

# BISHOP CISD

## DISTRICT

# IMPROVEMENT PLAN

## 2022-2023



Presented to the board  
September 26, 2022

*Christina Gutierrez, Superintendent*  
*Marc Morales, Board President*  
*Dawn Cavanaugh, Board Vice President*  
*Jeanette Gonzalez, Board Secretary*  
*Lee Davila, Board Member*  
*Rosie Elizondo, Board Member*  
*Rey Longoria, Board Member*  
*Judy Murdoch, Board Member*

# **TABLE OF CONTENTS**

**2022-2023**

- 1. Cover Page**
- 2. Table of Contents**
- 3. Vision Statement**
- 4. DEIC Improvement Council**
- 5. District Improvement Plan Committee**
- 6. Plan**
- 7. District Funds**
- 8. Title 1 Descriptions**
- 9. State Compensatory Descriptions**
- 10. 2022-2023 State Compensatory FTEs**
- 11. Needs Assessment for 2022-2023**

# BISHOP CONSOLIDATED INDEPENDENT SCHOOL DISTRICT VISION STATEMENT

## MISSION STATEMENT AND BELIEF STATEMENTS

### VISION

Equity and excellence for a changing future

### MISSION

Our mission is to empower all to acquire knowledge and develop the skills and work habits to be responsible community members.

### BELIEFS

We believe:

- that educating all to be productive in a changing future requires an excellent educational system characterized by quality, equity, and accountability.
- that all members of the educational community possess:
  - strong character
  - self-motivation
  - nurturing traits
  - respect for one-self and others
  - the ability to maintain and/or strengthen relationships
  - the desire and ability to seek opportunities
  - lifelong learning skills
  - the shared philosophy of parents/guardians being our students' first and best teachers.
- in positive, open communication

# BISHOP CISD

## 2022-2023 DISTRICT GOALS

1. Bishop CISD will meet the educational needs of every student by continually addressing instruction and learning so all students can reach their educational potential.

**Objective One: By the end of the 2022-2023 school year, core academic subjects that are tested will exceed state standards by 5% as measured by the STAAR assessments.**

**Objective Two: By the end of the 2022-2023 school year, Bishop CISD will attain at least three distinctions per campus as reflected on the School Report Card.**

2. Bishop CISD will attract, retain, develop and evaluate high-quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and district aims.

**Objective One: By the end of the 2022-2023 school year, Bishop CISD will retain 95% of teachers designated as “PROFICIENT” by establishing a school climate that grows and supports the instructional efforts of those teachers.**

**Objective Two: By the end of the 2022-2023 school year, Bishop CISD will cultivate and improve all certified staff members reflective of their TTESS baseline growth.**

3. Bishop CISD will effectively manage all district resources to maximize the educational resources available for students.

**Objective One: By the end of the 2022-2023 school year, the district will increase the fund balance by a minimum of \$100,000 as reflected by our end of the year audit.**

**Objective Two: By the end of the 2022-2023 school year, Bishop CISD will strive to reach a daily attendance of 96% in an effort to increase state revenue.**

**Objective Three: By the end of the 2022-2023 school year, Bishop CISD will strive to increase teacher daily attendance in an effort to decrease the cost of substitute teachers.**

4. Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors.

**Objective One: Throughout the 2022-2023 school year, Bishop CISD will solicit law enforcement and/or police services to the district on a daily/weekly basis.**

**Objective Two: Throughout the 2022-2023 school year, Bishop CISD will report 100% of safety and security threats to administration and/or law enforcement.**

**Objective Three: Throughout the 2022-2023 school year, Bishop CISD will provide staff trainings to help maintain a positive school culture and minimize discipline referrals, safety and threat concerns.**

**Objective Four: Throughout the 2022-2023 school year, Bishop CISD will continue to implement a comprehensive school counseling program to include social and emotional support to include character education.**

Objective Five: Throughout the 2022-2023 school year, Bishop CISD will implement all CDC guidelines in an effort to keep COVID out of District facilities and to keep all school community members safe and healthy.

Objective Six: Throughout the 2022-2023 school year, Bishop CISD will implement and enhance security and safety measures to ensure that intruders do not make their way on campuses, classrooms, offices and other district facilities.

