

Bay City Independent School District

District Improvement Plan

2022-2023



Mission Statement

All BCISD Learners are equipped to pursue their limitless futures in an ever changing, global society.

Vision

Academic Growth

Each learner will achieve academic growth through setting goals that are measured by threshold, target, and stretch outcomes annually.
100% of students will achieve academic growth each year by participating in purposeful and individualized learning on a daily basis
Every student will execute personal goals within an individualized success plan.

Positive Relationships

100% of students will demonstrate respectful behavior towards their peers and adults daily.

Community

All BCISD students will participate in community service each year.

Learning Experiences

All students will be engaged through hands-on learning, problem-solving, and critical thinking each day.
Each student will communicate effectively in collaborative settings weekly.
All students will demonstrate effective use of instructional technology daily.

Core Beliefs

We Believe.....

Each student deserves an education comprised of high-quality staff in a safe and inclusive environment.

All students are worthy of opportunities that offer multiple pathways which are individually and clearly communicated.

All students have the ability to learn, when provided the appropriate relationships and options that are suitable to their needs.

Every student deserves a place where their needs are met, both academically and emotionally.

Every student has responsibility in laying a foundation in building their goals and visions that will lead to their success.

Teachers that focus on students' understanding of material instead of preparing for a test increase student achievement.

Positive student-teacher relationships and interaction are critical for student success.

We believe that collaboration among all stakeholders, which honors all voices, creates ownership that drives personal accountability toward education and lifelong opportunities.

We believe that a district that works in partnership with its community is synergistic.

We believe that it is necessary to empower families to build a strong personal, educational, and social foundation for learners' success.

Parental involvement in the schools changes the climate of the community as a whole.

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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

Campus Leadership Teams and the District Leadership Team conducted the Effective Schools Framework Self Assessment as part of the application for the ESF Focus Grant. All 5 campuses were awarded the ESF Focus Grant and will conduct a ESF Diagnostic in June with ESC3. (This updated data will be added to needs assessment for 2022-2023) End of Year Performance standards were analyzed from STAAR as well as McLass Reading and STAR Renaissance Math for Grade K-2. Organizational Health Scores were analyzed at each campus and at the district level. Campus discipline trends and demographic enrollment trends were reviewed and analyzed as well.

All review of data above was conducted by Campus Leadership/Improvement teams and also the Educational Improvement Council, which serves as the District Improvement Team (Site Based Decision Making Committees). These campus and District committees include community members, parents, students (secondary only), staff, administrators, and business members as per Legal and Local policy.

Demographics

Demographics Summary

Demographic ethnicity enrollment in BCISD has remained stable. However, during COVID the district experienced decreased enrollment and that decrease has remained, despite 100% of students returning to in person instruction. Attendance has declined during COVID and will continue to be a focus both in Lone Star Governance goals and DIP/CIP Goals. One variance in demographics that is notable is increase of Economically disadvantaged students. During COVID, percentage rose to above 80% for district and some campuses close to 90%. This upward trend has continued post COVID. Additionally, special program enrollment has increased slightly. Increases are evident in both SPED Eligibility and students with Limited English Proficiency.

Continued disproportionality in staff demographics continues to be evident in Hispanic population of staff does not mirror the enrollment of students.

Demographics Strengths

Stable ethnicity demographics for students

Student Learning

Student Learning Summary

STAAR Scores significantly decreased during Spring 2021 as compared to Spring 2019 (Pre-COVID). Analyzation of data trends indicate attendance issues and remote learning impacted student achievement. Additionally, teachers anecdotally noted across Grade 3-8, that they believe 2 other factors affected achievement: 1st time all students using online testing platform for STAAR and lack of student motivation due to test scores not "counting". Additionally, noted concerns across Grade 3-12 were COVID safety measures, social distancing that also affected the Tier 1 instructional strategies that were utilized in the classroom such as cooperative learning groups, use of manipulatives, inconsistent use of CBA schedule due to teacher and student absences during 20-21. Teacher disaggregation of scores indicate significant variance in student achievement between teachers within same content and grade level.

Classroom walkthroughs greatly decreased during 2020-21 due to COVID procedures and safety measures and teachers appraisals were waived. When walkthroughs were conducted, there is no evidence of coaching for struggling teachers.

All data that was reviewed by Campus and District Committees is attached in an addendum format.

Student Learning Strengths

Students who received in person instruction had higher achievement than those in remote learning.

Students now much more familiar with online for 2022-23 school year.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Inconsistent and declining student performance indicates lack of fidelity in Tier 1 instruction and adequate use of formative assessment to guide instructional decisions and planning. **Root Cause:** During COVID, BCISD lacked strong Tier 1 instructional practices in all classrooms and implementation fidelity in Common Assessment system.

District Processes & Programs

District Processes & Programs Summary

Each elementary campus has an Instructional coach and each secondary campus has an academic dean to help the campus principal guide instructional program decisions and implementation. Instructional Leadership team is comprised of teacher leaders and/or department heads. The job description for these positions has changed to include more of a instructional leadership role and principals schedule weekly ILT meetings to review data/instruction etc.

PLC time has been built into every campus schedule - but has not been used effectively to review student learning outcomes and adjust planning, unpack TEKS etc..

Data talks are held on regular basis by district level staff at each campus.

