to 56% in 2024

**Long Range Goals**

1. Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development and administration.
2. Highly qualified and highly effective personnel will be recruited, developed and retained.
3. Parents will be full partners with educators in the education of their children.
4. All students will be encouraged and challenged to meet their full educational potential and demonstrate exemplary performance through well-balanced and appropriate research based curriculum.
5. School district will maintain a safe and disciplined environment conducive to student learning.
6. Efforts will be made through enhanced dropout prevention so that all students will remain in school until they graduate.

**Comprehensive Needs Assessment**

A Comprehensive Needs Assessment was conducted with the District Improvement Team in July, 2021.

***Summary of Findings***

<b>Prioritized Areas of Concern</b>	
<b>Areas of Concern</b>	<b>Data Source</b>
<b>Technology – increased availability and support, 1-1 Initiative plan, Use of apps and Ipads, Broadband support, Internet at home</b>	<b><i>Committee Response, Board Concern</i></b>
<b>Facilities – Bond Election for New Elementary Wing, Admin / Reception Wing, Ag Facility, Gym Dressing Area, Renovation of existing classroom, exterior renovation</b>	<b><i>Committee Response, Board Concern, Community Concern</i></b>
<b>Increase the number of students receiving CCMR points in Math and coding of students receiving industry certifications</b>	<b><i>State Accountability, Committee Response</i></b>
<b>Implementation of High Reliability Schools (HRS)</b>	<b><i>Committee Response, Board Concern</i></b>
<b>Implementation of Teacher Incentive Allotment (TIA)</b>	<b><i>Committee Response</i></b>

Following are the sources for data that the committee based their findings, conclusion, and recommendations for the District Improvement Plan:

- **Assessment results**
- At-Risk population, including performance, discipline, attendance and mobility
- Gifted population, including performance, discipline, attendance and mobility
- **Attendance data**
- Campus and/or district planning and decision making committee meeting discussions
- Campus goals
- Campus leadership, faculty, and/or department meetings
- Career and Technical Education (CTE) population, including performance, discipline, attendance and mobility
- CCMR reports
- **Class size data**
- College Readiness Data
- Discipline referral data
- District goals
- **Dropout and School Leaver data—disaggregated**
- **Dyslexia program, including performance, discipline, attendance and mobility**
- **Early Childhood program evaluation**
- ELL population, including performance, discipline, attendance and mobility
- End-of-Course (EOC) Assessments result
- Federal Accountability Data for AYP
- Fitnessgram
- Gifted population, including performance, discipline, attendance and mobility
- Health issues/concerns
- Homeless population, including performance, discipline, attendance, and mobility
- IXL Data
- Linguistically Accommodated Testing (LAT) data
- Local benchmark or common assessments results
- Mentor participation records
- **Migrant population, including performance, discipline, attendance and mobility**
- School Report Card data
- **Parent Involvement evaluation and participation records**
- PBMAS reports
- **PEIMS reports**
- Prior year budgets/entitlements and expenditures in relation to current year funding and priorities

- Prior year(s) campus and/or district improvement plans
- SAT and/or ACT test results
- **School Violence incident Data**
- Special education population, including performance, discipline, attendance, and mobility
- Staff development evaluations
- Student failure and/or retention rates
- **Student Performance Data**
- Student Success Initiative (SSI) results
- Study of best practices (HRS)
- **Surveys: Student, Community, Parent, and/or Staff**
- TAPR / AEIS data - longitudinal
- Teacher Retention
- **Technology to collect, manage, and analyze data to improve teaching**
- Texas Primary Reading Inventory (TPRI) or Tejas LEE results
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas STaR Chart Running Records results
- Title 1 Parent Involvement Needs Assessment
- **Tobacco, alcohol, and other drug-use incident data**
- **Truancy data**



## **State Compensatory Education**

Bellevue ISD At-Risk Student Eligibility Criteria (Texas Education Code, Section 29.081):

### ***State of Texas Student Eligibility Criteria:***

A student under 21 years of age and who:

1. Is in pre-kindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

### ***Local Eligibility Criteria: None***

**Total projected SCE funds allotted to this District/Campus: \$184,779**

**Total FTEs funded through SCE at this District/Campus: 4.58**

*The State Compensatory Education program for Bellevue ISD provides supplemental services to the regular education program to increase achievement and upgrade the entire educational program on Title I School wide campuses with 40% poverty.*

## **Schoolwide Program Elements**

### **1.0 Comprehensive Needs Assessment-**

**1.1** The Title I, Part A Campus Improvement Plan is based on a comprehensive needs assessment of the entire school that takes into account information on the academic achievement of children in relation to the challenging State academic standards, particularly the needs of those children who are failing, or are at-risk of failing, to meet the challenging State academic standards and any other factors as determined by the Local Educational Agency (LEA).

