

Bowie Independent School District



**Bowie Intermediate School
2021-2022**

**Campus Improvement Plan
169-901-042**

Key to Title I School-Wide Components

Code	Component
1	Comprehensive Needs Assessment
2	Reform Strategies
3	Instruction by High Quality Teachers
4	High-Quality Professional Development
5	Strategies to Attract HQ Teachers
6	Strategies to Increase Parental Involvement
7	Transition
8	Teacher Decision-Making Regarding Assessment
9	Effective and Timely Assistance to Students
10	Coordination/Integration of Services

2021-2022

BIS Campus Improvement Team

Name	Position
Sara Cravens	Principal
Annalysa Elledge	Assistant Principal
Jeannette Shaw	Counselor
Patterson, Meagan	4th Grade Teacher
Mazac, Michelle	4th Grade Teacher
Fowler, Stella	5th Grade Teacher
Hancock, Karen	5th Grade Teacher
Enlow, Addie	Computer/Art Teacher
Roth, Kelly	MTSS/Support Staff
Treadwell, Suzie	Community Member
Shaw, Brent	Business Representative
Erica Preuniger	Parent
Deweber, Leigh	Parent
Misty Allison	Parent

BISD Board Goals

- Goal 1:** The Board of Trustees of Bowie Independent School District will provide a culture of high expectations for individual and collective excellence.
- Goal 2:** The Board of Trustees of Bowie Independent School District will provide the necessary support to foster an optimal teaching and learning environment that develops student and teacher excellence.
- Goal 3:** The Board of Trustees of Bowie Independent School District will engage parents and the community in positive partnerships that create champions and advocates for Bowie students and Bowie I.S.D.
- Goal 4:** The Board of Trustees of Bowie Independent School District will manage resources efficiently to ensure that students, parents, and the community receive optimal educational services.

Core Beliefs

We believe:

- Kids come first
- Education is the foundation of our community
- The success of each student is the shared responsibility of our students, families, schools, and community
- Student-centered actions and decisions are critical to our district's success
- A personalized learning experience is necessary to prepare students for their future
- A tradition of excellence is our legacy

BOWIE ISD

Mission

In partnership with our parents and our community, it is our mission to promote the intellectual, emotional, social, and physical development and well-being of each student and to create a flourishing environment and educational experience that empowers all students to be successful at their highest level in order to lead a meaningful life in an ever-changing world.

Vision

Bowie Schools - A place where everyone strives for excellence and is encouraged, empowered, and inspired to reach their full potential.

Nondiscrimination Notice

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

Comprehensive Needs Assessment Process & Summary

CNA Process: The District and Campus Improvement Teams are selected each year based on district policy and include teachers, administrators, parents, community, and business representatives. The District & Campus Improvement Teams meet periodically throughout the year as needed. An Improvement Planning Retreat is held in August each year to review the purpose and importance of conducting a Comprehensive Needs Assessment with the District & Campus Improvement Teams and special program representatives. The District and Campus Improvement Plans are evaluated to determine if Performance Objectives have been met and to determine if designated strategies have been completed effectively. A Comprehensive Needs Assessment is conducted for the district and each campus that includes the review of assessment data from a variety of sources such as RDA Reports, the TAPR Report, accountability data, TPRI & TEMI data, surveys, and program evaluations. Data is collected at multiple levels including multi-year data in some cases. Surveys are conducted to gain information from a variety of sources. Data from various program areas such as CTE, Title I, Multi-Tiered System of Supports, Technology, Professional Development, Student Assessment, and School Safety are included. After the data is reviewed and analyzed, the DIT & CITs set priorities and make recommendations for strategic initiatives to be implemented in the District and Campus Improvement Plans. The Campus Improvement Team meets following the District Improvement Team Meeting to ensure that a comprehensive, focused approach is implemented throughout the district and to ensure clear alignment exists between identified needs described in the Comprehensive Needs Assessment, the District's Performance Objectives and Strategies, and the Campus Strategies.

At least once each two years, an evaluation will be conducted to evaluate the SBDM procedures and staff development activities. A public meeting is held in December or January of each year to disseminate the results of the TAPR report to the public.

Summary of Prior Year's Evaluation:

While reviewing the 2020-2021 BIS Campus Improvement Plan, Priority Needs were edited to reflect new CNA findings detailed below. The CIT also agreed to edit the Goals and Objectives to reflect the new priorities and CNA

findings, as well as the ESSA language. A review of strategies determined most strategies were effective in 2021-2022, as there were multiple areas of growth revealed in 2020-2021 district and campus data, despite the effects of COVID. As a result, the CIT agreed to keep most strategies in the plan, eliminating only a few that would no longer be of district or campus emphasis. The CIT also added new strategies to each goal to reflect new initiatives or action plans resulting from the CNA process and from the EDDER Committee Meeting for 2021-2022.

