

# BELLVILLE

**INDEPENDENT SCHOOL DISTRICT**

## Bellville High School Campus Improvement Plan



**2023-2024**

# BELLVILLE INDEPENDENT SCHOOL DISTRICT

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## **LEADERSHIP**

### **BOARD OF TRUSTEES**

Sarah Buenger - President  
Grant Lischka - Vice President  
Kenneth Stein - Secretary  
Jim Batson  
Jared Lischka  
Heather Novicke  
Regina Gillum  
Jaylen Tesch - Student Member

### **CENTRAL ADMINISTRATION**

Nicole Poenitzsch - Superintendent  
Dennis Jurek - Assistant Superintendent of Finance & Operations  
Natalie Jones - Chief Academic Officer  
Tony Hancock - Chief Talent Officer  
Grady Rowe - Athletic Director  
Michael Coopersmith - Chief Operations Officer  
Matthew Mahlmann - Director of Future Readiness  
Kandis Krueger - Director of Inclusive Learning  
Brian Reid - Director of Technology  
Alyssa Werner - Child Nutrition Director  
Holly Cox - Transportation Director  
Amber Klausmeyer - Accounting Director  
JD Higginbotham - Maintenance Director

### **CAMPUS ADMINISTRATION**

James Dristas - Principal, Bellville High School  
Daniel Symm - Principal, Bellville Junior High  
Karen Fishbeck - Principal, O'Bryant Intermediate  
Tiffany Nipp - Principal, O'Bryant Primary  
Tony Hancock - Principal, West End Elementary

# BELLVILLE INDEPENDENT SCHOOL DISTRICT

LEARNERS TODAY. LEADERS TOMORROW.

## MISSION/PURPOSE:

**EMPOWER INDIVIDUALS THROUGH THEIR UNIQUE GIFTS & INTERESTS** BISD, as the center of public education in our community, partners with students, staff, parents, and community to cultivate relevant learning experiences so that each individual is empowered by their unique gifts and interests.

## VISION

### **GROW OUR ABILITIES TO POSITIVELY CONTRIBUTE**

We learn through work and experiences that are purposeful, meaningful, and challenging to grow ourselves and our abilities to positively contribute to the world around us.

## THE BELLVILLE WAY

FAMILY. TRUST. HIGH EXPECTATIONS.



### **LEARNING**

Develop and attain local standards for high levels of integrated learning and performance.



### **LEADERSHIP**

Foster a connected, collaborative, and strategic approach to continuous improvement for the district.



### **CULTURE**

Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community.



### **COMMUNITY**

Cultivate connections in our schools and community to ensure all feel safe, valued, and engaged in meaningful ways.

# BELLVILLE ISD

LEARNERS TODAY. LEADERS TOMORROW.

## WE LEARN

- through **experiences** that are purposeful & challenging;
- through **relationships** built on trust & respect;
- through **ownership** with accountability & feedback.

## BELLVILLE ISD PORTRAIT OF A LEARNER



### RECOGNIZES AND APPLIES UNIQUE GIFTS & STRENGTHS

The BISD learner discovers personal gifts and strengths through exposure and exploration and applies them in their work and service.



### VALUES LEARNING & PERSONAL GROWTH

The BISD learner has the desire and ability to: learn, adapt, take risks, persevere, and respond constructively to feedback.



### THINKS CRITICALLY & CREATIVELY

The BISD learner masters academic objectives by employing critical, creative, and innovative thought in their work.



### EXHIBITS KINDNESS & CHARACTER

The BISD learner is kind and empathetic, and has a strong sense of ethics reflective of the values of our families, district, and community.



### DEMONSTRATES DRIVE & PERSONAL RESPONSIBILITY

The BISD learner is inspired to dream without limits and driven to set and achieve goals; believing oneself to be capable of success.



### LEADS & COMMUNICATES EFFECTIVELY

The BISD learner leads and communicates with purpose, and effectively forms relationships built on trust and respect.

