

Brenham Independent School District
Brenham High School
2021-2022 Campus Improvement Plan

Mission Statement

Campus Mission

Inspire, Challenge, Achieve

District Mission

In collaboration with our families and community, Brenham Independent School District is committed to providing an exceptional education for ALL students.

Vision

District Vision

Brenham ISD... A proud community inspiring and encouraging excellence for ALL.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	5
School Processes & Programs	6
Priority Problem Statements	7
Comprehensive Needs Assessment Data Documentation	8
Goals	9
Goal 1: BISD will provide a coordinated curriculum that is implemented through effective instructional practices.	10
Goal 2: BISD will provide a safe and secure environment throughout the district.	14
Goal 3: BISD will promote family and community involvement.	15
Campus Funding Summary	16
Addendums	17

Comprehensive Needs Assessment

Demographics

Demographics Summary

Enrollment	2017	2018	2019	2020	2021
Afri. Amer.	19.6	20.25	19.97	19.37	19.22
Hispanic	30.4	30.6	32.09	33.42	35.14
White	46.0	44.6	44.54	43.00	41.28
Eco Dis	44.1	41.7	43.14	48.34	36.99
EL	7.8	10.1	8	7.5	8.5
Spec. Ed.	12.7	13.2	12.84	12.60	14

Total Staff	Paraprofessional	Professional
Hispanic	8	5
American-Indian		1
African American	13	13
White	117	19
Masters Degree		32

Demographics Strengths

Diversity

Teacher: Student Ratio

Problem Statements Identifying Demographics Needs

Problem Statement 1: Low performance on state assessment by low SES students **Root Cause:** There has been low expectations within the feeder pattern. Students have not experienced academic success.

Problem Statement 2: Lack of representation of low SES students in advanced and Advanced Placement classes **Root Cause:** A lack of opportunity for minorities to enter honor classes in Jr High classes.

Problem Statement 3: Lack of mastery performance on state assessment by all populations **Root Cause:** A root casuse is a lack of rigor for advanced and ap classes.

Student Learning

Student Learning Strengths

Our students' strengths are in Biology I and U.S. History. Over one-third of our students in AP classes score a three (3) or higher on AP exams given.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Mastery performance for all populations on state assessments

Problem Statement 2: Performance for Low SES population on state assessments

Problem Statement 3: Low representation of Low SES in advanced and Advanced Placement courses

School Processes & Programs

School Processes & Programs Summary

Instructional - AVID (Advancement Via Individual Determination); Advanced Placement, Dual-Credit; Fundamental Five Quality Instruction; Instructional Specialists; Technology Specialist; Site Leadership Team; Data-driven Instruction; Faculty Meetings; Growing Teachers; New Teacher Academy; Cub Time; Counselor Communication with Students; PLC; Accountability (RTI, credit recovery, credit repair)

Curricular - Athletics (18 programs); Music (4 programs); CTE (FFA, HOSA, DECA); Fine Arts (drama, Dance, Cheer, Art); U.I.L. Academics; ROTC

Personnel - New Teacher Mentor Program; Student Mentor Program; Site Leadership Team; In-house professional development; Learning Walks;

Organizational - PLC for core subjects; Site Leadership Team, Safety (IDs, Dress Code, Truancy, Hallway Security, Parking Lot Security, ISS?PIC, Discipline Referrals, Fire Drills, Lockdown Drills, Severe Weather Drills); Marquee; Website; Social Media; BHS Happenings; Multi-Cultural Events; Southern Charm hospitality; Handbooks; Organizational School Calendar; Parking Lot Tags; Student Management/Classroom Facilities; Campus Educational Improvement Committee (CEIC)

School Processes & Programs Strengths

Strengths - Dual Credit and Advanced Placement - Over one-third of our students get college credit through both of these programs.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Need to develop processes for the following: new students, events on campus, RTI; student failures

Problem Statement 2: Need to develop professional development for classroom management, cultural sensitivity, flipped classroom, instructing special populations

Problem Statement 3: Need to develop a process for continuation after data analysis

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card Data
- Alternative Education Accountability (AEA) data
- Local Accountability Systems (LAS) data
- Community Based Accountability System (CBAS)

Goals





Goal 1: BISD will provide a coordinated curriculum that is implemented through effective instructional practices.

Performance Objective 1: Sixty percent (60%) of all student populations, including English Learners (ELs) and African Americans, will show an increase in student scores through objective-driven daily lessons with formative assessment and data-driven instruction