District Processes & Programs Strengths

Organization of Instructional Leadership team is more effective and more support from campus coach/academic dean.

District facilitators participate in PLC's as assigned by campus principal.

More fidelity of implementation of PLC process needed at each campus.

Perceptions

Perceptions Summary

All Campuses conduct an Organizational Health survey in Spring. Following the OHI survey from all staff, campus leaders participate with district leaders in data overview session, strategic planning conference. Instructional Leadership TEams then attend 2 day training with OHI consultant to develop plan to increase identified priority dimension , chosen from the 10 dimensions of Organizational Health.

For 2022-2023, Goal Focus will be dimension of Focus for all campuses across the district. Anecdotal data indicates that goal focus decreased significantly during 2020-2021 due to COVID issues and ever changing goal, guidelines by TEA re: remote and in person learning, COVID safety precautions, Quarantine procedures etc.... Goal was not focused on student achievement but rather covering staff absences, keeping students safe, implementing mask policies, and other COVID related procedures/expecations.

Perceptions Strengths

Although overall OHI scores declined across the district, scores in dimension of Innovativeness and Autonomy increased on all campuses. Analyzation by Instructional leadership teams indicate that this was primarily due to the ever changing instructional practices that had to be implemented due to COVID.

Priority Problem Statements

Problem Statement 1: Inconsistent and declining student performance indicates lack of fidelity in Tier 1 instruction and adequate use of formative assessment to guide instructional decisions and planning.

Root Cause 1: During COVID, BCISD lacked strong Tier 1 instructional practices in all classrooms and implementation fidelity in Common Assessment system.

Problem Statement 1 Areas: Student Learning

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- RDA data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local benchmark or common assessments data
- Observation Survey results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Dual-credit and/or college prep course completion data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data

- Discipline records
- Violence and/or violence prevention records

Employee Data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data




- Organizational structure data
- Budgets/entitlements and expenditures data
- Study of best practices








Goals

Goal 1: We will engage parents and community members by providing opportunities for developing positive relationships in academic and non-academic settings.

Performance Objective 1: We will implement a professional development plan for parents to provide resources and educational opportunities.

Evaluation Data Sources: Personnel data, Parent Liaison conference and campus level activities attendance, Campus Communications, Campus activity schedules.




Strategy 1 Details	Formative Reviews		
Strategy 1: The district will employ a Parent and Student Liaison and a Bilingual Assistant to assist campuses with parent involvement activities. Strategy's Expected Result/Impact: Increased parent involvement activities at campuses Staff Responsible for Monitoring: Campus Principals Chief Federal Program Compliance Title I: 4.1 Funding Sources: - 211 - Title I - \$52,000	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Parent Involvement Liason will attend Parent Engagement conferences with campus principals and parents (as pertinent) Strategy's Expected Result/Impact: Increased parent involvement Staff Responsible for Monitoring: Campus Principals, Chief Federal Program Compliance Title I: 4.1 Funding Sources: - 211 - Title I - \$6,000	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Parent Engagement activities will be offered by campuses to maintain communication and involvement of parents. Strategy's Expected Result/Impact: Increased parent attendance using virtual option Staff Responsible for Monitoring: Campus principals Title I: 4.2	Formative		
	Nov	Mar	June
			










Strategy 4 Details	Formative Reviews		
Strategy 4: The District will utilize Blackboard App, ClassTag, SMORE, Remind101 and Survey Monkey to effectively communicate with and solicit feedback from parents to gather input for Comprehensive Needs Assessment. Strategy's Expected Result/Impact: Increase communication between parents and school staff and solicit feedback. Staff Responsible for Monitoring: Chief Communications Officer, Chief HR/ Federal Compliance Officer, Campus Principals Title I: 4.2 Funding Sources: - 211 - Title I - 6200's, - 211 - Title I - 6400's	Formative		
	Nov	Mar	June
			
Strategy 5 Details	Formative Reviews		
Strategy 5: Parent Education and learning nights/academies will be held district wide as appropriate to each student population. (Example Fueling Brains Parent Academy, Scholastic Parent Literacy Night, Bilingual Learner nights etc..) Strategy's Expected Result/Impact: Increased parent engagement in academic progress of students Staff Responsible for Monitoring: Parent Liason and Campus Principals Title I: 4.1 Funding Sources: - 211 - Title I - \$5,000	Formative		
	Nov	Mar	June
			
Strategy 6 Details	Formative Reviews		
Strategy 6: OSP Liaison and Communities in Schools Coordinator will be actively involved and attend campus family engagement events and provide information on services offered for special populations: McKinney Vento, Military Connected, and Foster Care; promote family engagement, and eliminate barriers for family engagement as needed. Strategy's Expected Result/Impact: Opportunities for family engagement will be increased for families with special population students. Staff Responsible for Monitoring: Director of Special Programs (Selina Garcia), Parent/Student & Special Programs Liaison (Kelsie Crain), and Campus Principals.	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: We will engage parents and community members by providing opportunities for developing positive relationships in academic and non-academic settings.

Performance Objective 2: BCISD will increase community partnerships and community involvement opportunities by 5% throughout the district.

Evaluation Data Sources: CIS parent and community engagement data, BCISD personnel Education Foundation membership data, BCISD COVID Nurse reports, Back to School Bash attendance rosters, BCISD partnership agreement for discounted physicals.