### **2.0 Campus Improvement Plan**

**2.1** The CIP is developed with the involvement of parents and other members of the community to be served and individuals who will carry out such plan, including teachers, principals, other school leaders, paraprofessionals present in the school, administrators (including administrators of programs described in other parts of this title), the local educational agency, to the extent feasible, tribes and tribal organizations present in the community, and, if appropriate, specialized instructional support personnel, technical assistance providers, school staff, if the plan relates to a secondary school, students, and other individuals determined by the school.

**2.2** The CIP remains in effect for the duration of the school's participation under this part, except that the plan and its implementation shall be regularly monitored and revised as necessary based on student needs to ensure that all students are provided opportunities to meet the challenging State academic standards.

**2.3** The CIP is available to the local educational agency, parents, and the public, and the information contained in such plan shall be in an understandable and uniform format and, to the extent practicable, provided in a language that the parents can understand.

**2.4** Schoolwide Reform Strategies that the school will be implementing to address school needs, including a description of how such strategies: i. will provide opportunities for all children, including each of the subgroups of students (economically disadvantaged students, students from major racial and ethnic groups, children with disabilities and English learners [Sec 1111(c)(2)]) to meet the challenging State academic standards;

**2.5** ii. will use methods and instructional strategies that strengthen the academic program in the school, increase the amount and quality of learning time, and help provide an enriched and accelerated curriculum, which may include programs, activities, and courses necessary to provide a well-rounded education; and

**2.6** iii. will address the needs of all students in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

### **3.0 Parent and Family Engagement**

**3.1** Campuses shall jointly develop with, and distribute to, parents and family members of participating children a written parent and family engagement policy, agreed on by such parents, that shall describe the means for carrying out the following requirements. Parents shall be notified of the policy in an understandable and uniform format and, to the extent practicable, provided in a language the parents can understand. The policy shall be made available to the local community and updated periodically to meet the changing needs of parents and the school.

**3.2** Campus shall offer a flexible number of meetings, such as meetings in the morning or evening, and may provide, with funds provided by Title I, Part A, transportation, child care, or home visits, as such services relate to parental involvement.

## **Federal, State and Local Funding Sources**

Federal funding sources that will be integrated and coordinated with State and Local funds to meet the needs of all students

### State and Federal Programs / Funding Source

- T IA-Title I, Part A
- T IC-Title I, Part C(Migrant)
- T IIA-Title II, Part A (TPTR)
- T III-Title III (Bilingual/ESL)
- T IV-Title IV (Safe & Drug Free)
- T V-Title V (Innovative Schools)
- SCE-State Compensatory Ed.
- OEYP-Optional Extended Year
- AMI/ARI-Accelerated Math/Reading
- ESL Program
- Dyslexia
- Gifted and Talented Program
- ESSER II, ESSER III – New\*\*\*
- TCLAS – New\*\*\*

**Goal 1 Academic Achievement:**

Bellevue ISD will provide the highest level of academic instruction, rigor, and comprehensive curriculum in order to create thoughtful, active citizens who have an appreciation for basic values of our national heritage and who can productively function in a free enterprise society.

***Performance Objective 1: Curriculum and Instruction***

The District will use the TEKS Resource System to provide alignment, depth of knowledge, scope, and sequence of the state approved curriculum in order to obtain 90% or better at the “Approaches” Standard in each eligible student group on the appropriate state mandated tests.

**Summative Evaluation:**

TAKS/STAAR data indicating the percent of students meeting the “Approaches” standard on the state mandated tests for each grade level and by subgroup, the number of programs and software purchased, the number of certificates obtained by students for career advancement, and the graduation percentage of students from the high school.

<b>Activity/Strategy</b>	<b>*Title Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1) The District will utilize the TEKS Resource System for scope, sequence, and alignment of the TEKS.	2.4, 2.6	Superintendent, Principal	August - May	Local Funds	Purchase of TEKS Resource System
2) The District will provide supplemental materials and/or researched-based strategies to build a strong foundation in reading and math for all students.	2.4, 2.5, 2.6	Principal, Teachers	August - May	Local Funds SCE Funds, Title I Funds	Purchase of Supplemental materials