# BELLVILLE INDEPENDENT SCHOOL DISTRICT

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## BELLVILLE HIGH SCHOOL ADVISORY COUNCIL

### MEMBERS

James Dristas, Principal  
Randi Anderson, Assistant Principal  
Casey Hollomon, Assistant Principal  
Susan Balke, Teacher  
Michael Kocian, Teacher  
Maci Alanis, Teacher  
Rebecca Aschenbeck, Teacher  
Kelly Hancock, Librarian  
Andrea Hollomon, Counselor  
Maria Huerta, Counselor  
Kristi Mathis, Parent  
Courtney Estep, Parent

# 2023 COMPREHENSIVE NEEDS ASSESSMENT

## DATA SOURCES

Data and Input was reviewed from various individuals and sources. This data and input was used to determine the needs and priority improvement actions for the 2023-2024 school year. These data and input sources included:

- State assessment results
- State accountability reports
- Stakeholder input surveys
- PEIMS data
- Texas Academic Performance Reports - TAPR
- Insight from Student Panels
- Insight and observation from campus and district leaders

## DATA ANALYSIS

<b>Campus Attendance</b>  <b>95.1%</b>	<b>District Graduation Rate</b>  <b>99.4%</b>
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\*TAPR 2021-2022

### Enrollment (as of PEIMS Snapshot in late October)

2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
716	701	704	682	698

### Ethnicity and Race (as of PEIMS Snapshot in late October)

Hispanic/Latino	African American	White	American Indian/Alaskan	Asian	Hawaiian/Pacific Islander	Two or more races
26.65%	8.02%	62.32%	0.29%	0.57%	0.00%	2.15%

### Special Populations (as of PEIMS Snapshot in late October)

Emergent Bilingual	Special Education	Economically Disadvantaged	Dyslexia	Homeless	Foster Care	Gifted and Talented	At Risk
5.44%	9.31%	37.25%	6.16%	0.72%	0.00%	13.61%	33.24%

## 2022 ACCOUNTABILITY HIGHLIGHTS

<b>OVERALL CAMPUS RATING</b>  <span style="font-size: 2em; font-weight: bold;">C</span>		
<b>STUDENT ACHIEVEMENT</b>  <span style="font-size: 2em; font-weight: bold;">B</span>	<b>SCHOOL PROGRESS</b>  <span style="font-size: 2em; font-weight: bold;">C</span>	<b>CLOSING THE GAPS</b>  <span style="font-size: 2em; font-weight: bold;">C</span>

### 2022 ALL SUBJECTS, ALL GRADES, ALL STUDENTS

% APPROACHES GRADE LEVEL  <span style="font-size: 2em; font-weight: bold;">81</span>	% MEETS GRADE LEVEL  <span style="font-size: 2em; font-weight: bold;">54</span>	% MASTERS GRADE LEVEL  <span style="font-size: 2em; font-weight: bold;">14</span>
DISTRICT AVERAGE  <span style="font-size: 2em; font-weight: bold;">73</span>	DISTRICT AVERAGE  <span style="font-size: 2em; font-weight: bold;">43</span>	DISTRICT AVERAGE  <span style="font-size: 2em; font-weight: bold;">18</span>

### SCHOOL PROGRESS

(ELA/Reading and Math)

	Did Not Meet Grade Level Current Year		Approaches Grade Level Current Year		Meets Grade Level Current Year		Masters Grade Level
	Did Not Meet Progress	Met or Exceeded Progress	Did Not Meet Progress	Met or Exceeded Progress	Did Not Meet Progress	Met or Exceeded Progress	Progress Not Applicable
Did Not Meet Prior Year	35	10	15	13	-	7	2
Approaches Grade Level Prior Year	5	0	26	4	-	18	1
Meets Grade Level Prior Year	3	-	10	-	42	50	11
Masters Grade Level Prior Year	0	-	0	-	15	-	10