Strategy 1 Details	Formative Reviews		
Strategy 1: BCISD will contract with Communities in Schools to increase opportunities for community and parent engagement at all 5 campuses. Strategy's Expected Result/Impact: Increased attendance and student achievement Staff Responsible for Monitoring: Assistant Superintendent Title I: 4.2 Funding Sources: - 197 - State Compensatory - \$54,000	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: BCISD representatives will serve as part of the BCISD Educational Foundation to provide innovative grants for teacher projects. Strategy's Expected Result/Impact: Increased community awareness and participation in supporting teachers Staff Responsible for Monitoring: Ed. Foundation representatives and Asst. Superintendent	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: BCISD COVID nurse will coordinate with TDEM, MEHOP, and DSHS, and other community agencies to provide access to COVID testing and/or vaccinations as they become available. Strategy's Expected Result/Impact: Increased coordination with agencies and effective mitigation of COVID Staff Responsible for Monitoring: COVID Nurse	Formative		
	Nov	Mar	June
			

Strategy 4 Details	Formative Reviews		
Strategy 4: BCISD will host a Back to School Bash with various community agencies to provide needed resources and services for students and parents. Strategy's Expected Result/Impact: Increased immunizations, physicals, school supplies etc. for families in need Staff Responsible for Monitoring: COVID Nurse Title I: 4.1	Formative		
	Nov	Mar	June
			
Strategy 5 Details	Formative Reviews		
Strategy 5: BCISD SHAC will collaborate with community organizations to provide various student and parent presentations focused on issues such as bullying, car seat checks, dental screenings, internet safety, dating violence prevention, human trafficking education , dangers of texting while driving etc.. Strategy's Expected Result/Impact: Increased services to students and families Staff Responsible for Monitoring: Assistant Superintendent	Formative		
	Nov	Mar	June
			
Strategy 6 Details	Formative Reviews		
Strategy 6: BCISD will provide opportunity for discounted physicals for BCISD athletes and will partner with Cody Foundation to provide free EKG's for athletes. Strategy's Expected Result/Impact: healthier athletes Staff Responsible for Monitoring: Athletic Director Title I: 2.6 Funding Sources: - 199 - Local - \$11,0000	Formative		
	Nov	Mar	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: We will develop a systematic approach that builds relationships between students, staff, and parents through a collaborative effort to accomplish our call to action.

Performance Objective 1: We will create a needs assessment to identify gaps in building collaborative relationships.








Evaluation Data Sources: CLNA

Strategy 1 Details	Formative Reviews		
Strategy 1: Campuses will develop Strategic plans to increase the Organizational Health of their campus, as measured by locally developed surveys of all stakeholders. Strategy's Expected Result/Impact: Increased communication, organizational effectiveness, and goal focus of each campus will result in improved interpersonal relations of staff to staff and staff to students. Relational cohesiveness will result in learning environments that are conducive to active participating and learning for our diverse student population. Staff Responsible for Monitoring: Campus principals Title I: 2.4 Funding Sources: - 199 - Local - \$10,000	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: As part of the Effective Schools Framework Diagnostic Process, each campus will participate in Panorama Survey for parents, staff, and students (Grade 3-12) as part of the Diagnostic process. Strategy's Expected Result/Impact: Increased strategies to engage students and parents. Staff Responsible for Monitoring: Assistant Superintendent	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: A written manual for McKinney Vento, Military Connected, and Foster Care will be created to address all areas of procedural improvement that was identified through the 2022 BCISD Office of Special Programs Self Assessment. Training will be provided once the written manual is completed and made available. Strategy's Expected Result/Impact: Written manuals and training will align with practice and services available for students in special populations: McKinney Vento, Military Connected, and Foster Care. Staff Responsible for Monitoring: Director of Special Programs (Selina Garcia), Parent/Student & Special Programs Liaison (Kelsie Crain)	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.




Performance Objective 1: We will create a behavior management system that will be used consistently at every school level to establish a positive classroom environment.







Evaluation Data Sources: Reduction of disproportionality rate for subgroups targeted.

Strategy 1 Details	Formative Reviews		
Strategy 1: Campuses MTSS Teams will regularly receive support and professional development to create a RTI Plan for Behavior and coaching for implementation of Multi Tiered system of support for behavior/discipline Strategy's Expected Result/Impact: Improved fidelity of MTSS Implementation survey Staff Responsible for Monitoring: Asst. Superintendent and Campus Principals Results Driven Accountability Funding Sources: - 211 - Title I	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: District will continue to provide CHAMPS support to all campuses throug regular implementation visits with Region 13 consultant and CHAMPS training for all new teachers. Strategy's Expected Result/Impact: Decreased student discipline. Staff Responsible for Monitoring: Asst. Superintendent, Campus Principals Title I: 2.6 - Results Driven Accountability	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: District will hire Behavior Intervention Specialists at each campus to support behavior and mental needs of diverse student population. Strategy's Expected Result/Impact: Intense intervention of severe behavior issues will result in classrooms more conducive to learning for all students and result in higher academic achievement. Staff Responsible for Monitoring: Campus Principals Title I: 2.4 Funding Sources: - 199 - Local - \$200,000	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.

