

Barbers Hill Independent School District

District Improvement Plan

Dates: 2010-2011

Staff Review: May 21, 2010

Staff Approval: May 21, 2010

DEIC Approval: May 25, 2010

Formative Evaluation:

Summative Evaluation:

Members of the District Educational Improvement Committee:

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Barbers Hill Independent School District Vision Statement

Barbers Hill ISD envisions academic excellence characterized by goal-driven, college/career ready graduates who are responsible, accountable, contributing members of society.

Barbers Hill Independent School District Mission Statement

Barbers Hill ISD will:

- Provide the highest level quality of instruction and learning opportunities that produce motivated and successful learners
- Promote excellence, teamwork and a commitment to continuous improvement
- Communicate traditions and demonstrate pride to enhance unity, relationships and cooperation among stakeholders.

Barbers Hill Independent School District Needs Assessment

See attached student assessment analysis, Annual Performance Report, Performance-Based Monitoring Analysis System, Adequate Yearly Progress, FIRST rating, technology plan

Identified Needs/Priorities

1. Economically disadvantaged student performance
2. Hispanic student performance – science, secondary math
3. Student motivation/engagement – grade 10 performance compared to grade 11
4. African American student performance
5. Transition grades performance – grade 7-8 performance compared to grade 6
6. Completion rate – economically disadvantaged
7. Math performance
8. Reading performance – primary grades
9. Staff diversity
10. Class sizes – analyze beyond averages
11. Advanced course enrollment and completion rate
12. Attendance

Strengths/Successes

1. Overall student performance improvement
2. Writing performance
3. Reading performance – grades 3 +

Barbers Hill Independent School District Goals

- I. The curriculum, instructional and assessment system will facilitate learning for all students to move the district toward an exemplary status.
- II. The overall success rate of economically disadvantaged students will increase in all subject areas.
- III. All Barbers Hill ISD students will meet graduation requirements college/career ready.
- IV. A positive school-community relationship will support student success.
- V. The district will maintain a safe, disciplined, and healthy environment conducive to student learning/engagement and employee effectiveness.
- VI. A qualified, diverse staff will support district success.
- VII. Funding for programs will allow each campus/department to achieve performance objectives.
- VIII. A long range facility plan will be implemented and maintained.
- IX. All students and staff will have access to and utilize technology to facilitate learning and provide access to needed information resources daily.

District Objectives

- a. 90% + of all students and each student group will meet expectations on all state assessments.
- b. 50% + of all students and each student group will exceed expectations on all state assessments.
- c. 25% + of high school students will graduate college ready
- d. 97%+ of all students and each student group will complete high school
- e. 100% of students with learning disabilities will show continuous gains toward mastering IEP objectives.
- f. The district attendance rate will be at least 97% and all students will meet state attendance requirements.
- g. All parents will participate in one or more school activities, organizations, trainings, meetings and/or parent conferences.
- h. The student-teacher ratio will be lower than the state average.
- i. 100% of classroom teachers and instructional aides will be highly qualified.
- j. Employee retention rate will be greater than 90%.

District Strategies

1. A curriculum council will oversee and develop parameters for district curriculum and an efficient and effective benchmark system
2. A comprehensive math curriculum will be developed and implemented district-wide
3. A comprehensive science curriculum will be developed and implemented district-wide
4. A comprehensive Language Arts curriculum will be developed and implemented district-wide.
5. Principal meetings after each benchmark to review success and intervention strategies specifically for economically disadvantaged students
6. Provide strategies, motivational ideas, and support in the area of student staff relationships.
7. Monitor and support campus strategies for building relationships
8. A variety of methods will ensure that quality staff are employed and retained
9. Substitutes will be employed and trained to ensure quality instruction
10. Facility surveys will support effective planning for building maintenance
11. Future enrollment forecasting will support planning for growth and grade alignment.
12. Professional development will support student learning
13. Professional development opportunities will address intervention strategies for economically disadvantaged students, student discipline and school safety
14. Programs will promote school safety and discipline
15. Programs will promote wellness of all students
16. A dating violence policy will include training, counseling, and awareness education
17. Clean and appropriate building environments will support student learning
18. Facility security will be maintained and enhanced
19. Risk management training will reduce on-the-job accidents
20. All parents will be provided information to assist them in supporting their child's success
21. At least 5 community organizations will be assisted in their support efforts of the schools
22. A competitive salary structure will attract and retain highly qualified staff
23. Integrated technology on every campus will support student learning
24. Long-range technology plan will be implemented and supported
25. Foster a college going culture

