

BELLVILLE

INDEPENDENT SCHOOL DISTRICT

O'Bryant Intermediate Campus Improvement Plan



2023-2024

BELLVILLE INDEPENDENT SCHOOL DISTRICT

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

O'BRYANT INTERMEDIATE ADVISORY COUNCIL

MEMBERS

Fishbeck, Karen- Principal
Lockett, Suzanne - School Nurse
Christina Siptak - Teacher
Megan Freitag - Teacher
Julie Sitzman - Paraprofessional
Holly Wijesinghe-Community Member
Juanita Paz-Parent
Kristen Williams-Parent
Connie Moore-Staff Member
Jezisek, Eddy- Assistant Principal

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

Campus Attendance 94.9%	District Graduation Rate 99.4%
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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
296	303	284	262	283

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
30.04%	7.77%	57.24%	0.00%	0.35%	0.00%	4.59%

Special Populations (as of PEIMS Snapshot in late October)

Emergent Bilingual	Special Education	Economically Disadvantaged	Dyslexia	Homeless	Foster Care	Gifted and Talented	At Risk
13.07%	21.20%	52.65%	19.08%	0.71%	0.00%	8.13%	17.31%

2022 ACCOUNTABILITY HIGHLIGHTS

OVERALL CAMPUS RATING NR*		
STUDENT ACHIEVEMENT NR*	SCHOOL PROGRESS NR*	CLOSING THE GAPS NR*

*NR - Not Rated: Senate Bill 1365

2022 ALL SUBJECTS, ALL GRADES, ALL STUDENTS

% APPROACHES GRADE LEVEL 62	% MEETS GRADE LEVEL 35	% MASTERS GRADE LEVEL 16
DISTRICT AVERAGE 73	DISTRICT AVERAGE 43	DISTRICT AVERAGE 18

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	74	67	0	30	-	6	1
Approaches Grade Level Prior Year	25	0	24	41	-	33	11
Meets Grade Level Prior Year	7	-	31	-	12	21	23
Masters Grade Level Prior Year	2	-	7	-	26	-	41

CLOSING THE GAPS

✓ - Met Target ✗ - Did Not Meet Target	Met Grade Level Reading (%)	Met Grade Level Math (%)	Met College, Career, & Military Readiness (%)
All Students	48 ✓	25 ✗	n/a
African American	n/a	n/a	n/a
Hispanic	37 ✓	15 ✗	n/a
White	63 ✓	38 ✗	n/a
Two or More Races	n/a	n/a	n/a
Economically Disadvantaged	29 ✗	10 ✗	n/a
Emergent Bilingual (Current & Monitored)	32 ✓	12 ✗	n/a
Students Receiving Special Education Services	32 ✓	17 ✗	n/a
Students Formerly Receiving Special Education Services	n/a	n/a	n/a
Continuously Enrolled	46 ✓	27 ✗	n/a
Non-Continuously Enrolled	55 ✓	21 ✗	n/a

PROFESSIONAL DEVELOPMENT

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

- Writing in the Classroom
- Small Group Instruction
- Effective implementation of Instructional Strategies
- Behavior identification/function
- Leveled Reading Implementation Training
- Differentiation in the classroom

SUMMARY OF DATA FINDINGS (IDENTIFIED NEEDS)

Below is a non-inclusive list of needs considered for the 2023-2024 O'Bryant Intermediate Campus Improvement Plan

- Data Analysis
- Schoolwide programs and initiatives
- Data Driven Instruction
- Raising Rigor across the bar
- Closing the gaps
- High Quality Curriculum