Performance Objective 2: We will reduce disproportionality of out of classroom disciplinary placements by 5%, (ISS,OSS, DAEP)









Strategy 1 Details	Formative Reviews		
Strategy 1: District will provide professional development and coaching/implementation visits in Multi Tiered Systems of Support Positive Behavior Interventions, and Restorative practices. Strategy's Expected Result/Impact: Decreased disproportionality Staff Responsible for Monitoring: Campus Principals, Asst. Superintendent, BCISD Behavior Specialist Title I: 2.6 - Results Driven Accountability Funding Sources: - 211 - Title I - \$1,500	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Tier 3 Behavior Teachers(PASS) will participate in the Region 3 Behavior Coach Endorsement program in order to build their skills and capacity to effectively intervene with Tier 3 behaviors . PASS teachers will also use this knowledge as they serve on the MTSS committee, providing intervention suggestions for other teachers for Tier 1 and 2 intervention. Strategy's Expected Result/Impact: Decreased discipline referrals Staff Responsible for Monitoring: Asst. Superintendent, Director of Special Programs, Campus Principals Title I: 2.6 - Results Driven Accountability	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: BCISD PD will work with campuses to provide ongoing programs to educate students on bullying and will provide process for reporting and addressing bullying situations. Strategy's Expected Result/Impact: Decrease in the number of students investigations involving bullying. Staff Responsible for Monitoring: District Chief of Police, Campus Principals	Formative		
	Nov	Mar	June
			

Strategy 4 Details	Formative Reviews		
Strategy 4: District will utilize "Quick Tips" notification system as online anonymous platform for reporting bullying. Strategy's Expected Result/Impact: Decrease in bullying incidents Staff Responsible for Monitoring: Chief Communications Officer , Chief of Police	Formative		
	Nov	Mar	June
			
Strategy 5 Details	Formative Reviews		
Strategy 5: Mentoring Program will be started for At Risk Students in need of adult role model. Strategy's Expected Result/Impact: Decreased discipline Staff Responsible for Monitoring: BCISD PD Chief of Police	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.

Performance Objective 3: The district will increase School safety equipment and school safety training as needed throughout the district.




Evaluation Data Sources: Reports from District and Campus Surveys that indicate positive school working environment.








Strategy 1 Details	Formative Reviews		
Strategy 1: District and campus safety committees will meet regularly to revise and update plans and procedures as needed. Strategy's Expected Result/Impact: Increased awareness and fidelity of safety plans Staff Responsible for Monitoring: BCISD PD Chief of Police	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Continued training and updates will be provided by private consultants, Safe Schools Online Learning Platform, and Region 3 for BCISD PD and Campus Safety Teams in areas of Safety Plans, Conducting Drills, Threat Assessment, and Mental Health First Aid Strategy's Expected Result/Impact: Training Rosters Staff Responsible for Monitoring: BCISD PD Chief of Police, Campus Principals	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: RAPTOR app will be used on all campuses to provide drill management, incident management platform, communication, accountability, and reunification of parents/students in the event of an incident. Strategy's Expected Result/Impact: Increase communication during safety incidences Staff Responsible for Monitoring: Chief of Police, Director of Technology, Funding Sources: - 288 - Title IV - \$4,000	Formative		
	Nov	Mar	June
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Security will be maintained at campuses for staff and students, which are to include: Cameras, radios, etc. Strategy's Expected Result/Impact: Increased communication and efficiency during emergency situations. Staff Responsible for Monitoring: Chief of Police, Director of IT, & Campus Principals Funding Sources: - 423 - Safety & Security Grant - \$32,500	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: We will integrate the most up to date technology district-wide, to enhance student development, growth, and learning.

Performance Objective 1: We will continue to update technology resources across the district so that all classrooms can facilitate 21st century learning communities.








Evaluation Data Sources: District technology committee and director reports.

Strategy 1 Details	Formative Reviews		
Strategy 1: District technology committee will create technology equipment standards for every classroom across the district. Strategy's Expected Result/Impact: Short term and longrange plan to equip all classrooms with standard teacher and student technology Staff Responsible for Monitoring: Director of Technology, Instructional technology facilitator, Asst. Superintendent	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Student chromebooks will be purchased in order to provide device ratio necessary to facilitate a blended learning environment. Strategy's Expected Result/Impact: Implementation of the blended learning model. Staff Responsible for Monitoring: Asst. Superintendent, Director of Technology Title I: 2.5 Funding Sources: - 197 - State Compensatory - \$157,000	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Wifi "hotspots" will be provided, as applicable, to students who do not have access to at home internet and are enrolled in programs who's successful completion requires at home connectivity. Strategy's Expected Result/Impact: Increase student success and completion rate. Staff Responsible for Monitoring: Asst. Superintendent, Dir. Technology Funding Sources: - ESSER III - \$16,000	Formative		
	Nov	Mar	June
			

Strategy 4 Details	Formative Reviews		
Strategy 4: Interactive flat panels will be added to classrooms across the district that lack standardized technology as outlined by the District technology Committee. Strategy's Expected Result/Impact: increased student engagement and achievement Staff Responsible for Monitoring: Asst. Superintendent Director of Technology Title I: 2.5 Funding Sources: - 197 - State Compensatory - \$300,000	Formative		
	Nov	Mar	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: We will integrate the most up to date technology district-wide, to enhance student development, growth, and learning.




Performance Objective 2: We will implement a professional continuous on time training program for all staff to ensure the effective integration of technology throughout the district.