Barbers Hill ISD District Improvement Plan 2010-2011

District Goal/Obj	Strategy/Activity	Sp Pop	Person Responsible	Timeline	Resources			Evidence of Accomplishment (Formative)	Date Completed	Impact/Effect on Student Outcome (Summative)
					Budget		Other			
					Account	Dollars				
I, II, III a.b.c.	A curriculum council will oversee and develop parameters for district curriculum and an efficient and effective benchmark system		Asst. Supt. C&I, Dir of Sec. Ed	Ongoing	Local	\$30,000		Regular meetings occur	Parameters set and implemented.	
	Schedule training for teachers/principals to understand processes.		Asst. Supt. C&I	August 2010	HS Allot.	\$4,000		Sign-in sheets	All teachers and principals have had training.	
	Provide ongoing training and support on how to use the system to evaluate students strengths/needs, plan instruction to meet needs.		Dir of Sec. Ed	Ongoing	Title XIV ARRA	\$41,500		Training occurs	Program utilized.	
	Establish goals, priorities, and timelines for curriculum development and revision.		Asst. Supt. C&I	Ongoing					Curriculum revised to meet current needs.	

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					Account	Dollars				
I, II, III a.b.c.	A comprehensive math curriculum will be developed and implemented district-wide.									
	K-12 vertical alignment meetings twice each semester with math curriculum writers.		Asst. Supt C&I, Math Curriculum Team	On-going		-0-				
	A math scope and sequence for each six weeks will be revised and implemented, K-12.		Asst. Supt. C&I, Math Curriculum Team	2008-2011	Local	\$15,000		Scope and sequence developed, distributed and utilized.	August, 2010	Student achievement in the area of mathematics increases.
	Math six-week assessments will be revised and utilized to monitor student progress.		Asst. Supt. C&I, Math Curriculum Team	2010-2011				Assessments developed, distributed and utilized.	August, 2010 – May 2011	Student achievement in math increases.

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I, II, III a.b.c.	<p>A comprehensive science curriculum will be developed and implemented district wide.</p> <p>A science six-week scope and sequence will be developed and implemented, K-12 aligned to new TEKS.</p> <p>Science end-of-course exams will be developed and utilized grades 3-8.</p> <p>Science six week assessments will be developed and utilized to monitor student progress.</p> <p>Science end-of-course exams for grades 6, 7, & 8 to close the achievement gap between grades 5 & 8.</p>			2010-2011	Local	\$15,000		Scope & sequence developed and implemented grades K-12.	Student achievement increases in the area of science.	
				2010-2011	Local	\$1,500		Assessments developed and utilized grades 3-8.	Student achievement increases in the area of science.	
				2010-2011	Local	\$1,500		Assessments developed and implemented grades K-12.	Student achievement increases in the area of science.	

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	A comprehensive Language Arts curriculum will be developed and implemented district-wide. Identify Language Arts teachers to serve as curriculum writers.		Asst. Supt. C&I	May 2010				Teachers identified	May 2010	Curriculum organized by TEKS
	Provide specific training for curriculum writers in the area of curriculum development.		Asst. Supt. C&I Curr. Writer	June 2010		\$3,000		Training occurs	June 2010	Student achievement increases in the area of L/A
	A language arts six week scope and sequence that incorporates the new ELAR-TEKSwill be developed and utilized K-12.		Asst. Supt. C&I Curr. Writer	2010 - 2011		\$15,000		Scope & Sequence developed and implemented	August 2010	
	Language arts six week exams will be developed and utilized to monitor student progress.		Asst. Supt. C&I Curr. Writer	2010 - 2011		\$1,500		Assessments developed and utilized.	May 2011	