# 2021-2022 DISTRICT EDUCATIONAL IMPROVEMENT COUNCIL (REVISION COMMITTEE)

Petronila - Angie Gonzalez and Mary Tobar

Primary - Sasha Diaz and Sabrena Ortiz

Elementary - April Benton and Liza Jimenez

Junior High - Carrie Triplett and Tiffany Garcia

High School - Elisa Benavides, Hardy Robertson and Margie Yaklin

ALC - Louie Rodriguez

At-Large - Rosie Trevino, Christy Griffith, Rick Gutierrez, Sarah Chumbley, Jay Scott and Karlene Cano

District Professional - Dr. Eden Hernandez

Community - Norma Flores

Parents - Brenda Perez and Sari Flores

Business - Olgie Garcia

Non Voting - Christina Gutierrez and Manuel Tamez

# 2022-2023 DISTRICT EDUCATIONAL IMPROVEMENT COUNCIL

Petronila - Mary Tobar and Cristina Silvas

Primary - Sabrina Ortiz and Kristiana Andrade

Elementary - Bonnie Kinsel and Gloria Saenz

Junior High - Tiffany Garcia and Johnnieann Lopez

High School - Elisa Benavides, Hardy Robertson and Margie Yaklin

ALC - Buff Haskell

At-Large - Rosie Trevino, Christy Griffith, Tracy Smith, Sarah Chumbley, Shirley Barrington and Karlene Cano

District Professional - Dr. Eden Hernandez

Community - Norma Flores

Parents - Brenda Perez and Noehmi Gonzalez

Business - Rosie Valdez

Non Voting - Christina Gutierrez and Manuel Tamez

# DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #1:** Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

**PERFORMANCE OBJECTIVE #1:** By the end of the 2022-2023 school year, core academic subjects that are tested will exceed state standards by 5% as measured by the STAAR assessments.

**FORMATIVE EVALUATION:** Review Progress of Campus Plan and Benchmark Testing

**SUMMATIVE EVALUATION:** Spring 2023 (STAAR/EOY Results); Fall 2023 (Texas Academic Performance Report)

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA RS HQ PD PI T AA TD CI	<p><b><u>Campuses will implement an annual improvement plan to address district goals and objectives by addressing:</u></b></p> <ul style="list-style-type: none"> <li>▶ standardized test scores</li> <li>▶ special population groups (at-risk, special education, section 504, LEP, GT, CTE)</li> <li>▶ 7-12 grade dropout rate</li> <li>▶ Plato - 6-12 grade credit recovery program</li> <li>▶ attendance rate</li> <li>▶ failure rate/STAAR, STAAR-Alt. 2 and EOC performance</li> <li>▶ comparable improvement</li> <li>▶ student involvement in various activities including 3 year olds that live in the school boundaries</li> <li>▶ remediation/tutoring/enrichment</li> <li>▶ Discovery Education, Saturday School, Brain Pop, Brain Pop Jr., Accelerated Reader, Amplify, Running Records, Amplify Interventions, Book Nook, Zearn, Reading A-Z, Google Classroom</li> <li>▶ benchmark testing K-EOC</li> <li>▶ implement Really Great Reading phonics program</li> <li>▶ aides and teachers to support learning loss and promote educational programs including Title 1 school wide</li> <li>▶ Extended day and extended week tutorials in core academic subject</li> </ul>	Principals CEIC Assistant Superintendent Special Programs Curriculum Coordinators CTE Director	District/Campus Budgets State Compensatory Title I Title II Part A Title III ESL GT Special Ed. - Federal/State CTE - Federal/State ESSER II & III TCLAS	August 2022	May 2023
<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p><b>SCHOOLWIDE COMPONENT</b></p> <p>NA = Needs Assessment                      RS = Reform Strategies                      HQ = Highly Qualified Prof./Support Staff                      PD = Professional Development                      PI = Parental Involvement                      T = Transition for Early Childhood Programs                      AA = Additional Assistance                      TD = Include Teachers in Decision                      QQ = Attract High Quality/Qualified Teachers                      CI = Coord./Integrate Fed., State, &amp; Local</p> </div>					



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**PERFORMANCE OBJECTIVE #1:** By the end of the 2022-2023 school year, core academic subjects that are tested will exceed state standards by 5% as measured by the STAAR assessments.