3) *Involve teachers in testing decisions beyond state assessments.	2, 4, 8, 9	Principal, Teachers	August - May	Local Funds	Agendas, sign-in sheets, minutes of meetings
4) Utilize a Curriculum and alignment guide for vertical alignment.	2, 4, 7	Principal, Teachers	August - May	Local Funds	Evidence of alignment in place
5) Encourage reading by giving opportunities for reading time and the use of technology	1	Teacher Librarian	August - May	Local Funds	Number of books/ materials checked out of library
6) Provide Accelerated Math Program to enhance the math curriculum	1, 8, 10	Math Teachers	August - May	SCE Funds, Title I Funds	Benchmark tests
7) Encourage students to follow the Foundation Program with at least one endorsement.	1	Principal, Counselor, Teachers	April/May Registratio n	Local Funds	4-year plans designate endorsement with exception of committee-approved minimum
8) TEKS are updated and implemented per state guidelines	2, 4	Principal, Teachers	August - May	Local Funds	TEKS Revisions and Updates
9) Provide Dual Credit and articulated classes for post secondary credits	2, 4	Principal, Counselor	August - May	Local Funds, CTE Funds,	College Transcripts
10) Each sophomore will take the ACT Aspire, and each junior will be given the opportunity to take the PSAT	2, 8, 10	Counselor	October  March	Local Funds	Sophomores taking Plan and Juniors taking TSI and PSAT
11) Fitness Gram will be administered to all applicable students each year.		Principal, Coaches	April - May	Local Funds	Results of Fitness Gram
12) Provide a PreK program for all students		Principal, PreK Teacher	August - May	Local Funds	Enrollment in PreK program

**Performance Objective 2: State Accountability**

The district will achieve an A rating in the Student Achievement Domain of the state's A-F Accountability System. The District's targets are Average STAAR Performance Score of 50 or higher, CCMR score of 60 or higher, and maintain 100% graduation rate.

**Summative Evaluation:**

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) Students will be provided additional instructional help in weak content areas (TAKS/STAAR Prep, TPRI Readiness) for increase growth		Principal, Counselor, Teachers	August - May	Local Funds, Title I	Increase student growth performance on STAAR Tests
2) The school will provide accelerated instruction and/or summer school for students not meeting minimum standards on the state assessment.	2.4, 2.5, 2.6	Principal, Counselor, Teachers	August - May Summer	Local Funds, SCE Funds	Increase student performance on STAAR Tests
3) Instructional activities will be targeted toward STAAR objectives with emphasis on Math and Science.		Principal, Counselor	Each six week period	Local, TI A	Student progress reports
4) Grade level development and administration of common assessments each six weeks for all STAAR tested subjects.	3, 4	Grade level teachers, Principal	Each six weeks	Local Funds	Student progress reports
5) The school will provide resources, and programs to ensure that all students meet state criteria for CCMR including:	3, 4, 10	Principal, Counselor, Teachers	August - May	Local Funds, State Funds	Access to military recruiters, ACT, SAT, TSI, ASVAB - Dual Credit

					Industry based cert (IBC)
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**Performance Objective 3: HRS / Special Programs:**

The District will use Marzano's High-Reliability Schools model to provide our learning community the most current, research-based, data-driven instructional strategies to guide student learning while emphasizing Special Programs.

**Summative Evaluation:**

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) The school will maintain and strengthen HRS Leading Indicators: 1. Safe and Collaborative Culture	2.4, 2.5, 2.6	Superintendent, Principal, Teachers	August - May	Local Funds	Documentation of classroom visits provided by the building principal
2) The school will utilize PLCs, data meetings, and instructional rounds, to establish and track learning goals focused on improving student achievement on state assessments.	2.4, 2.5, 2.6	Superintendent, Principal, Teachers	August - May		Minutes of PLC meetings
3) Teachers will receive 30 hrs. of basic GT instruction and 6 hr. yearly updates to attain GT certification in order to provide GT instruction in the regular classroom for qualifying students.	3, 4, 10	Building Principal, GT Coordinator, Counselor, Teachers	Summer, Fall	Local, State Funds	Certificate of completion of trainings
4) Each campus provide at-risk students the opportunity to participate in compensatory education programs targeted to their	1, 2, 4, 10	Principal, Teachers	August - May	Special Ed. Funds, Title I Funds	Identification of students with special needs and students in



specific needs,					the RTI program.
5) Use of NWEA program for regular review of achievement data in order to target students who are in need of additional assistance.	1, 2, 9	Principal, Tech Director, Teachers	August - May	Title I funds / Local Funds	Completed copy of the At-Risk list.
6) Program will be provided for all ESL students.	1, 4, 10	Principal, Teachers	August - May	Title III Funds	Teacher observations, Progress reports STAAR results
7) LPAC meetings are held annually to discuss progress of the student and decisions to be made regarding the student's future instruction	1, 2, 6, 10	Principal, Teachers	Spring	Title III Funds	Increase in parental involvement Improvement in students' academic progress.
8) Parents will be notified of participation in bilingual ESL program by the teacher within 30 days of beginning of school.	1, 6, 10	Principal, Teachers	Spring	Title III Funds, Local Funds	Better parental involvement and understanding of program
9) Determine ability level on Non-English speaking students	1	Principal, Teachers	Spring	Title III, Local Funds	OPT Test and State Criteria
10) *Provide pull-out classes for identified dyslexic students.	1, 4, 10	Principal, Dyslexia Coordinator,	August - May	SCE, Title I Funds, Local Funds	Class Rosters for dyslexia classes, 504 Rosters
11) Dyslexia coordinator will meet with involved staff and parents to discuss screening, modifications, and schedule time to serve the student.	1, 6, 10	Principal, Dyslexia Coordinator,	August - May	SCE, Local Funds	Date on documentation forms
12) Dyslexia coordinator and principal will	4, 10	Principal, Dyslexia	Fall	SCE, Local	District documentation