BIS Planning Retreat Summary

CNA Data Analysis Findings

Perceptions Data Analysis Findings

Strengths:

- Staff has positive attitude
- High expectations of students
- Technology is readily available for teaching
- Positive work environment
- People feel valued
- Safe & secure environment

Challenges:

- At risk numbers are growing
- SPED numbers on the rise
- STAAR
- Feedback to teachers on performance
- Response to bullying
- Student enthusiasm about learning

Demographics Data Analysis Findings

Strengths:

- 19 students identified GT
- 7 Paraprofessionals to support student needs
- RtI and SPED teachers in each subject

Challenges:

- At risk numbers are growing
- SPED numbers are increasing
- Number of students needing MTSS intervention is increasing
- High turn-over rate of teachers in SPED for multiple years
- 38 students identified with Dyslexia
- 39 SPED students

Student Learning Data Analysis Findings:

Strengths:

- 5th grade Math had a 91% of students score at Approaches level or higher
- 5th grade Reading had a 87% of students score at Approaches level or higher
- 5th grade SPED Math students scored 81% at the Approaches level or higher
- 5th grade Science scored 49% at the Meets Level
- 91% of 5th Grade RtI students made progress
- 100% of 5th grade RtI Math students made progress

Challenges:

- Sub population STAAR scores
- 4th grade had a 7-20% decrease in Reading and Math from 3rd grade to 4th grade
- 4th grade writing is a concern – only 43% met the Approaches level or higher
- 0% of LEP students scored the meets level in Reading and Math
- 25% of SPED student scored at the Approaches level or higher in Reading and Math
- No students had a masters level in 4th grade writing

School Processes Data Analysis Findings:

Strengths:

- SPED students are identified early & properly served
- 504 students being identified and served
- RtI has identified 22% of the total number of students, which is on target
- The RtI process and interventions are helping our students make progress on STAAR
- Strong involvement in programs
- Sub Pop are not meeting met standards and are being a targeted concern in Domain 3

Challenges:

- Clear expectations for behavior
- Meeting the social and emotional needs of our students
- Communication
- Growing number of Dyslexic students
- Recognition for students

IDENTIFIED NEEDS FOR 2021-2022

TEACHER RECRUITMENT/RETENTION

- Mentor Teacher Stipends to support new, beginning teachers
- New Teachers attend First Year Teacher Academy at Region 9
- New Teacher receiving coaching from Region 9
- COVID recovery/retention stipends will be awarded to all BISD staff
- Hire additional staff to help support closing COVID learning gaps and SEL needs
- Salary Schedule adjusted and raises awarded to ALL staff due to extra work and stress as a result of COVID

PROFESSIONAL DEVELOPMENT

- Motivational speaker for district convocation and remote instruction strategies/support
- Round Robins & required campus trainings presented by:
 - District nurse–CDC COVID Guidance and other required topics
 - Attendance/grades
 - HR/payroll COVID leave
 - SPED Contingency Plans & Compensatory Services
 - AESOP & RingCentral Training
 - 504/Dyslexia
- PD for new staff to include district initiatives such as Google Classroom, ScreenCastify, Read Write, TEKS Resource System, DMAC, HRS, NearPod, NWEA Assessment, etc. (Ed Camp)
- Train Staff in SSSP requirements and other legislative training requirements
- Train Staff in Standard Response Protocol for school safety

INSTRUCTIONAL PROGRAMS/SUPPLIES

- Class-Link training to provide one login (single sign on) for all web-based instructional resources
- Install Adobe Pro on all teacher and admin computers for PDF editing
- Google Classroom will be our online learning platform

- Zoom training for live meetings and instructional support
- Purchase more laptops/iPads, charging stations. and chargers (ESSER funds and EMC Matching Grant)
- Wireless Promethean Boards purchased for all teachers
- BISD will purchase and transition to using the NWEA Assessment as our Universal Screener
- NearPod curriculum video library, virtual field trips, and SEL resources will be purchased for teachers to utilize in classrooms

HEALTH & WELLNESS

- Purchase more cleaning/sanitizing supplies (Clorox spray, germ ex & hand sanitizer stations, masks, gloves, spray bottles)
- Ionizers will be added to all HVAC units to improve and purify air quality in all facilities
- Resources to help with Social Emotional Learning will be purchased

TECHNOLOGY

- Purchase additional student/teacher devices for instruction and learning via ESSER funds and EMC Grants
- Purchase content filtering program to monitor student internet activity for potential safety related topics such as self-harm, bullying, threats, etc.
- Purchase Google Education Plus for live-streaming options, document tracking, etc.

SCHOOL SAFETY

- Purchase Keyless Badge Entry system for secure access to district facilities
- Purchase Navigate 360 visitor check in system
- Upgrade security camera systems at BIS & BJH
- Address TASB Facility Study findings by priority of concern relating to a safe and secure work and learning environment
- SSSP Teams will be established and trained according to legislative requirements
- All staff will be trained on the Navigate 360 App, Standard Response Protocol, and the Lightspeed web content/activity monitoring program

Identified Priorities from 2021-2022 CNA

Bullying

Bowie ISD will provide education and support to students, staff and families to ensure a bully free environment.