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		Account								
II. a.b.c.	Principal meetings with Asst. Supt. C&I after each benchmark to review success and intervention strategies specifically for economically disadvantaged students.	ED	Asst. Supt. C&I	Nov. 2010/ Jan-Feb, 2011				Meetings occur/ Interventions occur		All at-risk students receive appropriate intervention
I, II, III a.b.c.	Principals guide teachers in setting goals, developing strategies to help students who are at-risk of failing TAKS.	AR	Campus Principals	Ongoing				Interventions occur for At-Risk students		All at-risk students receive appropriate intervention

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I, II, III d.	Provide strategies, motivational ideas, and support in the area of student/staff relationships	AR	Asst. Supt. C&I	Ongoing				Minutes of meetings.		Student attendance & scores increase.
	Support faculty participation in special campus events.									
	Support faculty mentors for students.					\$5,000				
	Explore and implement character education options.	AR	Asst. Supt. C&I							

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	<p>Monitor and support campus strategies for building relationships.</p> <p>Observe and monitor relationships with students and staff members.</p>	AR	Asst. Supt. C&I							
	<p>Monitor Counselor's records of students seen and groups worked with.</p>	AR	Asst. Supt. C&I Asst. Supt. Ed. Svcs.	2011-2012			Counselors discuss and share strategies for increasing positive relationships at campus meetings.	Spring 2011	Increased attendance, higher passing rate, reduced discipline referrals.	
	<p>Offer extensive training aimed at building positive relationships.</p>	AR	Asst. Supt. C&I Asst. Supt. Ed. Svcs.	Spring 2010-2011	Stimulus	\$80,000	100 BHISD employees attend Capturing Kids' Hearts	Spring 2011	Increased attendance, higher passing rate, reduced discipline referrals.	

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VI. g.	A variety of methods will ensure that quality staff are employed and retained. Recruitment of students from college career days.		Asst. Supt. Personnel, Principals	Spring Semester	\$1,500		Documented recruitment trips.	Spring, 2010		
V.	Criminal history and reference/credential checks of future employees.		Secretary to Asst. Supt. Personnel	Ongoing	\$1,500		Documentation of criminal history checks.	Ongoing		
VI.	On-line application process. Stipends increased/started for difficult positions to fill.		Asst. Supt. Personnel	Ongoing	\$5,000		All employment openings facilitated through online process.	Ongoing		
	Incentive to let BHISD know that you will not be returning (early enough that good teachers are still available).		Asst. Supt. Personnel	Ongoing				January, 2010		
VI. f, h.	Survey of districts with competitive pay for all staff members.		Asst. Supt. Personnel	Spring Semester			Salary survey will be shared with all district personnel.	Spring, 2010	Teacher turnover rate will not exceed 5%.	
VI. h.	New teacher induction program.		Asst. Supt. Personnel	Ongoing	\$1,000		Completion of induction.	Prior to beginning of school year.	Zero turnover of new teachers.	

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	Teacher attendance recognition programs.		Asst. Supt. Personnel	Ongoing		\$1,000		Six weeks reports on teacher attendance.	May, 2010	
	Comprehensive wellness program.		Asst. Supt. Personnel	Ongoing				100% of staff will be given opportunity to participate in wellness activities.	Ongoing throughout school year.	
	Mentors for new teachers or new to district.		Asst. Supt. Personnel	Ongoing				Mentor/mentor logs and feedback	Ongoing throughout school year.	
	State/Federal funds to provide supplemental staff.	AR			SCE Title I Title II	\$1,204,828 \$140,889 \$57,024				

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V., VI.	<p>Substitutes will be employed and trained to ensure quality instruction.</p> <p>Interviews</p> <p>Training to include:</p> <ul style="list-style-type: none"> *Instructional strategies *Classroom mgmt. techniques *District/campus policies & procedures *Utah St. University substitute training video *Restraint training for full-time subs <p>Training on emergency situations that may occur on that campus.</p>		Asst. Supt. Personnel	Session provided as needed before/during semester				Certificate of Training Completion	August, 2010	<p>Lower referral rates</p> <p>Improved school climate</p> <p>Improved instruction.</p> <p>99% fill rate on teacher vacancies.</p>
									August, 2010	

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V.a.b.c. h. 17	<p>Facility surveys will support effective planning for building maintenance.</p> <p>Through current demographic surveys, cohort survival analysis and building usage surveys, existing district classroom usage will be determined.</p>		Asst. Supt. Plan. & Op. Asst. Supt. Finance	April- July, 2010	Existing Operating Budget 199-51-62XX	\$20,000		Development of campus surveys of room usage as well as updated cohort survival analysis reports on a quarterly basis.	July, 2010	Optimal learning space and teacher student ratios.