develop the District's Dyslexia procedures and Safe Guards manual for screening and identification of students		Coordinator,		Funds	forms
13) Dyslexia coordinator will seek and attend workshops on update laws and procedures (Therapist Training)	4, 10	Principal, Dyslexia Coordinator,	Fall	SCE, Local Funds	Workshop certificates
14) Encourage students with special needs to participate in general education activities with specified modifications	1, 10	Principal, Special Ed. Staff Teachers	August - May	Local Funds	Progress Reports Report Cards
15) Special Ed. Students, low achieving students, and students in need of credit recovery will use the Virtual School Network	1, 2, 9, 10	Principal, Special Ed. Staff Teachers	August - May Summer School	Local Funds, Title I Funds, Special Ed. Funds	Virtual Schools rosters
16) Number of GT Students being tested will increase	3, 4, 10	Principal, GT Coordinator, Counselor, Teachers	Fall	Local Funds	Number of GT students nominated.

**Performance Objective 4: Transition / Career Explorations:**

Utilize vertical teaming across grade levels and campuses to bridge gaps in academic achievement with a focus on Career explorations.

**Summative Evaluation:**

<b>Activity/Strategy</b>	<b>*Title 1 Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1) *Nurture a smooth transition for students to different grade levels and campuses.	7	Principal, Counselor, Teachers	August - May	Local Funds	Orientation of students for each grade level.
2) *8 <sup>th</sup> grade & high school students will be provided with higher education counseling including financial aid opportunities, and curriculum options to help prepare students for success beyond high school.	2, 10	Principal, Counselor	August - May	Local Funds	Personal Graduation Plan in place for all students.
3) Teachers will meet with the teachers of grade levels above and below their subject areas to compare curriculum and make adjustments in the learning continuum.	2, 7	Principal, Teachers	August - May	Local Funds	Aligned curriculum in place.
4) Provide opportunities for secondary students to receive credit recovery for on-time graduation and not to interfere with core subjects	2, 8, 10	Principal, Counselor, Teachers	August - May	SCE, Title I Funds, Local Funds	Data from Management Systems

6) Preschool children and their parents will attend a kindergarten round-up. Parents will receive important information and complete preliminary registration forms.		Kindergarten teacher, Principal	Spring	Local Funds	Student and parent registration forms
7) Building career awareness and guidance and helping students select flexible career majors	7	Principal, Counselor, Teachers	August - May	CTE, Local Funds	Student endorsement Student follow-up
8) Building continuity between Secondary and postsecondary education through joint degree programs for high school students to enroll in community and technical colleges	10	Principal, Counselor, Teachers	August - May	CTE, Local Funds	Student endorsement Student follow-up
9) Providing work-based learning experiences prior to graduation	10	Principal, Counselor, Teachers	August - May	CTE, Local Funds	Student endorsement Employer's evaluation
10) *Provide Career and Technology (CTE) to assist students in developing the knowledge, skills, and competencies for a broad range of career opportunities.	7, 10	Principal, CTE teacher, counselor	August - May	CTE, Local Funds	Master Schedule of CTE classes

**Performance Objective 5: Intervention**

**Summative Evaluation:**

The district will develop methods to identify, prevent, detect, and intervene for the needs of students for special programs.

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) *Provide small group instruction to meet the needs of individual learners through the use of before and after school tutorials.	1, 2, 8, 9, 10	Principal, Teachers	August - May	SCE Funds, Title I Funds	Students assigned to tutorials
2) The district will identify and intervene through the RTI program, students with special needs.	1, 2, 9, 10	Principal, Teachers	August - May	SCE, Special Ed., Local Funds	Identification of students with special needs and students in the RTI program.
3) Program evaluations will be provided by enrichment time each day along with computer programs for acceleration.		Principal, Teachers	Weekly	SCE Funds, Title I Funds	Students assigned to RTI
4) Principal Intervention Plan will be implemented to provide RTI for failing at risk students who are on the repeated failure list.		Principal, Teachers	Each 6 weeks	SCE, Special Ed., Local Funds	Identification of students on repeated failure list.

**Goal 2: Highly Qualified Staff:**

Bellevue ISD will develop and implement a strategic plan to ensure that students are taught by the greatest percentage of certified teachers, assisted by Highly qualified paraprofessionals, and to provide appropriate, enriching professional development so all students can be productive citizens, able to meet their highest ambitions.