Math

Bowie ISD will evaluate math curriculum, resources, and training to ensure alignment and student success at each performance level.

CTE

Bowie ISD will seek additional opportunities to educate, promote, compete, and expand our CTE programs to graduate career ready students.

RLA

Bowie ISD will increase cross-curricular opportunities for students to practice the RLA reading/writing connection with an emphasis on using Science and Social Studies texts to increase comprehension and writing skills.

Special Pops

BISD will seek to improve student performance in all groups with a special emphasis on SpEd & EL student groups by evaluating supports, training, programs, and resources.

Teacher Recruitment/Retention

BISD will recruit and retain highly effective staff through positive culture, increased communication, training, mentor support and competitive salaries

Goal 1: Bowie ISD will provide a culture of high expectations for academic excellence in order for students to receive a well-balanced and appropriate education preparing them for success in their personal and professional goals.

Objective 1: Bowie ISD student performance on the state assessment will exceed state performance in all tested areas & all sub-pops.

Objective 2: Bowie ISD will continue to expand post-secondary education opportunities to provide students additional options for college and career readiness.

Strategies/Action Steps	SW Component	Person(s) Responsible	Timelines	Resources	Evaluation Formative/Summative
1.1 BISD will continue the teacher/student goal setting initiative to foster individual motivation and accountability to improve student learning.	2	Campus Principals, Teachers, Curriculum Dir	2021-2022	Local	Progress Monitoring after each CBA, STAAR Improvement
1.1 To monitor student learning, core-content area teachers in grades 2-HS EOC will administer Unit Assessments each nine weeks, in addition to at least one interim assessment prior to state assessment testing in the spring. All assessment data will be entered into DMAC and analyzed to determine instructional needs. BISD will expand DDI Training specific to the development and analysis of high quality CBAs.	2, 8	Teachers, Curriculum Director, Principals	Unit Assessments at least once each nine weeks Benchmark at least once second semester	Local	DMAC reports, test grades
1.1 Additional software and materials such as NWEA Map Growth and Fluency, Reading Renaissance, Study Island, Read Naturally, iStation, Think Through Math, IXL, NoRedInk, and other assessment materials such as ESTAR, & MSTAR will be used to monitor student progress. Universal screeners or assessments from these programs will be administered as applicable in grades K-12 three times per year to monitor student growth, to make MTSS decisions and to inform Accelerated Instructional Plans.	2, 8	Curriculum Director and Campus Rtl specialists	2021-2022	Local & SCE ESSER Funds	Program reports, MTSS documentation, Accelerated Instruction Plans

Additional resources will be purchased to support remote & social emotional learning, including NearPod.					
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1.1 BISD will support campuses by providing scheduled time for classroom teachers to participate in horizontal and vertical team planning to analyze student performance data and plan for aligned instruction to increase student achievement. Data Boards will be utilized during PLC meetings when analyzing student data & performance.	8	Campus Principals Curriculum Director	Horizontal Planning at least once per nine weeks, Vertical planning at least once per semester	Local	District & Campus Calendars, Meeting Documentation (sign in sheets, notes, etc.)
1.1 Teachers will use district approved curriculum and resources for daily instruction. BISD will complete a district-wide curriculum inventory to document instructional resources utilized by all teachers. Inventories will be posted on classroom & district websites.	3	Teachers, Campus Principals, Curriculum Director	2021-2022	Local	Scope & Sequence Charts, Lesson Plans, Walk-throughs
1.1 Campus administrators will serve as instructional leaders by participating in team planning meetings, and conducting documented walk-throughs to verify students are receiving high-quality aligned instruction. In addition, Campus & District Administrators will attend Marzano's HRS training at Region 9 to align practices in these areas & to provide a focused, systemic approach to campus & instructional leadership. Campus Leaders will also participate in Book Studies to continue personal & professional growth.	2, 3,4	Campus Principals Curric. Director Superintendent	2021-2022	Local	Documentation of Meetings and Walk-throughs. Training Certificates. HRS Implementation Documentation. Administrator Meeting Agendas/Minutes.
1.1 Each teacher will provide the campus principal with a one-page scope and sequence document outlining TEKS taught each nine weeks.	3	Teachers, principal	End of first nine weeks	Local	Scope and Sequence posted on classroom webpage Principal checklist

1.1 Bowie ISD will maintain appropriate student teacher ratios and provide additional class-size reduction teachers where appropriate.	1	Principals, Superintende nt	2021-2022	Title II Part A	PEIMS Enrollment Reports, TAPR Report
1.1 Teachers will model and utilize highly effective teaching practices in daily instruction including The Fundamental 5, Kagan Cooperative Learning, Thinking Maps, and Marzano's Academic Vocabulary as well as Marzano's ASOT strategies. Teachers will participate in Instructional Rounds to observe these best practices in action.	3, 4	Principals, Teachers, Curriculum Director	2021-2022	Local	Lesson Plans, Walk- Throughs
1.1 BISD will provide specific educational opportunities targeted to advanced & gifted students which promote Masters Grade Level performance on the state assessment.	9	Teachers, Principals	2021-2022	Local	Campus Schedules, Meets/Masters Performance Reports