**FORMATIVE EVALUATION:** Review Progress of Campus Plan, Cumulative Data for DMAC, T-TESS and Evaluations for Support Staff

**SUMMATIVE EVALUATION:** Spring 2023 (STAAR Results); Fall 2023 (Texas Academic Performance Report)

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PI, TD	<ul style="list-style-type: none"> <li>▶ Locally purchase technology equipment                             <ul style="list-style-type: none"> <li>• Tablets</li> <li>• Laptops</li> <li>• Interactive Panels</li> <li>• Computers on wheels (COW)</li> <li>• Calculators</li> <li>• Headphones</li> </ul> </li> </ul>	Administrators	Local, ESSER II & III, Title I		
HQ, PD, TD	<ul style="list-style-type: none"> <li>▶ district end of year assessments STAAR formatted K-2</li> <li>▶ Amplify and Running Records K-2</li> <li>▶ parent involvement activities/trainings conducted by school counselor</li> </ul>	Administrators Supervisors	Title I and ESSER II & III	August 2022	May 2023
HQ, PD, AA	<p><u>Evaluate all programs.</u></p> <ul style="list-style-type: none"> <li>▶ analysis of achievement gaps (DMAC)</li> <li>▶ track participation</li> </ul> <p><u>Hold all employees accountable through appropriate assessment instruments.</u></p> <ul style="list-style-type: none"> <li>▶ T-TESS</li> <li>▶ Administrator evaluation</li> <li>▶ Support staff evaluations</li> <li>▶ Campus/Classroom Walkthroughs</li> </ul> <p>Ensure that students have equitable home access via loaned equipment such as hardware (tablets, Wifis, etc.) and internet access devices in order to provide access to digital materials required to meet the student achievement objectives</p>	Administrators Curriculum Coordinators	ESC-13 Evaluation Instrument	August 2022	May 2023
		Technology Directors Principals Assistant Superintendent	Technology Lending Grant ESSER II & III		

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**PERFORMANCE OBJECTIVE #1:** By the end of the 2022-2023 school year, core academic subjects that are tested will exceed state standards by 5% as measured by the STAAR assessments.

**FORMATIVE EVALUATION:** Review Progress of Campus Plan and Benchmark Testing

**SUMMATIVE EVALUATION:** State Assessments: (Amplify K-2) (STAAR 3-8) (EOC)

STRATEGY ACTIVITIES/ACTIONS	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
			August 2022	May 2023
NA, RS, HQ, PD, PI, AA, TD, CI <u><i>Each campus will include strategies that are directed at improving PK-12 students' achievement in core subjects. The following will be considered:</i></u> ► teacher staff development: Amplify and STAAR (Math, Reading, Writing, Science and Social Studies) ► student reading proficiency ► individual student needs ► district produced STAAR assessments ► curriculum coordinators working with campuses ► instructional materials ► instructional technology lessons ► stipend of \$2,000 to core teachers ► EL Summer Camp ► Accelerated Small Group Instruction ► Extended Week Instruction ► Instructional aides to support learning loss for each campus ► Amplify Interventions, Zearn, Book Nook	DEIC Principals CEIC Assistant Superintendent Curriculum Coordinators Technology	Local Title 1 Title II District/Campus Budgets State Compensatory ESL Special Ed. - Federal/State Title III ESSER III TCLAS		

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**PERFORMANCE OBJECTIVE #2:** By the end of the 2022-2023 school year, Bishop CISD will attain at least three distinctions per campus as reflected on the School Report Card.