2023-2024 IMPROVEMENT PLAN - ACTION ITEMS

1 LEARNING Develop and attain local standards for high levels of integrated learning and performance.				
We learn through experiences that are purposeful and challenging.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
The OBI Team will become more proficient at small group instruction and small group instruction will be implemented throughout all core classes.	*Small Group Instruction Teaching/Training *Leveled Libraries *MAP Data	*OBI Administration *Teachers *Instructional Support Team	Continuing in August 2023, continuing throughout the 2023-2024 school year *STAAR Interim Assessments *MAP NWEA *STAAR	Data that reflects continued growth goals being met.
OBI will successfully continue to deliver Stemsscopes instruction for math and science, adding in Leveled Libraries and Smekens Strategies for RLA, and Lowman's for Social Studies	*Stemsscopes *Level Libraries *Lowman's Focus Package *Lowman's Daily Warm-ups *Smekens Strategies	*OBI administration *Teachers *Instructional Support Team *Librarian *Instructional Coaches	Beginning August 2023 and then throughout the 2023-2024 school year *In-class assessments *MAP Suite NWEA *STAAR *Unit Assessments	*Demonstration of gaps closing *Data reflecting growth
We learn through relationships built on trust and respect.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Continuation of our Character Education course	Character Strong	*OBI Administration *Character Education Teacher *OBI Campus Staff	August 2023 and carried out throughout the 2023-2024 school year *Tracking Behavior Data *Assessments-Situational Responses	*Behavior Data-Reduction in behaviors being reported to office *Fewer students having issues and on-going issues with peers.
A continued focus on the culture of OBI	*OBI Staff *Outside resources such as Schlechty	*OBI Staff *OBI Administration	Continued from 2022-2023 school year. Carried out throughout the 2023-2024 school year. *Check-ins with staff	Overall contentment with students and staff *Evaluate the "Row the Boat" work
OBI staff participates in the BISD leadership academy	Central office and OBI administration	OBI administration Teacher Leaders	Ongoing throughout the 2023-2024 School Year.	Feedback from participants of the academy and their ability to take the material back to the OBI staff

Take field trips to education destinations that widen the student's knowledge base.	Budgeted funds, community partners, and transportation department	Central Office, Principal, Assistant Principal, Transportation Department	2023-2024 School Year *Re-cap discussions and assessments to evaluate knowledge gained throughout experiences	Evidence of students becoming more aware and more informed about the world around them and becoming more well-rounded.
We learn through ownership with accountability and feedback.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Growth and Appraisal Process completed with fidelity	GAP Appraisal System	All OBI Staff including Administrators	Throughout the 2023-2024 school year *Utilization of Beginning, Middle, and End of Year data collected and meetings held.	*Completed GAP Data bank and meetings with all OBI Staff *Growth Goals being met *Glows being acknowledged
Effective Collaborative Teams, Subject/Grade Conference Alignment	ECT and Conference time found in Master Schedule	*OBI Administration *OBI Teachers *OBI Instructional Support Team	*Once a week with Grade/Subject level co-workers, Once every two weeks with appropriate area of study co-workers	Productive ECT Meetings that follow our District's ECT Guidelines ECTs that produce action steps instructionally to better ourselves in the classroom
Learning Walks in compliance with District Guidelines on Learning Walks	*Learning Walk Rubrics *Feedback Tools	*OBI Administration	Continuing in August 2023 and carried out throughout the 2023-2024 School Year at a rate of at least 5 per week.	Growth shown in classrooms over the school year based on feedback given from Learning Walks
OBI Teachers will follow the BISD Instructional Grading and Reporting Guidelines	BISD Grading Manual, report cards, progress reports, parent contacts	*OBI Administration	Ongoing - Teachers engaging in regular communication with parents	Parent Contact/Communication logs
Grades are input into Gradebook weekly.	Gradebook software, student assessments	*OBI Administration	Weekly throughout the school year.	Teachers keep Gradebook up to date.

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 the district's operations and academics.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Produce a thorough needs assessment with input from students, staff and parents with a schedule that works for entire team	*OBI teachers, instructional support staff, parents *Campus Improvement Plan	*OBI Administration *Instructional Support Team Member *Teacher *Parent *Student	August 2023 Campus Improvement Committee members are selected. Timelines are communicated and meetings are scheduled	Implementation of the Campus Improvement Plan throughout the 2023-2024 School Year
Monthly OBI Team Meetings	*All OBI Staff *Current Data	*All OBI Staff including Administrators	Continued from 2022-2023 School Year *Monthly Meetings beginning in August 2023 through June 2024	OBI Team Survey reflecting positive changes observed on OBI's campus and throughout the district. *Overall satisfaction with our campus across the board

Objective 2.2: Ensure BISD facilities are equipped to effectively support district operations and learning.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Provide all necessary furniture, technology and supplies to support campus operations and learning.	Campus Budget	*OBI Administration *BISD Maintenance Team *BISD Technology Team *Central Office Personnel	April 2023-Full resource requests list were fulfilled *Beginning September 1st, 2023, new resource requests will be reviewed and action will be taken.	All students and teachers have necessary furniture, technology and supplies
Ensure work orders are approved and completed in a timely fashion	Eduphoria, Maintenance department	Principal, Director of Maintenance	Ongoing, follow up with persons entering work orders	OBI facilities are functioning optimally to support learning

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
OBI will adhere to BISD purchasing and budgeting guidelines.	BISD purchasing procedure manual	Principal, Secretary, Department Heads	June 2023- Ongoing throughout school year	All funding is spent appropriately and needs are met.