1.2 BISD will continue to seek additional opportunities to serve advanced & gifted students by continuing to partner with the Region 9 GT Co-op and by offering additional Pre-AP and College Board approved AP courses for students. GT students will also be encouraged to participate in competition programs which promote higher level thinking and problem solving.	9, 10	Principals, Counselors, Curriculum Director GT Coordinators/Teach ers	2021-2022	Local	Campus Schedules, Course Catalog, Region 9 Participation records, PEIMS reports
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1.2 Investigate opportunities for online/distance learning classes.	9, 10	Counselors, Curriculum Director	2021-2022	Local	Course Schedule
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1.2 Each campus will implement activities to promote college and career awareness/readiness for all students.	1, 10	Principals, Counselors, CCMR coordinator	2021-2022	Local	Lesson Plans, Events calendars
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Goal 2: BISD will seek to close the achievement gap between all students and demographic sub-populations including at-risk and economically disadvantaged by 25% to ensure the success of all students within 3-5 years.

Objective 1: BISD will ensure special education students receive high quality instruction in their least restrictive environment to close the achievement gap by 5% as reflected on end of year data.

Objective 2: BISD will provide intervention support for K-12 students identified as at-risk and economically disadvantaged to close the achievement gap by 5% as reflected on end of year data.

Objective 3: BISD will be in compliance with all special program requirements such as LEP, GT, SPED, Dyslexia, and 504.

Objective 4: BISD will increase the *Meets & Masters Grade Level* performance of all students with a focus on GT.

Strategies/Action Steps	SW Component	Person(s) Responsible	Timelines	Resources	Evaluation Formative/Summative
2.1 BISD will participate in a SpEd program self-assessment to determine improvement goals and professional development which might be needed. Ongoing training and support will also be coordinated with R9 for the successful implementation of Inclusion and Co-teaching practices. BISD will work with Region 9 specialists to provide teachers with Instructional Coaching opportunities to support best practices in Special Education.	2, 4	Principals, Curric. Dir., SPED Co-op	2021-2022	Local & Title	Training documentation, Teacher Surveys
2.1 Instructional staff will receive training to better understand the needs of students with disabilities.	4	Principals, Curric. Dir., SPED Co-op	2021-2022	Local & Title	Training documentation, Teacher Surveys
2.1 New teachers will receive training on writing PLAAF statements.	4	SPED Co-op	2021-2022	Local	Training documentation
2.2 The BISD MTSS process will be evaluated to determine coordination & alignment of processes across grade levels and campuses. The district's MTSS process will be defined in writing.	8	Principals, Curric. Dir., MTSS Specialists	2021-2022		Written MTSS Campus & District Plans

2.2 Instructional staff will receive training in at-risk criteria and student needs. State & Local at-risk criteria records will be maintained by counselors who will also update Ascender. At-risk criteria are attached to this document as a separate record.	4, 9	Counselors, PEIMS Coordinators, Curric. Dir.	2021- 2022	Local	Training documentation
2.2 BISD will ensure at-risk students have the opportunity to participate in compensatory education programs targeted to their specific needs, including AVID, year-round tutorials, AEP, Credit Recovery, MTSS, the Alternative Learning Center, and software intervention/credit recovery programs such as iStation & Edgenuity.	9,10	Counselors, Teachers, Curric. Dir.	2021- 2022	SCE Funds Grant funds	Program participation and performance reports, student schedules,
2.2 BISD will provide accelerated instruction and summer school for those students who don't meet minimum standards on the state assessment as required by HB455, student need, and based on district policy. Additional staff will also be hired temporarily to help with HB 4545 tutorial requirements and with COVID learning loss as well as SEL needs.	9	Teachers, Principals, Curric. Dir.	2021- 2022	SCE Funds, ESSER I & II funds	SSI Documentation and Accelerated Instruction Plans.
2.2 All campuses will make use of available technology systems such as DMAC, Ascender, & eSPED to identify and track special student populations & perform record-keeping tasks required for 504, MTSS, SPED, & ELL/LPAC.	9, 10	Campus Principals, MTSS Specialists, SPED	2021- 2022	Local	Program Reports
2.2 Each campus will have a person or persons designated as MTSS, 504, & SPED, & ELL/LPAC leads who will be trained & responsible for entering student documentation into those electronic programs.	4, 10	Campus Principals, MTSS Specialists	2021- 2022	Local & Title	Staff Duty Reports