## CLOSING THE GAPS

✓ - Met Target ✗ - Did Not Meet Target	Met Grade Level Reading (%)	Met Grade Level Math (%)	Met College, Career, & Military Readiness (%)
All Students	56 ✓	38 ✗	48 ✓
African American	10 ✗	n/a	n/a
Hispanic	46 ✓	24 ✗	22 ✗
White	69 ✓	48 ✗	63 ✓
Two or More Races	n/a	n/a	n/a
Economically Disadvantaged	34 ✓	24 ✗	34 ✗
Emergent Bilingual (Current & Monitored)	7 ✗	n/a	n/a
Students Receiving Special Education Services	12 ✗	7 ✗	n/a
Students Formerly Receiving Special Education Services	n/a	n/a	n/a
Continuously Enrolled	57 ✓	42 ✗	49 ✗
Non-Continuously Enrolled	50 ✓	12 ✗	42 ✓

## PROFESSIONAL DEVELOPMENT

The following professional development topics were identified in the needs assessment as a priority for this campus:

- Student behavior management
- Effective implementation of Effective Collaborative Teams(ECTs)
- Instruction and Student Engagement on a block schedule
- Content-specific PD for instructional improvement
- Effective use of 1:1 devices to improve student performance
- Managing data for student improvement.
- Enhancing Culture and understanding the importance of the mission of BISD
- Understanding local accountability.

## SUMMARY OF DATA FINDINGS (IDENTIFIED NEEDS)

Below is a non-inclusive list of needs considered for the 2023-2024 Bellville High School Campus Improvement Plan

- Continue to address the safety and security for students and staff
- Effective STAAR remediation plans
- Effective management of HB4545 - Ensuring proper use of HB1416
- English I & II performance improvement
- Find additional ways to include and increase parental and community involvement
- Close learning gaps from 8th Grade to 9th grade
- Continue to show growth using MAP data.



# 2023-2024 IMPROVEMENT PLAN - ACTION ITEMS

<b>1 LEARNING</b> Develop and attain local standards for high levels of integrated learning and performance.				
We learn through <b>experiences</b> that are purposeful and challenging.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Continue to study and develop the 9-12 characteristics that should be present in all BHS graduates	CAC team, all staff, parents, district admin	All campus staff	Ongoing	Development of a comprehensive 9-12 BHS Graduate trait profile aligned with the BISD Learner Profile
Expand current student work portfolios that represent all academic areas for students in grades 9-12	Department Heads, ELA writing portfolios, BISD Admin	Principal, Department Heads	Evidence and maintenance of student work samples for all content areas	Student portfolios maintained by BHS and added to annually
Expand course offerings and academic pathways	Pathway Committee Meetings, Perkins	Chief Academic Officer, Director of Future Readiness, Campus Principals	August 2023 - Begin first P-TECH program in Health Sciences	CTE Secondary Enrollment & Program Offerings  Student completion of initial College Courses in Grade 9 in the P-TECH program
Meet in ECTs weekly to discuss student learning and plan for instruction	ESC 6, Texas Lesson Study, BISD Curriculum Documents, HQIM, TEKS Resource System, Teacher Input, Campus Administrators, data	Chief Academic Officer, Principals and Assistant Principals, Instructional Strategist, Instructional Coaches, Department Team Leaders	August 2023 -ECT Protocols updated  May 2024 - Evidence of ECT Meetings	Increased student growth and achievement
Increase Career Connection/Exposure at all campuses	Local and Regional Businesses, Bellville Chamber of Commerce, BEDC	Principals, Counselors	September 2023 - Plans developed for 2023-2024 Elementary and JH Career Days  December 2023 - Investigate HS Opportunities	Increased student awareness of future work opportunities  Plan for HS Opportunities for 24-25
We learn through <b>relationships</b> built on trust and respect.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Continue student participation in ARD and 504 meetings	Student Work Samples, Benchmark Data	Principals, Teachers, Director of Inclusive Learning	Fall 2023, Spring 2024 & Annual ARD Meetings	Increase parent engagement