OBI will complete the BISD Budgeting Worksheet	OBI Budget, BISD Budgeting Worksheet	Principal, AP Secretary	June 2023	OBI Budget and Budget Worksheet are approved at the BISD Administration Level
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Objective 2.4: Promote connectedness between leaders and the work of the district.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
OBI Staff representation on District Level Committees	OBI Staff	Director of Future Readiness, Principal	Ongoing-OBI is represented on the DAC/Grading Committee etc.	Feedback from OBI Staff on District Level Committees
Create presentations to showcase campus successes during spotlights at board meetings.	Campus staff and students	Principal, Teacher Leaders, CIP Team	2023-2024 School Year - Spotlighting student work throughout the school. *October Board Meeting	Successful spotlight at board meeting

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
Solicit and respond to input from staff regarding the ways in which they want to be valued.	Digital Surveys Teacher meetings Team Meetings	*OBI Administration	(Monthly meetings beginning in August 2023 *BOY/MOY/EOY Meetings	*Positive survey responses *Positive staff feedback **"Positive Boomerangs"
OBI Extended Teacher Lunches OBI Holiday Party Staff Check-ins Pride Ticket Winners	*Activity Account *OBI Administration	*OBI Administration	Beginning July 2023 with OBI Summer Retreat and then carried out throughout the 2023-2024 School Year	Positive feedback from OBI Staff Overall climate on campus

Objective 3.2: Effectively recruit, hire, onboard, train, and retain exceptional individuals to be part of the BISD team.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Attend job fairs to recruit highly qualified teachers, utilize resources such as Handshake and network in the community	Region Service Centers, Central Office Staff, Universities, community	Chief Talent Officer, Principal	Throughout the 2023-2024 school year attend job fairs and other opportunities to network with potential employees and universities.	Recruitment and retainment of high qualified employees
Continue to establish diverse interview committees and work to hire best candidates	OBI Interview Teams	Principal	Ongoing - Interview process and questioning	"OBI family" teachers are selected, hired, and retained
Objective 3.3: Create an organizational structure that effectively supports the learning and work of the district.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Regular Effective Collaborative Team Meetings	Meeting space	Principal, Department Heads, Teacher Leaders	2023-2024 Meetings scheduled for duration of school year	Feedback from OBI Staff
Implement efficient process for teachers to request resources, maintenance, & support	Eduphoria, Purchasing Procedure Manual	Principal, Assistant Principal, Counselor, Secretary	Ongoing	Evidence of staff requests for and receipt of, materials, services, and/or support
Objective 3.4: Foster a culture of collaboration and learning.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Teachers observe teachers to learn and to receive feedback ECT Meetings Work with Instructional Coaches	Campus personnel Instructional Coaches OBI Administration	*OBI Administration *OBI Teachers *OBI Instructional Support Team *Instructional Coaches *Instructional Specialist	Ongoing - Scheduling discussions during common planning time	Culture of openness and collaboration is created
Shared conference planning times that allow at least grade level teachers within the same discipline to plan together on a weekly basis.	Master schedule Instructional Coaches	*OBI Administration *Instructional Coaches	2023-2024 Master Schedule reflecting designated times for ECTs, Instructional Coaching, and Collaboration	Teachers have shared planning times in the master schedule. Feedback driven evidence.