Strategy 1 Details	Formative Reviews		
Strategy 1: Teachers will receive Professional development focused on strategies for student engagement and formative assessment. (Pear Deck, etc.) Strategy's Expected Result/Impact: Increased student engagement and increased achievement Staff Responsible for Monitoring: Principals, Instructional Technology Facilitator, Assistant Superintendent Title I: 2.5 Funding Sources: - 197 - State Compensatory - \$7,100	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Instructional Technology Facilitator will provide professional development sessions, and make/take sessions during the summer and ongoing throughout the school year so that teachers can effectively implement Google Classroom and integrate various digital learning resources, Strategy's Expected Result/Impact: Increased use of technology in remote learning environment and in blended learning environment face to face Staff Responsible for Monitoring: Asst. Superintendent, Instructional Technology Facilitator Title I: 2.5	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: High Quality Instructional resources will be utilized for Tier 1 instruction as well as Tier 2 and 3 intervention. (STEMSCOPES Math, STEMSCOPES Science, Amplify Reading, ST Math etc..) Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Asst. Superintendent, District Facilitators, Campus PRincipals Title I: 2.4 Funding Sources: - 197 - State Compensatory - \$75,000	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			






Goal 5: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

Performance Objective 1: We will increase the number of students who graduate with College, Career, Military Readiness for all subgroups as outlined in Board adopted HB3 goals.

Evaluation Data Sources: Number of students achieving a CCMR credit.




Strategy 1 Details	Formative Reviews		
Strategy 1: College and Career Liaison will be hired to increase number of students taking SAT, TSI and other college entrance exams as well as counsel students on college and career pathways. Strategy's Expected Result/Impact: Increased test registrations and increased performance success on tests Staff Responsible for Monitoring: High School Academic Dean, Counselors, Chief Academic Officer Funding Sources: - 197 - State Compensatory - \$60,000	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Counselors will track Career College and Military Readiness indicators for all students with goal of creating individual CCMR plan for each student based on interests and goals. Strategy's Expected Result/Impact: Increased student eligibility for CCMR indicators. Staff Responsible for Monitoring: High School Counselors	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Continue to administer the PSAT exam to all high school sophomores, and all other students that have not taken the PSAT. Strategy's Expected Result/Impact: Enrollment number of students taking the PSAT test Staff Responsible for Monitoring: Chief Academic Officer, High School Principal, High School Counselors Funding Sources: - 199 - Local - \$3,000	Formative		
	Nov	Mar	June
			






Strategy 4 Details	Formative Reviews		
Strategy 4: District will increase AP and Dual Credit Courses and provide tuition and materials support for ECHS Designation Planning Year with pathways to include Core Complete Programs, Associate degrees, and CTE Certifications Strategy's Expected Result/Impact: Enrollment number of students in Pre-AP, AP, and Dual Credit Courses and ECHS cohort. Staff Responsible for Monitoring: Asst. Superintendent High School Principal, High School Counselors Title I: 2.6 Funding Sources: - 199 - Local - \$36,000	Formative		
	Nov	Mar	June
			
Strategy 5 Details	Formative Reviews		
Strategy 5: Develop a strategic plan to ensure all Pre AP and AP teachers attend College Board Training as appropriate. Strategy's Expected Result/Impact: Teachers registered for Pre-AP and AP workshops and conferences Staff Responsible for Monitoring: Chief Academic Officer, Secondary Principals Funding Sources: - 199 - Local - \$5,000	Formative		
	Nov	Mar	June
			
Strategy 6 Details	Formative Reviews		
Strategy 6: AVID (Advanced Via Individual Determination) Program will increase enrollment from 6th - 12th grade with goal of achieving schoolwide AVID status within 2 years. Strategy's Expected Result/Impact: Student enrollment in AVID classes, AVID reports, number of students enrolling in colleges Staff Responsible for Monitoring: Chief Academic Officer, AVID District Director, Secondary Principals Funding Sources: - 197 - State Compensatory - \$264,000	Formative		
	Nov	Mar	June
			
Strategy 7 Details	Formative Reviews		
Strategy 7: All CTE Pathways will be evaluated for student interest level, local market value, post secondary certification opportunity, and vertical alignment - with introductory courses being offered at elementary and/or junior high level. Strategy's Expected Result/Impact: Increased CTE enrollment Staff Responsible for Monitoring: Asst. Superintendent, BCHS academic dean, Campus principals Title I: 2.5	Formative		
	Nov	Mar	June
			

Strategy 8 Details	Formative Reviews		
Strategy 8: District will provide supplemental materials/technology to support Career and Technical programs as well as student certifications. Strategy's Expected Result/Impact: Increased achievement for CTE students. Staff Responsible for Monitoring: CTE Coordinator, BCHS Principal Funding Sources: - 244 - Carl Perkins - \$52,367	Formative		
	Nov	Mar	June
	 50%		
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

Performance Objective 2: We will increase the number of third graders achieving "Meets" level of mastery on STAAR Reading and Math for all subgroups as outlined in Board adopted HB 3 Goals.