Develop capacity and increase School-Home Connections.	Campus Retreats, The Bellville Way culture documents	Principals, Teachers	August 2023 Opportunities available for staff to connect with parents and build relationships	Positive School-Home Relationships
We learn through <b>ownership</b> with accountability and feedback.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Get and give direct feedback on instructional effectiveness inclusive of administration and peer observations	BISD Learning Walks & Data Tool	Principal & Assistant Principals	September 2023-April 2024 conduct a minimum of 5 instructional walks per week	Instructional Walk Data noting an increase in frequency of use of effective instructional practices from beginning of the year to end of the year.
Implement common instructional strategies	ECTs, Teacher Leaders, Instructional Strategist, Chief Academic Officer, BISD Walkthrough Tool	Principals, Instructional Coaches	December 2023 - Evidence of Common Instructional Strategies as observed through walk-throughs; Evidence of discussions of Student-Centered Teaching in ECTs	Increased student-centered learning as reflected in Strengths & Interests and Drive & Personal Responsibility Survey Data

## 2

### LEADERSHIP

Foster a connected, collaborative, and strategic approach to continuous improvement for the district.

Objective 2.1: Establish a strategic and collaborative approach to continuous improvement in all areas of campus operations and academics.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct frequent and ongoing meetings with campus leaders to update on best practices	Monthly meetings, ILT's	Principal	Monthly for 2023-2024	Record of department head and campus leader meetings
Increase opportunities for staff to give input for campus-wide improvement through formal and informal opportunities	Monthly opportunities, Suggestion box, faculty meetings	Principal	Monthly for 2023-2024	Evidence of staff suggestions for improvement and implementation

Objective 2.2: Ensure BHS facilities are equipped to effectively support campus operations and learning.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Communicate all needs immediately to Director of Maintenance or Technology	Online system for reporting. Use Eduphoria effectively.	Principal Campus Secretary	Ongoing	Physical plant and technology needs are met effectively

Budget allocation changes for equipment needs	Campus budget	Principal	June 2023	Additional monies allocated to campus physical and infrastructure needs
Objective 2.3: Maintain superior financial standing and efficient fiscal management.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Ensure campus budgets are maintained and controlled through budget managers	Campus budget	Principal Budget managers	23-24 school year	Campus needs are met and planned budget in maintained
Objective 2.4: Promote connectedness between campus leaders and the work of the campus.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Report and summarize quarterly the "State of the Campus" with all staff	Updates from all programs and personnel. Daily Announcements	Principal and APs	Ongoing	Information is communicated and shared with all staff so all are informed and connected to the larger scope of the campus
Objective 2.5: Be intentional in ensuring all work of the District supports the established vision and goals				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Ensure that all staff know and understand the vision, goals and policies of the Board	Board Visions, Goals, and Policies	Administration	Ongoing	Clearly communicate the vision, goals, and policies throughout the year to the campus.

### **3 CULTURE** Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community.

Objective 3.1: Ensure all staff feel valued and appreciated.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Continue staff celebrations, socials, and recognitions	Staff feedback sheets	Principal. "Fun Bunch"	Ongoing	End of year satisfaction survey
Seek and respond to staff input	Staff surveys	Principal	Ongoing	End of year satisfaction survey