**FORMATIVE EVALUATION:** Benchmark Tests

**SUMMATIVE EVALUATION:** School Report Card

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, AA, QQ, CI	All Bishop CISD campuses will maintain a "Met Standard" accountability rating by reaching the target score on the following indexes: Student Achievement, Student Progress, Closing Performance Gaps and Postsecondary Readiness	Principals Curriculum Coordinators	Campus Budgets State Funds Federal Funds	August 2022	May 2023
NA, AA, QQ, CI	All Bishop CISD campuses will attain at least three (3) distinctions on the 2020 Accountability Rating	Principals Curriculum Coordinators	Campus Budgets State Funds Federal Funds	August 2022	May 2023

# DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #1:** Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

**PERFORMANCE OBJECTIVE #3:** Comply with expectations suggested by the Office of Special Education Programs.

**FORMATIVE EVALUATION:** Eligibility Criteria, Benchmark Testing, RDA Report, Transcripts, and Daily Grades

**SUMMATIVE EVALUATION:** State Assessments: (STAAR, STAAR-Alt 2 and TELPAS assessments)

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PD, PI, AA, TD, QQ, CI	<p><b><u>The district and campus plans will annually address:</u></b></p> <ul style="list-style-type: none"> <li>▶ least restrictive environment</li> <li>▶ related and transition services.</li> <li>▶ the referral process for evaluations and re-evaluations.</li> <li>▶ strategies to decrease the number of students labeled as special education</li> <li>▶ strategies to decrease the number of special education students in ISS, that are suspended or placed in discretionary DAEP</li> </ul>	<p>Campus Principals Special Programs Dept</p>	<p>Special Ed. - Federal/State District/Campus Budgets Title I Title II Part A</p>	August 2022	May 2023
NA, RS, PD, PI, AA, CI	<p><b><u>Results Driven Accountability (RDA)</u></b></p> <ul style="list-style-type: none"> <li>▶ strategies to decrease number of special education students that drop out of school and improve STAAR scores of CTE students</li> </ul>	<p>Principals Assistant Superintendent Superintendent Special Programs CTE Director</p>	<p>Local, State, &amp; Federal Funds State Comp</p>	August 2022	May 2023
NA, RS, PD, PI, AA, CI	<p><b><u>Multi-Tiered System of Supports (MTSS) Tier process</u></b></p> <p>Hire Instructional Education Paraprofessionals</p>	<p>Counselors Principals Special Programs</p>	<p>Local, State, &amp; Federal State Comp</p>	August 2022	May 2023
		<p>Principals</p>	<p>Local, State &amp; Federal ESSER III</p>	August 2022	May 2023

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**DISTRICT GOAL #1:** Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

**PERFORMANCE OBJECTIVE #4:** The District shall review, revise and implement the curriculum to align with the Texas Essential Knowledge and Skills.

**FORMATIVE EVALUATION:** Review Progress of Campus Plans, Lesson Plan Reviews, Benchmark Testing, Progress Reports and Six Weeks Report Cards.

**SUMMATIVE EVALUATION:** Spring 2023 (STAAR Results); Fall 2023 (Texas Academic Performance Report)

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PD, AA, TD, QQ, CI	<p><u><b>Each campus will implement a plan to address goals and objectives. The following will be considered:</b></u></p> <ul style="list-style-type: none"> <li>▶ STAAR ASSESSMENTS and TELPAS</li> <li>▶ continuation of TEKS Resource</li> <li>▶ revising scope and sequence</li> <li>▶ revising timelines</li> <li>▶ updating curriculum documents</li> <li>▶ alignment of testing program objectives</li> <li>▶ methods/modalities to address needs of all students including at-risk, special education, section 504, EL, GT</li> <li>▶ align curriculum PK-12</li> </ul>	Principals Assistant Superintendent Curriculum Coordinators College Readiness Advisor	District/Campus Budgets State Compensatory Title I Title II Part A Title III ESL GT Special Ed. Federal/State CTE - Federal/State	August 2022	May 2023
NA, RS, AA, CI	<p><u><b>Continue to operate the on-campus DAEP and ensure quality instruction and guidance and counseling from regular education counselors and special education counselor</b></u></p> <ul style="list-style-type: none"> <li>▶ Plato</li> </ul>	AEP Principal, Teacher and Aide Assistant Superintendent	District Budget State Comp Title I	August 2022	May 2023

# DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #1:** Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

**PERFORMANCE OBJECTIVE #5:** The District shall continue to improve and increase parental and community involvement.

**FORMATIVE EVALUATION:** Review Progress of District Plan, Community Six Weeks Report, Meeting Sign-in Sheets and Alert Now Summary Usage

**SUMMATIVE EVALUATION:** Cumulative Report

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PI, AA, TD	<p><b><u>Communicate the academic performance of students to parents and community.</u></b></p> <ul style="list-style-type: none"> <li>▶ TAPR public hearing</li> <li>▶ website/Gradebook</li> <li>▶ marquee</li> <li>▶ newspaper/newsletters</li> <li>▶ Bishop CISD "App"/Blackboard Comm</li> <li>▶ Email</li> </ul>	Assistant Superintendent Principals Curriculum Coordinators Webmasters Counselors	District Budget Title 1	Fall 2022	May 2023
NA, RS, PI, TD, CI	<p><b><u>Develop mutually beneficial partnerships between the district and community entities.</u></b></p> <ul style="list-style-type: none"> <li>▶ First United Methodist Church has offered their facilities as needed</li> <li>▶ Attend public meetings conducted by elected officials</li> </ul>	Superintendent	Title 1 District Budget	August 2022	May 2023
NA, RS, HQ, PD, PI, T, AA, TD, QQ, CI  AA	<p><b><u>Review educational programs that strengthen parenting skills and help parents provide educational assistance to their children. We will provide parent workshops throughout the year.</u></b></p> <ul style="list-style-type: none"> <li>▶ STAAR Awareness</li> <li>▶ CTE Advisory Committee</li> <li>▶ BCFS HHS Community Services Division</li> <li>▶ Student Health Advisory Committee</li> </ul>	Counselors Principals Assistant Superintendent CTE Director	Title I CTE	August 2022	May 2023

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**PERFORMANCE OBJECTIVE #5:** The District shall continue to improve and increase parental and community involvement.

**FORMATIVE EVALUATION:** Review Progress of District Plan, Community Six Weeks Report, Meeting Sign-in Sheets, Surveys, Public Meetings, and Alert Now Summary Usage

**SUMMATIVE EVALUATION:** Cumulative Report

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PI, T, AA, TD	<p><u><i>Each campus will implement a plan to address district goals and objectives.</i></u></p> <p><u><i>The following will be considered:</i></u></p> <ul style="list-style-type: none"> <li>▶ meet the teacher night</li> <li>▶ volunteer program expansion</li> <li>▶ progress reports</li> <li>▶ school-business partnerships</li> <li>▶ school-higher education partnerships</li> <li>▶ campus parent-teacher organizations</li> <li>▶ campus newsletters</li> <li>▶ school report card</li> <li>▶ Bishop CISD "App"/Blackboard Comm</li> <li>▶ Email</li> <li>▶ Parent Trainings</li> </ul>	Principals CEIC Counselor	Campus Budgets Title I ESSER III	August 2022	May 2023
NA, RS, HQ, PI, AA, TD	<p><u><i>Each campus will inform parents of all local, state and federally funded programs available to students regarding:</i></u></p> <ul style="list-style-type: none"> <li>▶ access</li> <li>▶ criteria</li> <li>▶ evaluation</li> </ul>	Assistant Superintendent Special Programs Dept Principals Counselor	N/A	August 2022	May 2023
PI	Allow parents and community members to attend evening CDL, Microsoft Office and ServeSafe classes for certification and Financial Aid Night	CTE Director	CTE Budget ESSER III	October 2022	July 2023
NA, PI	Survey students, staff and 2021 graduates on the effectiveness of the overall school program to establish a baseline on improvement areas	Technology Dept	N/A	October 2022	November 2022

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**DISTRICT GOAL #1:** Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

**PERFORMANCE OBJECTIVE #6:** Prepare students for labor market and/or college opportunities

**FORMATIVE EVALUATION:** Lesson Plans, Entrance Test, Enrollment, Student Profile Sheets, Junior and Senior Talks, Career Day Agendas, College Visit Rosters, Aptitude and Career Test, Master Schedules, Transcripts, Sign in Sheets, Newsletters, Agendas, Minutes, AEIS Report, Audit Results, and List-serv