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VIII.f.	Future enrollment forecasting will support planning for growth and grade alignment. Conduct demographic study annually to estimate the next 3-5 years' enrollment growth.		Asst. Supt. Plan. & Op., Asst. Supt. Finance	Sept – Nov. 2009	199-41-62XX	\$10,000		Completed studies	April 2010	Appropriate grade alignment and facilities
VIII.f. V. f.	Develop long-range facility plans to address future growth for academics and co-curricular activities.		Asst. Supt. Plan. & Op., Asst. Supt. Finance	April – July, 2010	199-51-62XX	\$20,000		Completed Plan	July 2010	Establish enrollment benchmarks that will trigger future construction.
IV. f. VIII. f.	Evaluate community growth areas for future land acquisition and possible zoning.		Asst. Supt. Plan. & Op., Asst. Supt. Finance	Present – May 2010	Capital Projects Budget	\$3M		Purchase of land	May 2010	Future expansion of school plant.

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I., VI. a.b.c.	<p>Professional development will support student learning.</p> <p>Schedule and facilitate professional development that is aligned to district and campus needs assessments.</p>	ED LEP AR GT	Asst. Supt. Ed. Svcs., Asst. Supt. C&I	June 10 – May 11	Local, Title I, Title II, Title XIV ARRA	\$15,000 \$3,000 \$18,789 \$29,851	Records of professional development. Need assessments.	May 2011	Improved student performance.	
I., VI. a.b.c.	<p>Provide exchange days and release time during the year to facilitate participation.</p>	GT ED LEP AR	Principals	June 10 – May 11			School calendar Records of school business absences. Exchange Day procedures.	May 2011	Improved student performance.	
I., VI. a.b.c.	<p>Monitor required trainings: *Thinking Maps *Poverty *ELPS</p>	GT AR ED	Asst. Supt. Ed. Svcs., Principals	June 10 – May 11			Training records forwarded to principals	May 2011	Improved student performance.	

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I., II, V, VI a.b.c.	Professional development opportunities will address intervention strategies for economically disadvantaged students, student discipline and school safety. Schedule and/or facilitate professional development designed specifically to address students of poverty, i.e., A Framework for Understanding Poverty, ELPS, Thinking Maps, Boys In Crisis	ED	Asst. Supt. Ed. Svcs.	June 10 – May 11	Local	\$5,000 Title XIV ARRA	Records of professional development	May 2011	Improved student performance of Economically Disadvantaged and At-Risk students	
I., II, V, VI a.b.c.	Schedule and/or facilitate professional development to support student discipline and school safety, i.e., Capturing Kids Hearts	AR	Asst. Supt. Ed. Svcs..	June 10 – May 11	Title XIV ARRA	\$20,000	Records of professional development	May 2011	Improved student performance of Economically Disadvantaged and At-Risk students	

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V. a.c.d.h.	Programs will promote school safety and discipline									
	Drug testing program		Dir. of Aux. Svcs.	July 10 – May 11	Local		Testing documentation	May 2011	Reduced incidences of drug use	
	Child Abuse training	AR	Lead Nurse	July 10 – May 11	Local		Training records		Records of child abuse reports	
	Code of Student Conduct		Dir. of Aux. Svcs.	July 10			Student handbooks		Reduced incidences of discipline referrals	
	Counseling Services	AR	Asst. Supt. Ed. Svcs.	June 10 – May 11			Agendas of Counselor mtgs.	May 2011	Records of counseling services to students.	
	Counselor Training, i.e. Bo's Place	AR	Asst. Supt. Ed. Svcs.	June 10 – May 11	Local	\$2,000	Training records	May 2011	Records of counseling services to students.	
	CPR training		Dir. of Aux. Svcs.	June 10 – Aug. 11	Local		Training records	May 2011	Records of CPR administrations.	
	Bullying awareness intervention		Dir. of Aux. Svcs.	June 10 – May 11	Local		Records of services, programs, information sharing.	May 2011	Reduced incidences of discipline referrals	
	Drug & Alcohol abuse awareness		Dir. of Aux. Svcs.	June 10 – May 11	Local		Records of services, programs, information sharing.	May 2011	Reduced incidences of discipline referrals	