Objective 3.2: Effectively recruit, hire, onboard, train, and retain exceptional individuals to be part of the BHS team.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Hire the right person for each job with a diverse interview committee	Job Fairs Local recruitment	Principal	Spring and Summer 2023	Additions to the BHS team are "right fits" for the campus
Establish a meaningful mentor program for new teachers	CTO	Principal APs	August 2023	Responses from mentors and mentees in Spring 2023
Objective 3.3: Create an organizational structure that effectively supports the learning and work of the campus.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Create and implement an efficient, transparent means to respond and support student learning concerns	Staff/Parent Request Form	Principal	August 2023	Receipt and implementation of suggestions to improve or support learning
Objective 3.4: Foster a culture of collaboration and learning.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Host Effective Collaborative Teams with teaching teams.	Chief Academic Officer, Instructional Strategist, Principals, Collaboratively Created Agendas, ESC 6 Texas Lesson Study	Principal, Assistant Principals Instructional Coaches	May 2024 - Weekly ECTs completed	Completion of successful ECTs
Teacher to teacher observation program	Campus staff	Principal APs	Semester peer observations	All instructional staff will complete 2 peer observations. Admin 5 observations a week.
Objective 3.5: Ensure all staff feel inspired and supported in pursuit of personal and professional goals and growth.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Empower and encourage staff to take on additional leadership roles on campus and in district	Campus needs BISD Leadership Book Study	Principal CTO	Ongoing	Additional staff willing and volunteering to take leadership of programs and ideas on campus
Encourage and support professional growth and leadership through PD, in-house and outside of BISD	PD through Region 6, 4 or through BISD and the CAO	Principal CAO Instructional Strategist	Ongoing	Staff attends and implements PD ideas that are specific to them as individual professionals
Seek and respond to feedback on the effectiveness of the district's local growth and appraisal system.	BISD GAP Tool + Google Form Feedback Survey	Principal	August-October 2023: BOY GAP Conferences; November 2023-2024: MOY GAP Processes; March-May EOY 2024: EOY CAP Conferences	Google Form Feedback Responses - Effectiveness of BISD GAP Tool

Create a culture of providing timely and meaningful feedback to all staff regarding performance, goals, and growth.	Learning Walk Feedback Cards, Learning Walk Feedback Conferences; Staff 1:1 Feedback Conferences, BISD GAP Process; ECT's w/ feedback in relation to progress toward goals	Principal and Assistant Principals	August 2023- Roll out of Learning Walk Feedback Processes at Campus Level; Weekly/Monthly ECT Meetings MOY/EOY GAP Conferences	EOY Staff Survey Data, Learning Walk Instructional Data, Google Form Feedback Data, Retention Rates, and Exit Survey Data; & PD Reflection Data
Objective 3.6: Implement "The Bellville Way" as a driving movement for unity and development of individual and collective values and character.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Continue to make "The Bellville Way" a driving force and source of pride for our district and community that is known and felt by all students, staff, and parents.	Community Representatives, Campus & District Leaders, Campus Instructional Staff, Student Leaders	Principal	November-December 2023- Hard Copy Portrait/Culture Pulse-Check Survey w/ in-person communication of survey administration (response options)	EOY Survey Data
Incorporate student leadership in teaching others about "The Bellville Way"	Principal Student Advisory Group; Student Council, NHS, Leos	Principal, Sponsors	August 2023- Orientation Monthly Superintendent Student Advisory Meetings	End of Year Survey Data- Exhibits Character & Kindness
Create and refer to TBW daily and in group settings with students and staff	Signage, Local document	All staff Principal	Ongoing	Improved behavior Increased expectations Improved culture on campus

## 4

### COMMUNITY

Cultivate connections in our schools and our community to ensure all feel safe, valued, and engaged in meaningful ways.