***Performance Objective 1: Certified Teachers and Highly Qualified Paraprofessionals***

Teachers will be state certified and all paraprofessionals will be highly qualified by the end of the school year.

<b>Activity/Strategy</b>	<b>*Title 1 Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1) Review all personnel files to determine that all teachers are state certified and paraprofessionals are highly qualified	3	Superintendent, Office staff, Principal	Fall	Local Funds	100% of teachers state certified
2) Assist teachers in maintaining or attaining certification through alternative programs, GT certification, ESL certification, coursework, and TExES testing in order to assure all staff are state certified.	4, 5	Superintendent, Office staff, Principal	August - May	Local, Title II, Title III funds	The number of teachers attaining certification in high need areas for the school district will be documented.
3) Notification will be sent to parents when a child is assigned for 4 or more consecutive weeks to a core academic subject teacher who is not highly qualified.	3	Superintendent, Principal	August - May	Local Funds	Letter sent home to parents of students not being certified
4) Conduct recruitment activities to ensure highly qualified personnel in all positions. Use of website and job fairs	5	Superintendent, Principal, Athletic Director	Spring / Summer	Local Funds	Teacher / Coaching positions posted on web-site and Region 9,
5) Require any instructional aides not HQ to complete TOPS or paraprofessional training	4	Principal	August - May	Local, Title II funds	Instructional aides not HQ have completed TOPS training.

**Performance Objective 2: Retention**

100% of new hires will meet highly qualified status prior to employment and strategies will be in place to retain staff.

**Summative Evaluation:**

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) Analyze data from all teacher certifications, testing, college transcripts, staff development, and service records to ensure that all meet certification status.	3	Superintendent, Office staff, Principal	Fall	Local funds	All new employee hired are Highly Qualified.
2) Establish an effective teacher mentoring system in order to retain highly qualified staff	5	Campus Principals	August - May	Local Funds, Title II Funds	Mentor assignments Mentor conference logs Mentor journals
3) Service awards for dedicated service and loyalty to the district	5	Superintendent	May	Local Funds	Attendance at luncheon
4) Provide allotment for critical area(s) staff and increase the employment contribution for insurance	5	Superintendent, School Board	August	Local Funds	Employment Salary Schedule
5) Beginning of the year breakfast and End of school year luncheon		Superintendent, Principal, School Board	August - May	Local Funds	Attendance at Breakfast and Luncheon
6) Implement Teacher Incentive Allotment to retain and recruit effective teachers	5	Superintendent, Principal, School Board	August - May	Local Funds, TIA Funds	Establish a plan for Incentive Allotment and rubric for student achievement and

					growth
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**Performance Objective 3: Professional Development**

The percentage of teachers receiving high-quality professional development will be 100%.

**Summative Evaluation:**

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) *Provide staff development in technology, conflict resolution, classroom management, district discipline policy, Code of Conduct, Senate Bill 1727, and Sp. Ed. Requirements.	4	Principal	August	State, Local Funds	Staff participation in in-service training
2) Professional development to train teachers to integrate technology into the curriculum to improve teaching and learning.	4, 10	Building Principal	August	Local Funds	Staff Development provided.
3) Establish an effective teacher mentoring system in order to retain highly qualified staff	5	Campus Principals	August - May	Local Funds, Title II Funds	Mentor assignments Mentor conference logs Mentor journals
4) Bellevue ISD campus develops staff development training based on teacher input and campus performance.	2, 4, 9	Superintendent, Building Principal	August - May	State, Local and Title I Funds	Documentation of Trainings
5) Encourage teachers to utilize innovative teaching methods to gain student interest and attention.	2, 4, 9, 10	Building Principal	August - May	Local Funds	Provide resources and allow teachers to attend training

**Goal 3: Finance, Facilities, and Grounds:**

Bellevue ISD will provide and maintain an updated, clean environment, meeting the needs of the community through maintaining



fiscal responsibility and care for equipment and facilities.

**Performance Objective 1: Title I and SCE Funds:**

Utilize all staff compensatory education funds, in accordance with state guidelines, to meet program intent to increase state performance and reduce the dropout rate for at-risk students.

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) *Employ highly qualified instructional aides to assist students in at-risk situations and reduce the student-teacher ratio.	3, 4	Building Principal	August - May	SCE, Local, Title I funds	Aides employed and working in the school district
2) *Utilize SCE funds to provide basic services for the DAEP (PIC28)	1, 10	Superintendent	August - May	SCE Funds	Placement records of students placed in DAEP.
3) *SCE funds will be used to upgrade and enhance the entire Title I school-wide campus.	1, 2, 10	Superintendent, Building Principal	August - May	SCE Funds	Increase in student grades and TAKS/STAAR results.
4) *Utilize SCE funds to provide basic services for the DAEP (PIC28)	1, 10	Superintendent	August - May	SCE Funds	Placement records of students placed in DAEP.