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I, II, III, V. a.c.d.	Programs will promote wellness of all students		Dir. of Aux. Svcs.	Ongoing				Comprehensive plan developed and communicated	Oct. 2010	Attendance Student academic success (TAKS) Fitness Gram
	Implementation of SHAC							Records of homeless students	May 2011	Student performance reports of homeless students
	Homeless student/family identification & support	AR ED	Dir. of Aux. Svcs.	Ongoing		Title I		Nurse/clinic records	May 2011	Nurse/clinic records of student health referrals.
	Nursing services: *Sight *Hearing *Contagious diseases *Accidents		Dir. of Aux. Svcs.	Ongoing		Local		Food Service records, menus	May 2011	Food Service evaluations, audits
	Food Services		Dir. of Food Svcs.	Ongoing		Local		HS schedule Curriculum Lesson Plans	May 2011	Reduced incidences of unplanned pregnancies.
	Sex Education PAPA Curriculum		Dir. of Aux. Svcs.	Aug 2010 – May 2011		Federal				

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V. a.d.	<p>A dating violence policy will include training, counseling, and awareness education</p> <p>Professional development on dating violence policy for Counselors, Nurses, Administrators</p> <p>Health curriculum will address dating violence prevention</p>		<p>Dir. of Aux. Svcs.</p> <p>Asst. Supt. C&I</p>	<p>Fall 2010</p> <p>Aug 2010- May 2011</p>				<p>Training records</p> <p>Curriculum, Lesson Plans</p>	<p>May 2011</p> <p>May 2011</p>	<p>No reports of dating violence</p> <p>No reports of dating violence</p>

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V.a.b.c. h.	<p>Clean and appropriate building environments will support student learning</p> <p>Utilize evaluation data by tracking and benchmarking building results to better resolve issues and create best practices.</p>		Asst. Supt. Plan. & Op., Operations Supvr., Lead Custodian	Monthly results will be compared	Existing Oper. Budget			Charting of monthly campus evaluations for benchmarking purposes.	June 2010	More effective learning environment for all stakeholders.

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V. a.c.d.h.	Facility security will be maintained and enhanced									
V. a.c.d.h.	Camera and communication systems for all campuses		Asst. Supt. Plan. & Op., Asst. Supt. Technology	August 09- August 10	Local Title IV	\$350,000 \$1,800	Installed cameras and security equipment			
V. a.c.d.h.	Active involvement on all campuses by campus police		District Police Chief	August 09- May 10			Police logs			
V. a.c.d.h.	Safety audits		Asst. Supt. Plan. & Op.	August 09- May 10			Records of audit visits			

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V.h.	<p>Risk management training will reduce on-the-job accidents.</p> <p>On-line safety training courses will be utilized for all Planning & Operations Depts.</p>		Asst. Supt. of Planning & Operations; all department supervisors	2009-2010 school year	P&O Oper. Fund	\$3,250		<p>Training documentation of course completion and mastery over objectives via online quizzes</p> <p>Sequentially scheduled completions throughout year.</p>	Reduction in accidents/injuries with the goal of zero.	