**SUMMATIVE EVALUATION:** AEIS/Student Transcripts, Class Sizes and Results of AP Exams

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, PI, T, AA	<p><b><u>Continue to employ a College Readiness Advisor to be home based at Bishop High School.</u></b></p>	High School Principal Superintendent	CTE	August 2022	May 2023
NA, RS, HQ, PI, T, AA	<p><b><u>Campus plans will include:</u></b></p> <ul style="list-style-type: none"> <li>▶ strategies for providing information about financial aid and higher education admissions</li> <li>▶ continue to support students with assistance in filling out (FAFSA)</li> <li>▶ discussing inventory survey results with 7<sup>th</sup> grade students</li> <li>▶ informing 9-12 grade students of interest survey results</li> <li>▶ allowing students to wear college shirts every day of the week</li> <li>▶ Pay for all Sophomores to take PSAT</li> </ul>	District/Campus Administrators CEIC DEIC Counselor Webmasters College Readiness Advisor	Campus Budgets State Monies CTE Local Budget	August 2022	May 2023
NA, HQ, PI, CI	<p><b><u>Continue Pre-Engineering Program "Project Lead the Way."</u></b></p> <ul style="list-style-type: none"> <li>▶ Introduction to Engineering Design</li> <li>▶ Gateway to Technology</li> <li>▶ Principles of Engineer</li> <li>▶ Digital Electronics</li> </ul>	Assistant Superintendent Principals, (JH/HS) Counselors, (JH/HS) PLTW Teacher	Funds Local Budget CTE	August 2022	May 2023



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**PERFORMANCE OBJECTIVE #6:** Prepare students for labor market and/or college opportunities

**FORMATIVE EVALUATION:** Lesson Plans, Entrance Test, Enrollment, Student Profile Sheets, Junior and Senior Talks, Career Day Agendas, College Visit Rosters, Aptitude and Career Test, Master Schedules, Transcripts, Sign in Sheets, Newsletters, Agendas, Minutes, AEIS Report, Audit Results, and ListServ

**SUMMATIVE EVALUATION:** AEIS/Student Transcripts, Class Sizes and Results of AP Exams

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, CI	<p><b><u>Attaining College Hours in High School</u></b></p> <ul style="list-style-type: none"> <li>▶ Conduct parent meetings to address student academic performance and college articulation agreements</li> <li>▶ Use Bishop CISD App to inform parents of dual credit courses</li> </ul>	HS Principal HS Counselor College Readiness Advisor	Title I Local Budget	August 2022	May 2023
NA, RS, CI	<p><b><u>CTE Department will:</u></b></p> <ul style="list-style-type: none"> <li>▶ establish a committee to assist with program improvements based on industry standards</li> <li>▶ evaluate program size, scope, quality and effectiveness in developing knowledge, skills, and competencies necessary for a broad range of career opportunities</li> </ul>	CTE Director HS Principal College Readiness Advisor	Local Budget CTE Funds	August 2022	May 2023
NA, RS, CI	<p><b><u>Work-ready certifications via CTE offerings:</u></b></p> <ul style="list-style-type: none"> <li>▶ earn certifications in Pharmacy Technician, CNA, First Aide/CPR, Welding and NCCER (safety for welders), Hunter's Education</li> </ul>	CTE Director HS Principal College Readiness Advisor	CTE Funds	August 2022	May 2023

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**PERFORMANCE OBJECTIVE #6:** Prepare students for labor market and/or college opportunities

**FORMATIVE EVALUATION:** Lesson Plans, Entrance Test, Enrollment, Student Profile Sheets, Junior and Senior Talks, Career Day Agendas, College Visit Rosters, Aptitude and Career Test, Master Schedules, Transcripts, Sign in Sheets, Newsletters, Agendas, Minutes, AEIS Report, Audit Results, and ListServ