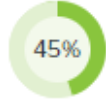

Strategy 1 Details	Formative Reviews		
Strategy 1: MCLASS Reading and Amplify Reading will be implemented as universal screener for Grade K-3 as adopted on Comissioner's List of Assessments and data will be used to track student growth and prescribe intervention as needed. Strategy's Expected Result/Impact: Increased Reading fluency and comprehension levels Staff Responsible for Monitoring: Asst. Superintendent, Elementary Campus Principals Title I: 2.4 Funding Sources: - 197 - State Compensatory - \$10,000	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: District will continue to provide a certified Cohort Leader for Reading Academy, stipends for participating teachers, and will provide Comprehensive model for all participants for 2022-2023. Strategy's Expected Result/Impact: Increased reading fluency and comprehension levels Staff Responsible for Monitoring: Asst. Superintendent, Elementary Principals, District Facilitator, Elementary Instructional Coaches Title I: 2.4 Funding Sources: - 199 - Local - \$200,000	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: BCISD will utilize High Quality Instructional Materials for Tier 1 instruction for Reading and Math as well as Tier 2 and 3 Reading and Math intervention. (mClass Reading/Math Screener, ST Math, Amplify Reading) Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Asst. Superintendent Campus Principals Title I: 2.4 Funding Sources: - 197 - State Compensatory - \$20,000	Formative		
	Nov	Mar	June
			


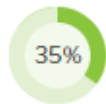






Strategy 4 Details	Formative Reviews		
Strategy 4: BCISD will implement an innovative PK program that focuses on Executive Functioning Brain development and meeting the needs of the whole child - academic, social, emotional, and physical. (Fueling Brains, Learning without Tears) Strategy's Expected Result/Impact: Increased executive functioning of PK students Staff Responsible for Monitoring: Asst. Superintendent, Principal Title I: 2.4, 2.6 Funding Sources: - 197 - State Compensatory - \$110,000	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

Performance Objective 3: We will increase percentage of students achieving one year academic growth on STAAR Reading and Math Grade 4-8 and EOC Eng. II and Algebra I from 68% to 100%.

Evaluation Data Sources: TAPR Data, Accountability Data, and Local Assessment Data.







Strategy 1 Details	Formative Reviews		
Strategy 1: TEKS Resource System, TEKS Implementation resources, and TEA Gap Analyzer will be used to create pacing guides, and common assessments to ensure vertical and horizontal alignment and data driven instruction/intervention. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Asst. Superintendent, Campus Administrators, Academic Deans, Instructional Coaches and Facilitators Title I: 2.4 Funding Sources: - 199 - Local - \$21,000	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Instructional coaches, academic deans, and district facilitators will work with Campus Instructional teams to disaggregate data on regular basis and utilize PLC time to improve instructional practices and analyze formative assessment data. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Campus administrators, Instructional coaches/deans/facilitators Title I: 2.4	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Targeted and intense small group intervention will be provided during school hours, after school, and during Saturday academies for students struggling to meet standards. Strategy's Expected Result/Impact: Increased student growth Staff Responsible for Monitoring: Asst. Superintendent, Campus Principals, Instructional coaches, deans Title I: 2.4 Funding Sources: - 197 - State Compensatory - \$80,000	Formative		
	Nov	Mar	June
			

Strategy 4 Details	Formative Reviews		
Strategy 4: ELL and students with disabilities will be hand scheduled and provided instructional support in classroom as per 504/ARD/LPAC by appropriately certified teachers and/or trained paraprofessionals. Strategy's Expected Result/Impact: Increased student growth Staff Responsible for Monitoring: Increase number of special populations meet state standards Title I: 2.4	Formative		
	Nov	Mar	June
			
Strategy 5 Details	Formative Reviews		
Strategy 5: District will provide accelerated learning opportunities to 20% of students struggling to meet state standards. Intervention will be intentional and data driven. Strategy's Expected Result/Impact: Increased student growth Staff Responsible for Monitoring: Asst. superintendent, campus administrators Title I: 2.4 Funding Sources: - 197 - State Compensatory - \$40,000	Formative		
	Nov	Mar	June
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Odysseyware program will be utilized for at risk secondary students receiving DAEP services and/or credit recovery program. Strategy's Expected Result/Impact: Decreased drop out rate Staff Responsible for Monitoring: Asst. Superintendent, Campus Administrators Title I: 2.4 Funding Sources: - 197 - State Compensatory - \$52,000	Formative		
	Nov	Mar	June
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Homebound and PEP services will be provided to those students in need of homebound instruction due to medical issues and or PEP services. Strategy's Expected Result/Impact: Decreased drop out rate Staff Responsible for Monitoring: Asst. Superintendent, Campus administrators, Director of Special Programs Title I: 2.4 Funding Sources: - 197 - State Compensatory - \$5,000	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

Performance Objective 4: We will increase component score for Science and Social Studies (Grade 5,8, and EOC's) by 7%.






Evaluation Data Sources: TAPR Data, Accountability Data, and Local Assessment Data.

Strategy 1 Details	Formative Reviews		
Strategy 1: Grade 1-8 will implement hands on materials and manipulatives through science labs and Lego League Robotics to link real life experiences to TEKS for each grade level. Strategy's Expected Result/Impact: Increased Meets level in all tested grade levels for Science Staff Responsible for Monitoring: Campus Principals Title I: 2.4 Funding Sources: - 270 - Title V - \$10,000	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Campuses will integrate field trip experiences that are curriculum based to enhance student learning and tie in real world experiences to the curriculum. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Asst. superintendent Campus principals Title I: 2.6 Funding Sources: - 211 - Title I - \$50,000	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

Performance Objective 5: Focus on increasing/addressing student attendance and performance issues for special populations: McKinney Vento, Military Connected, and Foster Care in response to needs identified through the 2022 BCISD Office of Special Programs Self Assessment.