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
Utilize GAP Data to evaluate how staff members are doing personally and professionally	2023-2024 Growth and Appraisal Process	*OBI Administration *OBI Staff	2023-2024 BOY/MOY/EOY GAP Data *Use GAP data collected to determine best next steps *Informal Check-ins	Using GAP data, seek out responses that show higher levels of satisfaction.
Find relevant Professional Development opportunities for all staff members	*Outside vendors *Curriculum Partners *Region Centers	*OBI Administration *BISD CAO	Beginning June 2023 and carried out throughout the 2023-2024 School Year	*Notable growth shown during Learning Walks *Higher Staff levels of confidence and purpose
Objective 3.6: Establish "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
OBI Campus representation on district level committees defining "The Bellville Way" & "Row the Boat"	OBI Staff	Chief Talent Officer, Principal, OBI Staff	2023-2024 School Year - OBI has helped to further define "The Bellville Way", "Row the Boat", Portrait of a Learner	"The Bellville Way" becomes more clearly articulated. "Row the Boat" is understood and carried out. Staff can articulate "Portrait of a Learner"
Character Education Enrichment course being added to Master Schedule	Character Strong Character Ed Teacher	*Character Education Teacher *OBI Administration	Courses will begin with the start of the 2023-2024 school year *Formative assessments will be administered throughout the year	OBI will show a campus that has students showing growth with their Mental Health, more positive behaviors will be exhibited, and students will demonstrate a higher level of work ethics.

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 district and community stakeholders in meaningful ways.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Convene a campus improvement committee comprised of parents, teachers, and paraprofessionals and follow the YAG process for assessing and addressing campus improvement	Meeting space, meeting time	*OBI Administration *Teachers *Paraprofessionals *Nurse *Parent *Students *Community Members	Select members in August 2023 *Schedule initial meeting of four to be held throughout the 2023-2024 school year	May 2024 End of Year Meeting - Campus improvement plan is completed using the process new to BISD.
Host ESL "FIESTA" for parents at least once per grading period	Local Funds	ESL Specialist, Principal	Each grading period - Parent sign-in sheets	*Parent attendance *Student growth *Increased parent involvement noted

Objective 4.2: Positively contribute to our community.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Utilize the local newspaper, district website, and BISD social media for communication purposes	* www.bellvilleisd.org *Bellville Times *Facebook	Superintendent *OBI Administration *Librarian *Student Council	Ongoing - Student recognition, newspaper articles, BISD social media posts	Better communication between school and community. Highlight student achievements
Provide Honor Roll recognition at End-of-Year Awards Ceremony along with Attendance Incentives	Bikes Awards Funds for Field Trip	Principal, Secretary, AP, Community	Awards Ceremony Fall/Spring Trip	Awards Trips Distribution of Bikes

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 BISD Education Foundation and implement a plan of action for positive impact on students and staff.	*OBI Staff *Media Outlets *OBI Families *OBI Students	*OBI Team *Community Members *OBI Parents	Ongoing-Carried out throughout the 2023-2024 school year	*Contributions made to both campus and our Education Foundation *Family and community involvement

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
District and All Campuses				
Vary instructional methods for addressing the needs of student groups not achieving their full potential including small group instruction and interventions.	Curriculum Resources Stemscores RTI Support Leveled Libraries Reading Horizons	*OBI Administration *OBI Staff including teachers and instructional support team	2023-2024 School Year *MAP Suite *STAAR *STAAR Interim *Other progress monitoring tools	*Growth shown on MAP Suite Data & STAAR Interim *Increased in STAAR Scores and mastery
Provide methods for addressing the needs of students for special programs, including: <ul style="list-style-type: none"> • Suicide prevention programs • Conflict resolution programs • Violence prevention programs • Dyslexia treatment programs 	Dyslexia Intervention Character Education Bullying and Drug Free promotion Red Ribbon Week Response to Intervention	Campus Principals Campus Counselor Dyslexia Teachers RISE Staff Classroom Teachers Character Ed Teacher	2023-2024 School Year Methods observed throughout the school day *Growth measured through progress reports with Dyslexia services *Growth measured through progress monitoring within our RTI program *Utilization of MAP Suite to assess growth	*Positive campus climate *Growth shown in MAP Suite Data *Growth shown on progress reports coming from within the RTI program as well as our Dyslexia Program *Overall mental health of students showing improvement and more stability
Integrate technology in instructional and administrative programs	Technology Local Funds ESSA Funds	Campus Principals Classroom Teachers Director of Technology	2023-2024 School Year Increase in student technology proficiencies	Increased and more efficient use of technology in the classrooms
Implement positive behavior interventions and support, including interventions and support that integrate best practices on grief-informed and trauma-informed care	PBIS - Brahma PRIDE RISE Local Funds	Campus Principals Character Education Teacher Classroom Teachers RISE/Behavior Team	2023-2024 School Year Students working towards earning PRIDE tickets and prizes	*Positive campus climate *Integrity shown throughout campus *Students exhibiting positive behaviors regardless of reward
Provide staff development for professional staff	*Multimedia Resources *Region Centers *Schlechty	Campus Principals Chief Academic Officer	2023-2024 School Year Professional Development Schedule	Staff accumulates CPE Hours