<p>2.3 A Gifted & Talented (G/T) Program will be provided to qualified students according to BISD board policy as written in compliance with the Texas State Plan for the Education of Gifted/Talented Students</p>	<p>10</p>	<p>Principals, Curric. Dir, Superintendent</p>	<p>2021-2022</p>	<p>Local</p>	<p>Campus Course Schedules</p>
<p>2.3 There are currently 0 Migrant students enrolled in BISD. As a non-project district, BISD is required to survey all students annually to determine eligibility for the Migrant Education Program (MEP). Students are surveyed annually upon enrollment and during the beginning of the year enrollment date for returning students. BISD ensures that each campus has a completion rate of 90% or higher. Region 9 verifies the identification of eligible students and provides any necessary services once it is determined that the district is not able to meet the need (supplement not supplant).</p>	<p>10</p>	<p>Enrollment secretaries, PEIMS clerks, Migrant/Title III coordinator</p>	<p>2021-2022</p>	<p>Title III</p>	<p>Enrollment surveys and paperwork.</p>
<p>2.3 Dyslexia program will be provided to those students who qualify. Students will be identified & served through the Sped process and may also qualify for instructional accommodations, in addition to dyslexia services, unless the parent denies the Sped process and opts for the 504 process instead. Align programs at each campus.</p>	<p>9, 10</p>	<p>Principals, Dyslexia Teachers, Curric. Dir.</p>	<p>2021-2022</p>	<p>Local</p>	<p>Campus Course Schedules, Meeting Documentation</p>
<p>2.3 BISD Teachers will be provided professional development opportunities in best-practice instructional strategies specific to the needs of each special population.</p>	<p>4</p>	<p>Principals, Lead Teachers, Reg. 9, Curric. Dir.</p>	<p>2021-2022</p>	<p>Local and special program funds</p>	<p>Sign in Sheets, Training Certificates, PD calendar</p>

2.4 BISD Teachers will be provided professional development to enhance rigor in instruction and to help students reach the Meets & Masters Grade Level performance on the state assessment. The minimum passing standard for all local CBA & Benchmark testing will be set at the Meets Level.	4	Principals, Lead Teachers, Reg. 9, Curric. Dir.	2021-2022	Local	Sign in Sheets, Certificates, PD calendar, Assessment results.
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Goal 3: BISD will recruit and retain highly effective staff while providing on-going and relevant professional development which translates into student engagement.

Objective 1: 100% of Bowie ISD instructional staff will attend targeted, research-based professional development to implement strategies which enhance student engagement and learning and are related to CNA priority findings.

Objective 2: BISD will employ practices designed to recruit and retain highly effective staff.

Strategies/Action Steps	SW Component	Person(s) Responsible	Timelines	Resources	Evaluation Formative/Summative
3.1 Instructional staff will receive yearly training on updates to the state assessment and accountability system, including changes to allowable Accommodations.	4	Curriculum Director	2021-2022	Local	Prof. Development Documentation
3.1 Instructional staff will attend prof. dev. opportunities specific to their grade, subject, and BISD adopted curriculums as well as for remote instruction & other resources utilized for remote instruction. BISD will provide resources necessary for teachers to attend high quality professional development related to district priorities. All K-3 teachers will attend Reading Academy Training to support early literacy instruction.	4	Curriculum Director, Principals, ESC 9 specialists	2021-2022	Local & Title 1	Prof. Development documentation
3.1 Instructional staff will receive MTSS, 504, & Dyslexia training yearly.	4, 10	Curriculum Director, ESC 9 Specialists	2021-2022	Local & Title 1	Prof. Development Documentation
3.1 All BISD Teachers will be encouraged to complete 30 hours of GT Foundation Training (maintaining a 6 hour update yearly), their ESL certification, & Sheltered Instruction Training as appropriate for their teaching assignment.	4, 10	Campus Principals	Yearly until endorsements or certifications are achieved.	Title 1 & Local, BISD will reimburse teachers for the cost of the ESL certification test.	Training & Certification Certificates

3.1 New Instructional staff will receive training in district initiatives including Kagan's Coop. Learning, Thinking Maps, Marzano's Academic Vocabulary & ASOT strategies, Fundamental 5, and AVID.	4	Curriculum Director, ESC 9 Specialists	Within the first year of employment.	Local & Title 1	Prof. Development Documentation & Training Certificates
3.1 Instructional staff will receive training & updates in the use of BISD electronic resources including ASCENDER, DMAC, TEKS Resource System, and Office 365/Google.	4	Curriculum Director, ESC 9 Specialists	2021-2022	Local & Title 1	Prof. Development Documentation & Training Certificates
3.1 Instructional staff will receive professional development specific to technology integration and the use of iPads, laptops, Mimeo Boards & devices, Promethean Boards, etc. for teaching and learning.	2, 4	Inst. Tech. Coordinator	2021-2022	Local	Training Documentation
3.1 All BISD teachers and staff will receive child abuse reporting, FERPA, Parental Involvement, and other required Title 1 trainings yearly.	10	Campus Principals	Yearly in August prior to the first day of school.	Local	Training Documentation
3.2 All paraprofessionals hired by BISD will be Highly Qualified when hired or will complete online professional training through Region 4 or in person at Region 9 before the first day of work.	3	Campus Principals	2021-2022	Local & Title	TOPS Training, HQ Documentation
3.2 High quality applicants, including Bilingual applicants, will be encouraged to apply for positions with BISD due to a competitive salary schedule and benefits package. Salaries for teachers and paraprofessionals will be supported by Title I funds according to guidelines for Title I School-wide programs.	5	Superintendent, Chief Financial Officer	2021-2022	Title 1 and Local	BISD Salary Schedules