Evaluation Data Sources: EOC scores

Strategy 1 Details	Reviews			
<p>Strategy 1: Achieve 3000</p> <p>Strategy's Expected Result/Impact: Increase in EOC scores with ELs and students at-risk of failing state assessments</p> <p>Staff Responsible for Monitoring: Administration, Instructional Specialists</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>Funding Sources: ACHIEVE 3000 - 199-PIC 38 College, Career, and Military - \$32,582, ACHIEVE 3000 - 199 General Fund - \$6,895</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Data Review</p> <p>Strategy's Expected Result/Impact: Increase in EOC scores for all sub groups</p> <p>Staff Responsible for Monitoring: Administration, Instructional Specialists, Technology Specialist, Teachers</p> <p>TEA Priorities: Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: AVID - increase the use of WICOR strategies by 25% in instructional planning</p> <p>Strategy's Expected Result/Impact: Twenty-five percent (25%) increase in WICOR strategies from previous year as shown in lesson plans and walk-through data</p> <p>Staff Responsible for Monitoring: AVID Team Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: EOC Boot Camp Strategy's Expected Result/Impact: Twenty-five percent (25%) increase in passing rate of EOC retesters on the December retest. Staff Responsible for Monitoring: Administrators Instructional Specialists Department Heads TEA Priorities: Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Small group instruction Strategy's Expected Result/Impact: Increase in EOC scores with ELs and students at-risk of failing state assessments Staff Responsible for Monitoring: Administration Instructional Specialists Technology Specialist Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Fundamental Five - increase rigor in lesson plans by continuing the fundamental five method Strategy's Expected Result/Impact: Fifty percent (50%) increase in passing rate of subpopulations on all EOC tests Improvement in six weeks averages Reduction in failure rate Staff Responsible for Monitoring: Administration Instructional Specialists Core teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Teachers observing teachers Strategy's Expected Result/Impact: Increase in strategies on teachers' lesson cycle and walk-through data Staff Responsible for Monitoring: Administration Instructional Specialists Teachers TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June





Strategy 8 Details	Reviews			
Strategy 8: Credit Recovery for students who lose credit in courses Strategy's Expected Result/Impact: Increase in the number of students graduating with their cohort group Staff Responsible for Monitoring: Counselors TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools Funding Sources: - 199-PIC 24 State Comp Ed (SCE), Accelerated Ed - \$25,655	Formative			Summative
	Nov	Jan	Mar	June
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Goal 1: BISD will provide a coordinated curriculum that is implemented through effective instructional practices.

Performance Objective 2: Fifty percent (50%) of students who have previously not been successful will reach MEETS on each individual EOC STAAR retest - English I and Algebra I - through objective-driven daily lessons with formative assessment and data-driven instruction





Evaluation Data Sources: EOC scores

Strategy 1 Details	Reviews			
<p>Strategy 1: AVID - increase the use of WICOR strategies by 25% in instructional planning Strategy's Expected Result/Impact: Twenty-five percent (35%) increase in WICOR strategies from previous year as shown in lesson plans and walk-through data Staff Responsible for Monitoring: AVID Team Teachers TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Achieve 3000 Strategy's Expected Result/Impact: Increase in EOC scores with ELs and students at-risk of failing state assessments Staff Responsible for Monitoring: Administration, Instructional Specialists TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Data Review Strategy's Expected Result/Impact: Increase in EOC scores for all sub groups Staff Responsible for Monitoring: Administration, Instructional Specialists, Technology Specialist, Teachers TEA Priorities: Improve low-performing schools - Comprehensive Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: EOC Boot Camp Strategy's Expected Result/Impact: Twenty-five percent (25%) increase in passing rate of EOC retesters on the December retest. Staff Responsible for Monitoring: Administrators Instructional Specialists Department Heads TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p>	Formative			Summative
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Strategy 5 Details	Reviews			
Strategy 5: Small group instruction Strategy's Expected Result/Impact: Increase in EOC scores with ELs and students at-risk of failing state assessments Staff Responsible for Monitoring: Administration Instructional Specialists Technology Specialist Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
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	Nov	Jan	Mar	June
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Goal 2: BISD will provide a safe and secure environment throughout the district.





Performance Objective 1: The campus will be secure.

Strategy 1 Details	Reviews			
Strategy 1: Monitor students entering and leaving campus. Strategy's Expected Result/Impact: Students will be in class when expected Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: All students and staff will participate in the required safety drills. Strategy's Expected Result/Impact: Students and staff will be aware of the procedures for all safety drills Staff Responsible for Monitoring: Administrators, Director of Health and Safety	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: BISD will promote family and community involvement.

Performance Objective 1: Fifty percent of parents will become actively involved in their student's school life

Evaluation Data Sources: Increase in parents through meetings, athletic events

Strategy 1 Details	Reviews			
Strategy 1: Communication via social media for events at BHS Strategy's Expected Result/Impact: Increase in parents at events at BHS or BHS sponsored events Staff Responsible for Monitoring: Administration Technology Specialist	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide opportunities for parents to attend informational meetings such as College, Career, and Military Night, Open House, etc. Strategy's Expected Result/Impact: Increase in parents at events at BHS or BHS sponsored events. Staff Responsible for Monitoring: Administration Counselors TEA Priorities: Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Campus Funding Summary

199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	ACHIEVE 3000		\$6,895.00
Sub-Total					\$6,895.00
199-PIC 24 State Comp Ed (SCE), Accelerated Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	8			\$25,655.00
1	2	8			\$25,655.00
Sub-Total					\$51,310.00
199-PIC 38 College, Career, and Military					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	ACHIEVE 3000		\$32,582.00
Sub-Total					\$32,582.00
Grand Total					\$90,787.00

Addendums