Provide career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities	Family Science Night CTE Fair Local Funds UIL Academics Science Fair Career Fair	Campus Principal Pathway Teachers CTE Teachers UIL Coaches Science Teachers Community Members	2023-2024 School Year E.P. Course Enrollment CTE Fair Attendance	*Increased student awareness of career opportunities. *Broadening students horizons *Successful Career Fair
Provide accelerated education opportunities for students that are at-risk	RTI 4545 S.I.	*OBI Administration *OBI Teachers *OBI Instructional Support Team *RTI Coordinator *RTI Teachers	2023-2024 Master Schedule and School Year Progress Monitoring	*Improved EOY assessments *Improved STAAR Scores *Growth shown in MAP Suite through Data collected
Implement a comprehensive school counseling program	Character Education Enrichment Course Bullying Assembly	Campus Principals Character Education Teacher Campus Counselor	2023-2024 Implementation of Character Education Course Monitoring of positive character traits and strategies observed and demonstrated throughout the campus	*Increased student morale *Decreased number of issues with student behaviors *Increase in the level of students' well-being
Provide information to elementary, junior high, and high school students and parents about the following: <ul style="list-style-type: none"> Higher education admissions and financial aid opportunities and sources of information Trade School Information Armed Forces information The need for students to make informed curriculum choices to be prepared for success beyond high school 	College promotion days	Campus Principals Campus Personnel	2023-2024 School Year High percentage of staff participate in college promotion days	Students begin to participate in college promotion, Trade School, and Armed Forces days as well.
Provide a program to encourage parental involvement at the campus. Open Parent Volunteer Opportunity.	Parent Volunteers, Chaperones,	Campus Principals OBI Staff ESL Specialist	2023-2024 School Year Parents are encouraged to participate in school activities	*Parental participation in appropriate school activities *Parental Academic Support *Chaperones available when needed *Increased overall parent involvement
Elementary and Junior High Campuses				
For elementary and junior high campuses, set goals and objectives for the coordinated health program at the campus Coming of Age Presentation	Physical Education through PE P.E. Curriculum Highly Qualified P.E. Coach/Instructor	Campus Principals PE Coaches School Nurse	2023-2024 School Year Variety of Physical and Health Education	Variety of Physical Education activities throughout the school year *Knowledge gained about health and how to better care for oneself.

Title I Schoolwide Program Elements

Increase student achievement, involve the school community in the design of the schoolwide plan, and actively engage families in opportunities available at the campus by ensuring compliance with the three elements of the federal Every Student Succeeds Act: Comprehensive Needs Assessment, Campus Improvement Plan, and Parent and Family Engagement activities.

Title I Schoolwide Elements	Steps in Action Plan, and/or Implementation Method
Element 1: Comprehensive Needs Assessment (CNA)	
The campus conducts a CNA of the entire school that takes into account information on the academic achievement of children, particularly the needs of those children who are failing or at-risk of failing.	Create a needs assessment committee Target groups of students for additional academic assistance and create leveled classes
Element 2: Campus Improvement Plan (CIP)	
The campus develops CIP with the involvement of parents and other members of the community to be served including teachers, principals, other school leaders, paraprofessionals present in the school, and administrators.	Create a school-family-student compact to actively involve the whole family in a student's learning; Form a Campus Improvement Team that includes representatives from each grade level along with office staff.
The campus ensures the CIP is available to parents and the community (English and Spanish).	CIP will be translated and posted on the BISD web page for public viewing.
The campus implements steps in the action plan to provide opportunities for all children, including each of the subgroups of students to meet academic standards.	Objective 1.3
The campus uses 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.	Objective 1.3 and 1.4
The campus addresses the needs of all children in the school, but particularly the needs of those at risk of not meeting academic standards.	Objective 1.1 and 1.2
Element 3: Parent and Family Engagement (PFE)	
The campus jointly develops with parents and family members of participating children a written PFE policy, agreed on by such parents.	PFE on page 18-19
The campus notifies parents of the policy in an understandable and uniform format and, to the extent practicable, provided in a language that parents can understand (English and Spanish).	Objective 4.1, 4.2, and 4.3 Translated documents will also be available on the campus website and be sent home. School-Parent Compact page 17-18
The campus makes the PFE policy available to the local community and updates it periodically to meet the changing needs of parents and the school.	PFE on pages 18-19 Objective 4.1 Campus website
The campus offers a flexible number of meetings, such as in the morning and evening, to inform parents of the school's participation in a Schoolwide Program, to explain the requirements and the rights of parents to be involved, and to provide family engagement activities as outlined in the PFE policy.	Campus website and use of email and remind to inform parents Objective 4.1
The campus jointly develops with parents a school-parent compact that outlines how parents, the entire school staff, and students will share the responsibility for improved student academic achievement and how the school and parents will build and develop a partnership to help children achieve the State's high standards.	School-Parent Compact page 20-21