<p>3.2 New teachers (first year or new to the district) will be provided with mentor teachers and will participate in BISD's mentoring program. BISD will also provide Instructional Coaching support for new or first year teachers.</p> <p>Mentor teachers will receive a stipend.</p> <p>New teachers will attend First Year Teacher Academy at R9.</p>	5	Campus Principals	2021-2022	Local	Mentor/Mentee Surveys
<p>3.2 When needed, BISD will contract with retired teachers or professionals to provide mentor support for district level positions which often have no in-district mentor opportunity.</p>	5	Superintendent, Chief Financial Officer, Curriculum Director	2021-2022	Local, grants such as RLIS	Work schedules, Salary reports
<p>3.2 BISD will utilize a portion of ESSER Grant funds to provide all staff with COVID Recovery/Retention stipends to help retain staff who have endured great personal stress as a result of COVID and the learning curve involved with all of the changes in education as a result.</p>	5,9	Superintendent, Assistant Superintendent	2021-2022	ESSER II funds	Payroll records
<p>3.2 BISD will apply for the Teacher Incentive Allotment program to offer additional salary increases for high-performing teachers.</p>	5,9	Superintendent, Assistant Superintendent	2021-2022	Local	TIA Application & Process Documentation

Goal 4: BISD will encourage and promote a climate that engages students, staff, families, and the community in the education process.					
Objective 1: Increase parent and community involvement by implementing a variety of strategies and activities which promote positive communication and result in student success.					
Objective 2: Parents and community members will be encouraged to participate in multiple campus events and transition opportunities to foster positive experiences beyond the normal school day and throughout the district.					
Objective 3: BISD will maintain a 95% attendance rate and less than 1% dropout rate on all campuses.					
Strategies/Action Steps	SW Component	Person(s) Responsible	Timelines	Resources	Evaluation Formative/Summative
4.1 All BISD employees will adhere to a service- oriented focus.	2, 6	Campus Principals	2021-2022	Local	T-TESS Evaluations
4.1 BISD will continue to expand the "Bowie Built" moto and seek additional opportunities to engage the community, businesses, parents, faculty, and staff in all efforts to promote unity, pride, & student success. AIM & B.I.S.D. mottos will continue. As well, the district will purchase an activity bus with the school logo on it and upgrade the district educational and athletic facilities to reflect school spirit and enhance morale.	2, 5, 6	ALL BISD	2021-2022	Local	End of Year Surveys
4.1 BISD will involve community members in a student mentoring programs such as the "Watch Dog" program, among others.	6	Campus Principals, Counselors	2021-2022	Local	End of Year Surveys, Sign-in Rosters
4.1 BISD will seek to improve the district's website in an effort to make it more user friendly & to better communicate/promote current district & campus information/events. The BISD App will be promoted.	1	Technology coordinators, Curric. Dir. Superintendent	2021-2022	Local	BISD website, surveys
4.1 BISD will seek additional ways to recognize students and staff for their accomplishments throughout the year.		Superintendent, Principals, Curric. Dir.	2021-2022	Local	Surveys

4.1 Parent surveys will be utilized to determine additional needs and avenues for parent involvement, to coordinate existing organizations such as the PTO and Booster Clubs, and to recruit additional parents to serve on Committees.	1, 6, 10	Campus Principals, Superintendent	2021-2022	Local	Surveys, Meeting Documentation
4.1 Parent Conferences will be offered at the end of the first nine weeks to discuss student progress and to complete Title I Home-School Compacts.	6, 9	Teachers, Campus Principals	Yearly at the end of the 1st 9 weeks	Title 1 & Local	Home-School Compacts, Conference Agendas
4.1 Campus Principals will meet with the parent/guardian of any student that withdraws to Home School or is not enrolling in another public or private school in order to prevent dropout identification. Withdrawal to Homeschool Documentation must be signed by the parent/guardian at the time of withdrawal.	1, 10	Campus Principals	2021-2022	Local	Student withdraw forms, PEIMS documentation
4.1 Counselors and school nurses will ensure the needs of pregnant and homeless students are met through the coordination of services provided by outside agencies.	9, 10	Counselors, Nurses	2021-2022	Local	Counselor Documentation
4.2 Each campus will conduct one after-school function per semester. BISD will support the campus functions by providing advertisement and translators if needed.	6	Campus Principals, Teachers	2021-2022	Local	Sign in Sheets
4.2 Each campus will have at least one transition activity in the spring for students who will be entering the campus for the first time in the fall of the next school year. BISD will provide support or advertising materials to parents regarding transition activities at each campus as needed.	7	Campus Principals, Counselors	2021-2022	Local	Advertisements and Participation Rosters
4.2 Each campus will conduct a "grade level parent night" during the first nine weeks, to help parents better understand classroom/grade level expectations, curriculum, etc. and to give parents the opportunity to ask any questions they may have.	7	Campus Principals, Counselors Teachers	2021-2022	Local	Advertisements, Agendas, participation rosters