Objective 4.1: Engage campus and community stakeholders in meaningful ways.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Host ESL nights at BHS	ESL coordinator	ESL coordinator Principal	Quarterly	Evidence and increased attendance at ESL Nights
Host and increase participation in CTE Advisory Committee	Region 6 TEA CTE website	AP Principal CTE teachers	Quarterly	Evidence and increased participation and recommendations from the BHS CTE Advisory Committee

Objective 4.2: Positively contribute to our community.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Host Fall District Day of Service	Student Advisory Committees	Principal, Superintendent	Plans developed during Student Advisory Committee meetings; Fall District Day of Service scheduled & completed during October 2023	Evidence of participation of student, staff, and community members
Communicate with newspaper, website, and social media positive news from BHS	Website Bellville Times	Principal Directors Coaches	Ongoing	Information shared widely with the community from BHS weekly in some format
Objective 4.3: Foster support from Bellville ISD Education Foundation and engage Alumni in meaningful ways.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Support work and fundraising for BHS Education Foundation and implement a plan of action for positive impact on students and staff.	Parent Groups Community	Campus Admin, Counselors, Ed Foundation	2023/2024 School Year  Review at the end of the year with the Education Foundation to see what areas were funded.	Increase in Education Foundation funding of teachers initiatives related to student experiences.

## STATE AND FEDERAL REQUIREMENTS

Continuously improve upon district performance on each state assessment and accountability ratings, decrease identified achievement gaps, and ensure exceptional annual progress for each student

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
<b>District and All Campuses</b>				
Vary instructional methods for addressing the needs of student groups not achieving their full potential	Ongoing Professional Development	Chief Academic Officer, Campus Principals	August 2023 - Classroom Observations	STAAR Results, Benchmark Results
Provide methods for addressing the needs of students for special programs, including: <ul style="list-style-type: none"> <li>• Suicide prevention programs</li> <li>• Conflict resolution programs</li> <li>• Violence prevention programs</li> <li>• Dyslexia treatment programs</li> <li>• Dropout reduction programs</li> </ul>	Character Education Curriculum, Training & Resources	Counselors, Assistant Principals, Chief Academic Officer, Director of Inclusive Learning	August 2023 - Evidence of Training, Character Education Action Plans	Evidence of implementation of these programs
Integrate technology in instructional and administrative programs	District and Campus Leaders, Campus Instructional Staff	Director of Technology, Technology Instructional Specialist, Chief Academic Officer	August 2023 - Technology Committee Meeting agenda	Development and publication of district technology plan
Implement positive behavior interventions and support, including interventions and support that integrate best practices on grief-informed and trauma-informed care	District and Campus Leaders, Campus Instructional Staff, CPI Training, Character Education, SWIS	Behavior Specialists, Chief Academic Officer, Director of Inclusive Learning, LSSPs	Fall 2023 - Staff Development documentation	Use of SWIS System and completion of student behavior meetings
Provide staff development for professional staff	District Staff, Region ESCs, TEA	Chief Academic Officer, Principals	August 2023 - publication of BISD Professional Learning Handbook	Staff Development Surveys
Provide career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities	Pathway Committees, Region 6 Specialist	Principals, Director of Future Readiness	August 2023 - Pathway Committee Meeting Agendas	BISD Course Catalog
Provide accelerated education opportunities for students that are at-risk	Counselors, Director of Future Readiness	Principals	September 2023 - SCE Positions listed in Campus Improvement Plans	SCE Evaluations
Implement a comprehensive school counseling program	Region ESC, TEA	Counselors, Director of Future Readiness	August 2023 - District Counselor Meeting Agendas	Evidence of implementation of program

<p>Provide information to elementary, junior high, and high school students and parents about the following:</p> <ul style="list-style-type: none"> <li>• Higher education admissions and financial aid opportunities and sources of information</li> <li>• The need for students to make informed curriculum choices to be prepared for success beyond high school</li> </ul>	<p>Region ESC, TEA</p>	<p>Counselors</p>	<p>August 2023 - District Counselor Meeting Agendas</p>	<p>Documentation of campus plans to inform students and parents</p>
<p>Provide a program to encourage parental involvement at the campus</p>	<p>Region ESC, TEA</p>	<p>Principals</p>	<p>August 2023 - Campus level dates for Parent Engagement Activities</p>	<p>Parent Engagement Activity Sign-In Sheets</p>