BELLVILLE INDEPENDENT SCHOOL DISTRICT

O'Bryant Intermediate

ESSA Parent and Family Engagement Policy

Statement of Purpose

O'Bryant Intermediate (OBI) is committed to providing quality education to every student in the school. Partnerships with parents, family members, and the community are essential to this goal as neither home nor school can achieve this goal independently. Everyone gains if school and home work together to promote high student achievement. Parents and family members play an important role as their children's first teachers, and their support is critical to their children's success. OBI intends to include parents and family members in all aspects of the school's Title I programs to create a school-home partnership that will promote student success. OBI believes that establishing and maintaining open lines of communication will expand and enhance learning opportunities and create the best learning environment for every child. OBI is a schoolwide Title I campus which allows all students the opportunity to benefit from the programs funded by Title I.

Annual Meeting

OBI will hold an annual meeting in the fall semester at a convenient time to which all parents will be invited and encouraged to attend. The purpose of this meeting is to inform parents of OBI's participation in Title I, the Title I requirements, and the right of parents to be involved.

Opportunities for Parent/Family Involvement

Parents/Families can become involved in their children's education in various ways. OBI values both the at-home contributions of parents/families and those that take place at the school or in the community. Reading to children at home and talking with them at family meals or other family outings are as important as volunteering at school and serving on advisory committees. Many types of parent and family engagement are needed in school-home-community partnerships to help all children succeed. OBI will offer many opportunities for parent and family engagement in the school including, but not limited to the following:

- Invite parents/families to contribute through volunteer programs;
- Invite parents to participate in parent-teacher conferences;
- Invite parents/families to help plan and conduct parties;
- Invite parents/families to participate by attending school meetings at a variety of times;
- Invite parents/families to serve on committees;
- Survey parents/families to get their input about school;
- Invite parents/families to eat meals with their children at school;
- Invite parents/families to speak about careers at Career Day;
- Invite parents/families to join us for school programs;
- Invite parents/families to participate in school and classroom activities;
- Invite parents/families to join and participate in Parent Teacher Organization activities
- Invite parents/families to participate in Watch D.O.G.S. (Dads of Great Students).

Parent Communication

Parents will receive timely information about school activities through various avenues of communication throughout the school year. OBI will ensure that information related to school and parent/family programs,

meetings, and other activities is sent to parents/families in a format and, to the extent practicable, in a language the parents can understand. Websites, newsletters, teacher notes, the school marquee, conferences, personal contacts, phone calls/text messages, emails, and written notices will be used to establish and maintain open lines of communication with parents. Parents will receive daily communication through the student planner/assignment notebook. OBI will offer a flexible number of meetings to parents, such as morning and evening, to accommodate the needs of the parents in order to encourage full parent involvement with their student's academic success. These meetings will be in the form of Parent-Teacher conferences, Title I Annual Meeting, ESL Family FIESTA meetings, and PTO meetings. At these meetings and at other times when requested, parents/families will have opportunities to formulate suggestions and to participate, as appropriate, in decisions relating to the education of their children. OBI will welcome and respond to any such suggestions as soon as practicably possible.