4.3 Each campus will develop attendance strategies to ensure a 95% or higher attendance rate. Additionally, Ionizers will be purchased for all HVAC units to help purify air and keep everyone well in hopes of improving both student and staff attendance.	1, 2	Campus Teams	2021-2022	Local, ESSER III	Documentation of Strategies Implemented
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Goal 5: Bowie ISD will model a safe and drug free environment that is positively conducive to student success.					
Objective 1: Provide a comprehensive program to increase student awareness of the dangers and effects of drug and alcohol use and violence prevention.					
Objective 2: Provide model programs that encourage students to develop strength of character and become responsible citizens of our community.					
Objective 3: BISD will ensure that 100% of campuses have effective emergency response procedures in place to ensure the safety of students and staff.					
Strategies/Action Steps	SW Component	Person(s) Responsible	Timelines	Resources	Evaluation Formative/Summative
5.1 Provide training & resources for staff on the prevention of bullying and school violence, discipline management, and including materials for the education of students on suicide awareness and prevention, violence prevention and intervention, conflict resolution, sexual harassment and dating violence, and sex-trafficking. Counselors will attend Behavioral Threat Assessment Training. A web content monitoring program (Lightspeed) will be purchased to monitor activity for signs of threats or suicide planning, etc. All BISD staff and the SSSP team will be trained in utilizing these resources accordingly.	4, 9, 10	Counselors, Principals, Curric. Dir.	2021-2022	Local	Professional Development records, materials and resources for teachers
5.1 Student survey regarding bullying, school violence, and drug/alcohol awareness will be administered to determine program needs and impact.	4, 9, 10	Campus Principals	Yearly in the spring	Local	Student Survey results
5.2 Continue character development programs at all four campuses.	2	Campus Principals, Counselors	2021-2022	Local	Program records
5.2 BISD will seek to utilize community members to educate all students on the dangers of drugs and alcohol.	4, 9, 10	Counselors	2021-2022	Local	Program records
5.2 Administration, teachers, and staff will support consistent discipline, establish high behavior expectations for all students, and facilitate a positive, safe school environment. A full-time Behavior Teacher is employed at the Elementary Campus.	1, 2, 9	Principals, teachers, counselors	2021-2022	Local	Discipline records

<p>5.3 District Emergency Operations Plan maintained and updated as needed. Provide EOP Classroom Guides to all staff. All campuses will conduct routine trainings and drills to ensure staff are prepared to carry out the EOP when needed. BISD will provide any supplies needed to carry out the EOP ,including the Navigate 360 app, so all staff have ready access to the EOP on their phones. All BISD staff will also be trained in SSSP requirements & in using the Standard Response Protocol during emergencies. BISD will implement TASB recommendations from the facilities study & will contract with the Paratus Group to determine additional supplies and facility needs which might enhance school safety, security, and a successful learning environment. For example, we will purchase the Navigate 360 visitor check in system, security cameras will be upgraded, and a keyless entry system will be purchased & installed for all district buildings. As well, the Paratus Group will conduct ongoing Safety audits and inspections, providing regular feedback for areas of needed improvement. The fire marshal, and health inspections will be conducted as required by law. Provide MSDS training for teachers as required by law.</p>	<p>2, 10</p>	<p>Superintendent, Maintenance Dir.</p>	<p>2021- 2022</p>	<p>Local</p>	<p>State Inspection Certificates, Emergency Operations Plan, TASB & Paratus Group reports</p>
<p>5.3 The BISD and its Board of Trustees has adopted a policy regarding bullying. Refer to Board Policies FFI (Legal) and FFI (Local). The District prohibits bullying or retaliation against anyone involved in the complaint process. To obtain assistance and intervention, any student who believes that he or she has experienced bullying should immediately report the alleged acts to a teacher, counselor, principal, or other District employee. An anonymous tip line to report bullying is available through the district website & app. Any District employee who suspects or receives notice that a student or group of students has or may have experienced bullying shall immediately notify the principal orally or in writing. Refer to the above listed board policies for more information.</p>	<p>9, 10</p>	<p>Superintendent, Principals & APs, Counselors</p>	<p>2021- 2022</p>	<p>Local</p>	<p>Discipline Records, Board Reports</p>