**Performance Objective 2: Average Daily Attendance**

Develop strategies to maximize ADA funding.

**Summative Evaluation:**

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) Conduct contests among classes/grade levels to encourage attendance		Principal	August - May	Local Funds	Documentation of contests held.
2) Recognize students for perfect attendance.		Principal, Teachers	August - May	Local Funds	Students recognized for perfect attendance
3) Eagle Club recognition		Building Principal and Teachers	August - May	Local Funds	Year-end recognition for those who reach criteria 4/5 six weeks
4) File for Compulsory Attendance laws for students with excessive absences.		Principal, Attendance Committee	August - May	Local Funds	Complaints Filed for Compulsory Attendance
5) Semester Test exemptions for students based on attendance and grades		Principal, Teachers	December, May	Local Funds	List of Exempt Students
2) Encourage students to participate in U.I.L. activities.		Principal Teachers	August - May	Local Funds	U.I.L. Contest Participation

**Performance Objective 3: Facilities and Grounds**

Manage district funds in a manner necessary for the improvement and maintenance of district facilities and grounds.

**Summative Evaluation:**

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) Identify facility needs and set priorities for future short and long-term facility projects.	10	Superintendent, Maintenance Director	August - May	Local Funds	Documentation of facility meetings
2) Utilize the grounds maintenance and improvement plan.	10	Superintendent and Maintenance Director	August - May	Local Funds	Schedule of maintenance
3) Implement the plan for building of Elementary Wing, Admin/Reception Area, increase Ag Facility, remodel dressing facilities of the Gym, and remodel some existing classrooms.		Superintendent, Building Committees, and Board Members	August - May	Bond Approved Funds	Contract with Architectural Firm and Construction Company

**Performance Objective 4: Cost Savings**

Search for and investigate possible cost savings for the district.

**Summative Evaluation:**

<b>Activity/Strategy</b>	<b>*Title 1 Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1) Implement the district energy management plan to help reduce district energy costs.		Superintendent, , Maintenance Director	August - May	Local Funds	Cost savings on energy bills.
2) Checking over Utility bills and invoices for errors		Superintendent, Business Manager, Office Staff, Board Members	August - May	Local Funds	Evidence of errors. Minutes of board meeting with Approval of bills.
3) Develop a plan to estimate the return on investment of the cost saving of the Energy use after the E3 Lighting and HVAC construction.		Superintendent, Business Manager, Office Staff, Board Members	August - May	Local Funds	Plan developed and being used

#### **Goal 4: Communication and Parental Involvement:**

Bellevue ISD will communicate effectively and work cooperatively with parents and the community to create an open, trustful relationship that will model for students a respectful, productive, and patriotic citizen.

#### ***Performance Objective 1: Internal Communication***

Frequent internal communication with students and staff to promote a positive and well informed school environment.

#### **Summative Evaluation:**

<b>Activity/Strategy</b>	<b>*Title 1 Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1) Daily announcements will be conducted to inform staff and students		Principal	August - May	Local Funds	Daily announcements being conducted
2) Send positive notes & memos to staff.		Superintendent, Principal, Teachers	August - May	Local Funds	Memos, notes, or emails that send positive reflections to the faculty and staff.
3) Provide awards assemblies & other recognition for student achievements.	1, 10	Principal, Teachers	August - May	Local Funds	Documentation of assemblies and other recognition events
4) Communicate information about emerging technologies to educators, parents and students	1, 6, 10	Superintendent, Principals, Counselor, Teachers	August - May	Local Funds	Teacher evaluation Teacher signup sheet
5) Emails to inform staff concerning daily, weekly, monthly announcements.		Superintendent, Principal, Teachers	August - May	Local Funds	Record of Email Messages

**Performance Objective 2: External Communication**

Provide external communication to promote the overall mission and objectives of the school district.

**Summative Evaluation:**

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) Purchase contract with an outside company to host and maintain a district web-site to encourage and inform parents and community of school events.	6	Principal, Tech director	August -	Local Funds	Documentation of school web-site
2) Activity Updates will be provided through the school website to update parents on important dates and activities.	1, 6	Principal/Teachers /Sponsors GT Coordinator and GT students/ Spanish	August - May	Local Funds	Posted on website
3) Print important upcoming events on report cards.	6	Principal and Secretary	August - May	Local Funds	Important events listed on report cards
4) Informative emails sent to parents of district students	6	Building Principal	August - May	Local Funds	Informative emails sent to parents.
5) An automated message system for announcements to parents		Supt office, Tech Director	August - May	Local Funds	Messages being sent out to parents

**Performance Objective 3: Parental Involvement**

Include community/parent representation and involvement to promote the overall mission and objectives of the school district.