Evaluation Data Sources: Disaggregated Attendance Data








Strategy 1 Details	Formative Reviews		
Strategy 1: Campuses will review updated special populations list each six weeks and include the OSP Liaison and/or the Communities in Schools Coordinators in RTI meetings as needed to provide services/develop effective plans. Strategy's Expected Result/Impact: Equitable mobilization of services available, and increased student attendance and achievement for students served in special programs: McKinney Vento, Military Connected, and Foster Care. Staff Responsible for Monitoring: Director of Special Programs (Selina Garcia), Parent/Student and Special Programs Liaison (Kelsie Crain), and Campus Principals.	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 6: We will recruit, attract, retain, and train diverse, high quality staff to carry out the district's beliefs, goals, and call to action.

Performance Objective 1: We will create a comprehensive plan to recruit staff.

Evaluation Data Sources: District Personnel and Recruitment Data.

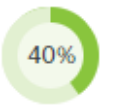
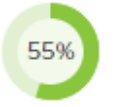

Strategy 1 Details	Formative Reviews		
Strategy 1: Recruit staff through district and university job fairs (in-person or virtual as available) from varied ethnic backgrounds and retain certified staff by providing materials and training to meet certification requirements and teacher needs. Strategy's Expected Result/Impact: Increased number of applications Staff Responsible for Monitoring: Chief of Human Resource Officer and Human Resource Manager	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Advertise salary, critical need area stipends, and signing bonuses for critical shortage areas. Strategy's Expected Result/Impact: Increased certified applicants Staff Responsible for Monitoring: Chief Human Resource Officer, Chief Financial Officer Funding Sources: - 255 - Title II - \$130,000	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Offer competitive sign on incentives for high need areas. Strategy's Expected Result/Impact: Increased certified applicants Staff Responsible for Monitoring: Chief Human Resource Officer Funding Sources: - 255 - Title II - \$16,500	Formative		
	Nov	Mar	June
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Continue New Teacher Academy for new teachers to the district. Strategy's Expected Result/Impact: Increased retention and recruitment Staff Responsible for Monitoring: Asst. Superintendent, District Facilitators Funding Sources: - 211 - Title I - \$400	Formative		
	Nov	Mar	June
			

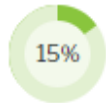



Strategy 5 Details	Formative Reviews		
Strategy 5: Gather, review, and analyze information from new hires and staff leaving the district. Strategy's Expected Result/Impact: Increased retention and recruitment. Staff Responsible for Monitoring: Chief Human Resource Officer	Formative		
	Nov	Mar	June
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Simplify the hiring process to include digital onboarding paperwork and provide in-person new hire orientation for all staff (professional and axillary). Strategy's Expected Result/Impact: Increased retention and recruitment. Staff Responsible for Monitoring: Chief Human Resource Officer, Human Resource Manager	Formative		
	Nov	Mar	June
			
Strategy 7 Details	Formative Reviews		
Strategy 7: District will provide a Grow Your Own program for paraprofessionals seeking teacher certification and for current teachers seeking degree and certification needed to teach dual credit courses at high school. Strategy's Expected Result/Impact: Increased retention of current employees Staff Responsible for Monitoring: Asst. Superintendent Chief of HR Funding Sources: - 199 - Local - \$5,000	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			







Goal 6: We will recruit, attract, retain, and train diverse, high quality staff to carry out the district's beliefs, goals, and call to action.

Performance Objective 2: The District will increase professional growth opportunities for all staff : (teachers, paraprofessionals, and administrators)

Evaluation Data Sources: District and Campus professional Development Data

Strategy 1 Details	Formative Reviews		
Strategy 1: Instructional coaches and academic deans will provide instructional coaching to teachers to improve Tier 1 best practices in instructional strategies. Strategy's Expected Result/Impact: increased student achievement Staff Responsible for Monitoring: Principals, Asst. Superintendent Funding Sources: - 211 - Title I - \$2,100	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: District will provide virtual and in person professional development opportunities through Region 3, and other consultants, based on Effective Schools Framework identified areas of focus. student achievement data, and District Strategic Plan Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Asst. Superintendent Campus Principals Title I: 2.4 Funding Sources: - 211 - Title I - \$5,000, - 199 - Local - \$5,000	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: District will employ Elementary Instructional Coaches and Secondary Academic Deans to provide in-class modeling, lead PLC's, and provide assistance in implementation of professional development and best practices for teachers. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Asst. Superintendent, Campus Principals Title I: 2.4	Formative		
	Nov	Mar	June
			

Strategy 4 Details	Formative Reviews		
Strategy 4: District will provide targeted PD support for teachers providing instructional services to English Language Learners. Strategy's Expected Result/Impact: Increased TELPAS passing rates and student achievement Staff Responsible for Monitoring: Director of Special Programs, Campus Administrators Funding Sources: - 263 - Title III - \$5,000, - 198 - Local Bilingual - \$5,000	Formative		
	Nov	Mar	June
			