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IV. a.b.c.e.	All parents will be provided information to assist them in supporting their child's success Technology support, discipline reports, progress reports, Family Access, website		Asst. Supt. Technology	August 10- May 11	Tech. General Fund	\$5,000	Technology resource use	May 2011	District/Campus Performance Reports	
IV. a.b.c.e.	Require & support campus plans for parent communication		Asst. Supt. C&I	August 10- May 11			Agendas of Principal Mtgs.	Oct. 2011	District/Campus Performance Reports	
IV. a.b.c.e.	Improve parent communication at MS & HS		Asst. Supt. C&I	August 10- May 11			Agendas of Principal Mtgs.	May 2011	District/Campus Performance Reports	
IV. a.b.c.e.	Media and publications, i.e. Eagle Insider newsletter and newspaper ads, website, press releases		Asst. Supt. Ed. Svcs. Webmaster	July 10- June 11	Local	\$35,000	Copies of publications	June 2011	District/Campus Performance Reports TSPRA Star Awards	
IV. a.b.c.e.	Support campus Open Houses, Orientations		Asst. Supt. C&I	August 10- May 11			Calendar of campus events	May 2011	District/Campus Performance Reports	
IV. a.b.c.e.	Support extra-curricular organizations, i.e. booster clubs, Project Graduation		Supt.	August 10- May 11			Calendar of organization meetings	May 2011	District/Campus Performance Reports	
IV. a.b.c.e.	Encourage and support parent volunteer efforts		Asst. Supt. C&I	August 10- May 11			Documentation of parent volunteer activities	May 2011	District/Campus Performance Reports	

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IV. a.b.c.e.	<p>At least 5 community organizations will be assisted in their support efforts of the schools</p> <p>Establish District contacts with organizations such as:</p> <ul style="list-style-type: none"> Service organizations Pilot Club Lions Club Masonic Lodge Chamber of Commerce Businesses ExxonMobil Enterprise Chevron Inst. Of Higher Ed Lee College 		Asst. Supt. Ed. Svcs.	August 09- July 10				Documentation of contacts	May 2011	District/Campus Performance Reports
IV. a.b.c.e.	Partnerships initiated w/organizations		Supt. Asst. Supt. Ed. Svcs. Asst. Supt. C&I	June 10 – May 11				Documentation of communications	May 2011	District/Campus Performance Reports
IV. a.b.c.e.	Publicity provided for organization activities		Asst. Supt. Ed. Svcs.	June 10 – May 11		\$2,000	Local	Documentation of publicity	May 2011	District/Campus Performance Reports

Barbers Hill ISD District Improvement Plan 2010-2011

District Goal/Obj	Strategy/Activity	Sp Pop	Person Responsible	Timeline	Resources			Evidence of Accomplishment (Formative)	Date Completed	Impact/Effect on Student Outcome (Summative)
					Budget		Other			
					Account	Dollars				
VI. g., h.	A competitive salary structure will attract and retain highly qualified staff									
	Salary study		Asst. Supt. Personnel	Annually	N/A	-0-	Documentation & reports to Leadership Team and School Board	Spring, 2010	Turnover rate less than 1% district-wide	
	Job Analysis		Asst. Supt. Personnel	Annually		-0-		Fall, 2009	Exit interviews	
	Publicized Salary Structures		Asst. Supt. Personnel	Annually		-0-		Summer, 2009	Number of qualified applicants	

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District Goal/Obj	Strategy/Activity	Sp Pop	Person Responsible	Timeline	Resources			Evidence of Accomplishment (Formative)	Date Completed	Impact/Effect on Student Outcome (Summative)
					Budget	Other				
					Account	Dollars				
III. i.	Foster a college-going culture									
	Schedule Princeton Review (PSAT)		Asst. Supt. C&I, HS Principal	Oct. 2009	HS Allot.	\$4,000		Sessions occur for identified students		Increased PSAT scores
	Schedule Princeton Review (SAT)		College/Career Counselor	Spring 2010	HS Allot.			Sessions occur		Increased SAT scores
	Schedule Princeton Review (Duke)		Asst. Supt. C&I, MS Principal, MS Counselor	Nov. 2009	HS Allot.			Sessions occur For identified students		Increased Duke Recognized students
	Increase number of advanced courses		Asst. Supt. C&I, HS Principal, College/Career Counselor	Spring 2011				Spring 2011		Increased number of AP or Dual Credit students
Increase number of students taking advanced courses		Asst. Supt. C&I, HS Principal, College/Career Counselor	Spring 2011				Fall 2011		Increased number of students participate in advanced courses	