Whenever requested and at meetings such as those described above, parents will be informed of the OBI curriculum as established by the TEKS Resource System and any instructional materials utilized by teachers. They will also be provided a description of the forms of academic assessment used at OBI which include teachers administering benchmarks at various times throughout the school year to monitor student performance and to use the data to address instructional interventions and needs. Teachers and staff will provide parents with assistance in how to monitor their children's progress and how to work with the teachers to improve the achievement of their children. Students will be assessed through state assessment, the STAAR test, during the year and parents will be notified of those testing days, requirements, and the achievement level of their students on the state academic standards.

Coordinate Services

OBI will coordinate and integrate parent and family engagement strategies, to the extent feasible and appropriate, with other federal, state, and local programs by considering these strategies in the needs assessment of the campus and if necessary, integrating strategies into the Campus Improvement Plan.

Evaluation and Response

Parents and families will be asked for their input on the content and effectiveness of the Title I parent and family engagement programs through an annual evaluation of the Title I program conducted by OBI. OBI will assess the needs of parents and children in the school community using a variety of tools including a survey or questionnaire and including parent suggestions and/or requests. The OBI Site-Based Decision Making Committee which is comprised of school personnel, parents, and community members will meet throughout the year, as necessary, using these findings for the planning, review, and improvement of the OBI Parent and Family Engagement Policy and the Campus Improvement Plan including any reasonable support for parental involvement activities requested by parents. The district and OBI will welcome and receive at any time recommendations about the Title I program. If the Campus Improvement Plan is not satisfactory to parents, OBI will submit any parent comments on the plan when the school makes the plan available to the district. If necessary, workshops or other training will be made available to educators and parents to address these identified needs. Parents will be notified about materials and training provided to help parents work with their children to improve their children's achievement, such as in literacy and technology. OBI, with assistance from the district, will provide training that educates teachers, specialized instruction support personnel, principals and other school leaders, and other staff, with the assistance of parents, in the value and utility of contributions of parents/families, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between the parents and the school.

BELLVILLE INDEPENDENT SCHOOL DISTRICT

O'Bryant Intermediate School - Family - Student COMPACT

As a School, we will:

- Work to help students learn what they need to learn in order to move to the next grade level.
- Assign homework that goes along with what is being taught in the classroom.
- Offer special help and enough time to students who progress at different rates.
- Set firm but fair safety and discipline rules.
- Work to keep parents informed about their child's progress and offer ways for parents to be involved in their child's education

As a Family, we will:

- Discuss the importance of properly completing work at school as well as work at home.
- Keep the line of communication between home and school open by supporting school events, school conferences and resolving conflicts through the proper channels.
- Explain to our child the consequences of not attending school, disobeying rules and not following procedures.

As a Student, I will:

- Attend school on time with a positive feeling about myself and with respect for others and their property.
- Learn and follow the rules made by the school and the teachers.
- Complete assigned work promptly.

TEACHER: _____

PARENT/GUARDIAN: _____

STUDENT: _____

DATE: _____

BELLVILLE INDEPENDENT SCHOOL DISTRICT

O'Bryant Intermediate

Escuela - Familia - Estudiante

PACTO ENTRE

Como Escuela, nosotros:

- Trabajaremos para ayudarle al estudiante a aprender lo necesario para que esté listo para el siguiente grado.
- Asignaremos tareas que tengan que ver con lo que se está enseñando en clase.
- Ofrecemos ayuda especial y tiempo suficiente para los estudiantes que les sea difícil progresar.
- Pondremos reglas de disciplina justas y seguras.
- Trabajaremos para mantener a los padres informados acerca de los grados, resultados de exámenes, y de maneras en que puedan ayudar a su hijo/a.

Como Familia, nosotros:

- Conversaremos acerca de la importancia de completar sus tareas apropiadamente, en casa y en la escuela.
- Mantendremos una línea de comunicación entre casa y escuela apoyando eventos especiales, conferencias de escuela, y soluciones a conflictos que pueda haber.
- Le explicaremos a nuestro hijo/a las consecuencias de no atender a la escuela, de desobedecer las reglas, y de no seguir el procedimiento que se le indique.

Como Estudiante, Yo:

- Estaré a tiempo en la escuela con un sentir positivo de mi mismo y con respeto hacia otros y sus propiedades.
- Aprender y seguir las reglas que la escuela y las maestras han puesto.
- Completare mis tareas con prontitud.

MAESTRA: _____

PADRE/TUTOR: _____

ESTUDIANTE: _____

FECHA: _____