**Summative Evaluation:**

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) *Hold annual Title I school-wide program meeting to include parents in the planning and design of the Title I program.	1	Principal	August - September	Local, Title I Funds	Documentation of Title I School-wide Public meeting
2) * School-Parent Compacts and Parent-Family Engagement Policy on district website	1	Principal, Tech Director	August	Local Funds	Signed Student-Parent-Teacher Compacts
3) Parents will provide input at district site-based committee meetings including District Improvement Team and SHAC Committee.	1, 6, 10	Superintendent Site-based committee	August - July	Local Funds	Parents appointed to committees with Sign-in Sheet
4) *Provide parents and community members with information about dyslexia	1, 6, 10	Dyslexia Coordinator	August	Local Funds	Information disseminated to parents and community members
5) Conduct Parent-Teacher conferences.	1, 6	Principal, Teachers	Sept - Oct	Local Funds	Sign up sheets,
6) Public will be invited to various school special functions. i.e. Living Museum, Open House, Fall Festival, Homecoming	1, 6, 10	Principal Sponsors Teachers	August - May	Local Funds	Attendance sign in sheets

7) Invite parents and community to annual National Honor Society installation	1, 6	NHS sponsor	Fall	Local Funds	Induction Ceremony Parent sign-in sheets
8) Parents are recruited and involved in school related activities: Fall Festival	1, 6	Staff, Sponsors. Principal	October	Local Funds	Attendance at Fall Festival
9) Invite parents and community to Open house	1, 6, 10	Teachers, Principals	September	Local Funds	Classroom sign-in sheets
10) Maintain Parent Portal on the school website where parents can keep track of student's grades and attendance.	1, 6	Superintendent, Tech Director, Teachers	August - May	Local Funds	Parent Portal working and being used
11) The PTFO is pushing for more parental involvement through planned meetings and communication with parents.		PTFO President	August - May	Local Funds	Sign-in Sheets
12) Activity Updates will be provided through the school website to update parents on important dates and activities.		Principal, Tech Director	August - May	Local Funds	Monitor hits on the website
13) Principal & counselor will hold a meeting for junior high parents of all 8 <sup>th</sup> graders to explain degree plans.	6	Counselor, Principal	April/May	Local Funds	Classes available- sign in sheets





**Goal 5: Safety, Security, and Climate:**

Bellevue ISD will provide and maintain a safe, well disciplined environment, meeting the needs of the community by providing a positive, nurturing atmosphere for children to grow.

***Performance Objective 1: Crisis Situations***

Respond to crisis situations in an appropriate and timely manner.

**Summative Evaluation:**

<b>Activity/Strategy</b>	<b>*Title 1 Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1) Establish and maintain a Multi-hazard Emergency Operations Plan.		Superintendent, Security Team	August - May	Local Funds	Emergency Operations Plan developed and being implemented
2) Maintain a Guardian Program for safety of students and staff in an active shooter crisis		Superintendent, School Board	August - May	Local Funds	List of Guardians approved by the school board
3) Implement a crisis management plan to include suicide prevention and awareness, conflict resolution, violence prevention/ intervention, and pregnancy related services.		Superintendent, Principal, Threat Assessment Team	August - May	Local Funds	Written plans in place
4) Implement the Discipline Management Plan in accordance with the Student Handbook & Student Code of Conduct.		Principal	August - May	Local Funds	Student Handbook and Code of Conduct in place and being utilized
5) Eagle Club implemented in all grades to promote positive choices and reduce poor behavior referrals.		Principal	August - May	Local Funds	Students in the Eagle Club

**Performance Objective 2: Safe and Secure Environment:**

Provide a safe environment for students, staff, parents, and all stakeholders, with an emphasis at extra-curricular activities.

**Summative Evaluation:**

<b>Activity/Strategy</b>	<b>*Title 1 Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1) Motivate students to learn by creating a positive, supportive learning environment.	1, 2	Principal	Daily	Local Funds	Students will be motivated to set personal goals for achievement.
2) Install locks on all classroom doors that can be engaged from the inside of the room		Maintenance staff	Spring	Local Funds	Locks on doors in place.
3) Conduct regular emergency evacuation drills.		Principal	August - May	Local Funds	Documentation of time and day of drills
4) Maintain security system to improve school safety and reduce/resolve discipline issues.		Principal,	August - May	Local Funds	Working Video Security System
5) A drug testing program will be implemented in 6 <sup>th</sup> through 12 <sup>th</sup> grade for students to promote a drug-free campus and offer students an out in regards to peer pressure with		Principal, Counselor	August - May	Local Funds	Students submitting to Drug Testing Program
6) Maintain a tobacco, drug, and alcohol free campus and safe environment by promoting prevention activities and enforcing rules.		Principal, Counselor	Daily	Local Funds	Activities promoting drug and alcohol free campus
7) Train all staff members in Stop the Bleed, First Aid, and AED use.	4	Principal, Counselor	August	Local Funds	Sign in sheet of staff professional development

**Performance Objective 3: Bullying**

\*HB 1942 - Bullying in Public Schools. Provide a safe environment for students, staff, parents, and all stakeholders, with an emphasis to deter and respond to acts of bullying.