Strategy 5 Details	Formative Reviews		
Strategy 5: District will provide ESL Test Prep certification class and pay for ESL test fees to increase number of ESL certified teachers. Strategy's Expected Result/Impact: Increased ESL certified teachers Staff Responsible for Monitoring: Chief of Human resources/Federal Programs Funding Sources: - 263 - Title III - \$5,000	Formative		
	Nov	Mar	June
			
Strategy 6 Details	Formative Reviews		
Strategy 6: District will utilize data disaggregation programs (ondataSuite and DMAC) to provide teachers with tools to analyze formative assessment, state assessment, track RTI plans, and monitor LPAC interventions Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Asst. Superintendent, Director Special Programs, Campus Administrators Funding Sources: - 211 - Title I - \$7,000	Formative		
	Nov	Mar	June
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Campus administrators and instructional leaders will learn to utilized the Texas Instructional Leadership Observation Feedback cycle to provide needed coaching and modeling to improve teacher performance. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Asst. Superintendent Campus Principals Title I: 2.4 - Results Driven Accountability	Formative		
	Nov	Mar	June
			

Strategy 8 Details	Formative Reviews		
Strategy 8: All campus principals will engage in ongoing leadership coaching one day per month with a leadership coach. The coaching will be targeted to individual leadership growth goals. Strategy's Expected Result/Impact: Increased student achievement. Staff Responsible for Monitoring: Assistant Superintendent. Funding Sources: - 211 - Title I - 211-13-6299.00-734-3-30 - \$7,425	Formative		
	Nov	Mar	June
			
Strategy 9 Details	Formative Reviews		
Strategy 9: All campus assistant principals will engage in leadership coaching through guided instructional rounds with a leadership coach. The coaching will increase assistant principal capacity in observation and feedback. Strategy's Expected Result/Impact: Increased student achievement. Staff Responsible for Monitoring: Assistant Superintendent and Campus Principals. Funding Sources: - 211 - Title I - 211-13-6299.00-734-3-30 - \$4,950	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

State Compensatory

Budget for District Improvement Plan

Total SCE Funds: \$0.00

Total FTEs Funded by SCE: 3

Brief Description of SCE Services and/or Programs

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Personnel for District Improvement Plan

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Brent Marceaux	Dropout Prevention Specialist	1
Deda McAfee	Social Worker	1
Linda Popek	Administrative Asst.	0.5
Lucy Lopez	Administrative Assistant	0.5

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Admin	Federal Compliance Officer	Federal Programs	.49
Admin	Federal Compliance Administrative Assist	Federal Programs	.86
Admin	District Parent Liaison	Federal Programs	.5
Admin	District Instructional Facilitator	Curriculum	1
Admin	District Instructional Facilitator	Curriculum	1
Curriculum Dept.	Instructional Coach	Curriculum	1
Curriculum Dept.	Instructional Coach	Curriculum	1
Curriculum Dept.	Instructional Coach	Curriculum	1

District Funding Summary

211 - Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$52,000.00
1	1	2			\$6,000.00
1	1	4		6400's	\$0.00
1	1	4		6200's	\$0.00
1	1	5			\$5,000.00
3	1	1			\$0.00
3	2	1			\$1,500.00
5	4	2			\$50,000.00
6	1	4			\$400.00
6	2	1			\$2,100.00
6	2	2			\$5,000.00
6	2	6			\$7,000.00
6	2	8		211-13-6299.00-734-3-30	\$7,425.00
6	2	9		211-13-6299.00-734-3-30	\$4,950.00
Sub-Total					\$141,375.00
270 - Title V					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	4	1			\$10,000.00
Sub-Total					\$10,000.00
255 - Title II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	1	2			\$130,000.00
6	1	3			\$16,500.00
Sub-Total					\$146,500.00
197 - State Compensatory					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			\$54,000.00

197 - State Compensatory					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	2			\$157,000.00
4	1	4			\$300,000.00
4	2	1			\$7,100.00
4	2	3			\$75,000.00
5	1	1			\$60,000.00
5	1	6			\$264,000.00
5	2	1			\$10,000.00
5	2	3			\$20,000.00
5	2	4			\$110,000.00
5	3	3			\$80,000.00
5	3	5			\$40,000.00
5	3	6			\$52,000.00
5	3	7			\$5,000.00
Sub-Total					\$1,234,100.00
199 - Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	6		\$11,0000	\$0.00
2	1	1			\$10,000.00
3	1	3			\$200,000.00
5	1	3			\$3,000.00
5	1	4			\$36,000.00
5	1	5			\$5,000.00
5	2	2			\$200,000.00
5	3	1			\$21,000.00
6	1	7			\$5,000.00
6	2	2			\$5,000.00
Sub-Total					\$485,000.00
263 - Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	2	4			\$5,000.00

263 - Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	2	5			\$5,000.00
Sub-Total					\$10,000.00
244 - Carl Perkins					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	1	8			\$52,367.00
Sub-Total					\$52,367.00
288 - Title IV					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	3	3			\$4,000.00
Sub-Total					\$4,000.00
198 - Local Bilingual					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	2	4			\$5,000.00
Sub-Total					\$5,000.00
423 - Safety & Security Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	3	4			\$32,500.00
Sub-Total					\$32,500.00
ESSER III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	3			\$16,000.00
Sub-Total					\$16,000.00