5.3 All Bowie ISD employees will report suspected child abuse and neglect and sexual abuse as required by Texas law to Child Protective Services. All new educators will be provided training in sexual abuse awareness and prevention as required by SB 471.	4, 9, 10	Campus Principals, Counselors	2021-2022	Local	Professional Development records, Training Resources
5.3 BISD contracts with the Bowie Police Dept. to provide two full-time School Resource Officers to enhance safety and security at all campuses, as well as ensure a more timely response to potential threats or emergencies. BISD & SROs will work together to provide training opportunities for students, parents, staff, and community members to help them become more aware of the dangers related to issues such as drug & alcohol abuse, vaping, cyber security, etc.	9,10	Superintendent	2021-2022	Local & Title IV	Contract, Safety reports, social media posts, training agendas
5.3 BISD will support the Guardian Plan as adopted by the School Board. BISD will ensure proper training, equipment, and supplies to support the adopted plan.	9,10	Superintendent	2021-2022	Local	School Board Meeting Minutes, records of trainings, etc.
5.3 All BISD staff will participate in "STOP THE BLEED" training and Stop the Bleed Kits will be purchased for the district.	9,10	Superintendent Principals	2021-2022	Local	Agenda and Sign in Sheets, Kits present in Schools.
5.3 BISD will employ an additional full-time nurse as a result of COVID 19 so that each campus will have a full-time nurse to support student/staff health and safety, to help implement COVID 19 recommendations, and to help order/manage PPE supplies for staff and students.	9,10	Superintendent, Principals	2021-2022	Local, COVID Grants	Salary Schedule, Staff Lists
5.3 BISD will ensure adequate campus equipment, PPE & Cleaning supplies to keep staff and students as safe as possible for in-person learning during the COVID 19 pandemic.	9,10	Superintendent, Student Support Services Director, District Nurse, maintenance director	2021-2022	Local, COVID Grants	Materials orders, Grant Compliance Reports

Goal 6: Bowie ISD will promote the use of 21st Century technology to enhance teaching and learning for student success.					
Objective 1: 100% of BISD teachers will utilize available technology to engage students and promote learning.					
Objective 2: BISD will utilize current technology to communicate with parents and community.					
Objective 3: BISD will maintain the technology infrastructure to ensure connectivity.					
Objective 4: BISD will provide targeted professional development to improve technology integration.					
Strategies/Action Steps	SW Component	Person(s) Responsible	Timelines	Resources	Evaluation Formative/Summative
6.1 Expand opportunities for teachers to integrate technology with instruction through the use of student showcases (websites, parent nights, etc.) and develop campus specific goals and strategies. For example, The Lu Projector Interactive Playground will be purchased for the elementary campus to increase student engagement in active learning and for SEL wellness.	1	Instructional Technology Coordinator, Curriculum Director, Principal, Campus BLTs	2021-2022	Local, ESSER II & PTO funds, possible other grants	Professional Development Plans, sign in sheets
6.1 Provide assistance to teachers in need of classroom management strategies and expectations in the use of technology in the classroom. BISD will employ a full-time instructional tech specialist. BISD will also provide stipends to teachers who serve as on-site campus tech support.	4	Instructional Technology Coordinator, Curriculum Director, Principal, Campus BLTs	2021-2022	Local	Teacher Surveys, Program Evaluations
6.1 Continue the 1:1 initiative in grades K-12 by adding additional devices throughout the district for teacher/student instructional use at all grade levels, and to support remote instruction. A new device inventory process will be implemented, as well as a “clean out” project to get rid of old/unusable equipment.	2	Technology Director, Principals	2021-2022	Local & Grant funds	Technology Report and Program Evaluation
6.1 Instructional staff will be trained in using electronic programs such as ASCENDER, DMAC, and Office 365/Google to support data analysis and the innovative use of technology for instruction & learning.	4	Instructional Technology Coordinator, PEIMS Coordinator,	2021-2022	Local	Professional Development Records

		Campus BLTs			
6.2 Provide support materials/training to parents regarding the use of electronic programs such as ASCENDER	6	PEIMS Coordinator	1st 9 weeks	Local	Website Resources, Communication records
6.2 Electronic program will be utilized for student registration and the BISD Parent Portal for communicating student attendance and grades. BISD will continue the online ticket purchase system to prevent the need for money exchange and to track/limit attendance at events as needed.					
6.3 Infrastructure for wifi connectivity will be maintained for the efficient & effective use of technology by all BISD employees, and a three-year technology plan will be developed to ensure continued growth and support.	2, 10	Technology Director	2021-2022	Local	Surveys and Technology Report
6.3 BISD will provide all teachers with a laptop and docking station to create a more efficient teaching and learning environment, and to enhance the PLC process. BISD will also consider a 3 year plan to begin replacing technology devices used in grades K-12 such as aging iPads & Mimeo Boards. Devices purchased include Dell Laptops, iPads, & Promethean Interactive Boards to enhance classroom instruction & learning, as well as accessibility for all.	2	Superintendent, Assistant Superintendent, Technology Director,	2021-2022	Local, ESSER, EMC Grants	Purchasing records, technology plan, technology program evaluation
6.4 Provide targeted professional development for technology integration according to identified needs.	4	Instructional Technology	2021-2022	Local	Agendas and sign in sheets.