**Summative Evaluation:** The district will address the requirements for the prevention, identification, response, and reporting of bullying

<b>Activity/Strategy</b>	<b>*Title 1 Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1) An email system will be set up through email to report bullying. stopbullying@bellevueisd.org		Principal, Tech Director	August	Local Funds	Number of incidents reported
2) The school district's policy and forms can be found on the district's website.		Principal, Tech Director	August	Local Funds	Bullying forms found on the website to report incidents.
3) Teachers monitoring classrooms and hallways for awareness, recognition, prevention, identification, response, and reporting of bullying incidences.		Staff and Teachers	Daily	Local Funds	Teachers monitoring classroom and hallways

**Performance Objective 4: Sexual Abuse, Suicide Prevention**

\* SB 471 Sexual Abuse and Maltreatment of Children. HB 1386 Early Mental Health Intervention

Provide a safe environment for students, staff, parents, and all stakeholders, with an emphasis to recognize and respond to children affected by maltreatment and abuse.

**Summative Evaluation:** The district will address methods for increasing staff awareness and recognition of issues of maltreatment and sexual abuse of children.

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) Implement a Sexual abuse and Maltreatment plan to include staff awareness and recognition of issues of maltreatment and sexual abuse.	4	Principal, Counselor	August	Local Funds	Staff training on the awareness and recognition of issues of maltreatment and sexual abuse.
2) Implement plan to include prevention techniques and options for students affected by maltreatment and sexual abuse.		Principal, Counselor	August	Local Funds	List of techniques and options for students affected by maltreatment and sexual abuse.
3) Implement plan to include suicide prevention program for all students.	4, 10	Counselor		State, Local Funds	Plan for Suicide prevention program.
4) Implement plan addressing problems causing dropouts, pregnancies, drug and alcohol use, etc.		Principals Counselor Student council		Local Funds	Plan to continue 100% graduation rate

**Goal 6: Technology:**

Bellevue ISD will provide students and staff with the most state of the art technology to support teaching and learning of 21<sup>st</sup> Century skills.

**Performance Objective 1: Infrastructure and Training**

Respond to crisis situations in an appropriate and timely manner.

**Summative Evaluation:**

Activity/Strategy	*Title 1 Component	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1) The district will provide professional development related to the following software programs: Google Suite, IXL, SeeSaw, NWEA, Ascender, TEKS Resource System		Principal, Tech Director, Teachers	August - May	Local Funds	Training sign-in sheets, Software usage
2) The district will maintain a strategic plan to support the district's 1:1 device initiative and provide teachers with the most state of the art classroom technology.		Principal, Tech Director, Teachers	August - May	Local Funds	Device purchased, classroom technology purchased
3) The district will maintain the infrastructure required for adequate WiFi connectivity for efficient and effective use of tech devices used by students and staff.		Tech Director	August - May	Local Funds, Erate funding	Infrastructure purchased

**Performance Objective 4: Technology in the classroom**

Build student academic growth by utilizing technology in the classrooms.

**Summative Evaluation:**

<b>Activity/Strategy</b>	<b>*Title 1 Component</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>
1) *Develop an ongoing local technology plan to support classroom instruction.	1, 2, 9, 10	Principal, Tech Director	August	IMA, Local Funds	Local technology plan in place
2) Teachers will begin implementing ipads, laptops, and interactive televisions in the classroom through learning activities.		Principal, Teachers	August - May	Local Funds, Operation Connectivity, Grants	Documentation of articles Posting of articles
3) Create new learning environments by providing for the integration of advanced technologies into the curriculum and instruction.		Principal, Teachers			Professional development documents
4) Provide updated technology hardware so that teachers have the ability to provide current innovative teaching strategies for RTI.	4, 9, 10	Principal, Tech Director, Teachers	August - May	IMA, Local Funds, SCE	Receipts for purchases

**Planning and Decision Making Committee**  
**2021-2022**

<b>Name</b>	<b>Position Parent, Business, Community, Teacher, etc</b>	<b>Term Begin/End Date</b>	<b>Signature</b>
Lori Shoemaker	Principal	Continuing	
Sunny Mitchell	Technology	Continuing	
Greg Fletcher	Special Education / Dyslexia	Continuing	
Kassie Davis	Elementary Teacher		
KaSandra Burk	Elementary Teacher		
Blyth Sewell	Secondary Teacher		
Jennifer Hendrix	Secondary Teacher		
Laura MacTavish	Business Representative		
Jessica Johnson	Parent		
Shayla Crawford	Parent		
	Parent		