**SUMMATIVE EVALUATION:** AEIS/Student Transcripts, Class Sizes and Results of AP Exams

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, CI	<u>Utilize state allocated funds to increase the number of students:</u> ▶ taking TSI/PSAT/SAT/ACT exams ▶ taking AP Exams	HS Principal College Readiness	Local Budget CCMR	August 2022	May 2023
NA, RS, AA, CI,	<u>Incorporate ACT/SAT vocabulary building skills across the curriculum</u>	Teachers	N/A	August 2022	May 2023
NA, RS, PI, AA	<u>Increase enrollment in AP classes and increase the number of students taking AP exams to earn college credit.</u>	Principal College Readiness HS Counselor	Local Budget GT Budget	August 2022	May 2023
NA, PI, CI	<u>Pre AP/AP presentations will be provided to discuss benefits for college entrance and preparation.</u>	Principal College Readiness	N/A	August 2022	May 2023
NA, RS, PI, AA	<u>Maintain listserv containing email address of parents desiring scholarship information.</u>	HS Counselor Technology Dept	N/A	August 2022	May 2023
NA, RS, PI, AA	<u>Ensure that 100% of senior class gets accepted into a college, university and/or technical school.</u>	HS Counselor College Readiness Advisor	N/A	August 2022	May 2023
NA, RS, PI, AA	<u>Increase enrollment in dual credit courses at Coastal Bend College and Texas A&amp;M Kingsville.</u>	HS Counselor College Readiness BHS Principal	Local CTE	August 2022	May 2023
NA AA	<u>Increase number of college and university campus visits.</u>	HS Counselor College Readiness Advisor			

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**PERFORMANCE OBJECTIVE #7:** The District will explore available technology to enhance instruction and to increase the effectiveness of organizational management.

**FORMATIVE EVALUATION:** Sign-in sheets, Teacher feedback, Purchase orders, Created forms templates, digital gradebook, Technology inventory, lesson plans and walk-throughs

**SUMMATIVE EVALUATION:** Budget expenditures

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
				August 2022	May 2023
NA, RS, HQ, PD, AA, TD, PI, QQ	<u>Maintaining and Updating the district website</u>	Superintendent Principals Campus Web masters	Technology Budgets	August 2022	May 2023
	<u>Utilize district website:</u> ▶ advertise jobs and attract highly qualified teachers ▶ display district vision, mission, and belief statements ▶ Promote student accomplishments	Technology Dept Campus Web masters	N/A	August 2022	May 2023
NA, TD, CI	<u>Continue to coordinate software district-wide.</u>	Principals Technology Dept	Local Budget State Budget	August 2022	May 2023
NA, RS, AA NA, TD	<u>Continue accelerated instruction options (CAI)</u>	Technology Dept	Federal Budget ESSER II & III		
	<u>Implement usage of district-wide forms on the network.</u>	Teaching Staff Principals	N/A	August 2022	May 2023
NA, PI	<u>Acquire hardware &amp; software necessary to exceed the Technology TEKS district-wide and accommodate online state assessments.</u>	Technology Dept Principals	Local Budget State Budget Technology Title 1 Instructional Material Funds ESSER II & III	August 2022	May 2023
NA, RS, HQ, CI	▶ Licenses for Office Professional on every BCISD machine ▶ increase number of LCDs, Scanners, Servers, Elmos, and Switches ▶ Interactive touchscreen panels ▶ Google Apps for Education ▶ Technology devices ▶ Mobile carts (laptops)			August 2022	May 2023
NA, RS, PD, TD	<u>Integrate Technology TEKS into core subject areas</u> ▶ online resources & activities ▶ curriculum development ▶ Digital Textbook	Teaching Staff Principals Assistant Superintendent Technology Dept	State Budget ESSER II & III		

# DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #1:** Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

**PERFORMANCE OBJECTIVE #7:** The District will exploit available technology to enhance instruction and to increase the effectiveness of organizational management.

**FORMATIVE EVALUATION:** Sign-in sheets, Teacher feedback, Purchase orders, Created forms templates, Grade Books, Tech inventory, lesson plans and walk-throughs

**SUMMATIVE EVALUATION:** Budget expenditures

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PD, AA, TD	<u>Effectively implement K-8 TEKS utilizing TEKS Resources and other supplemental resources.</u>	Principals Curriculum Dept.	IMA Title I	August 2022	May 2023
NA, RS, HQ, PD, AA, TD	<u>Utilize the knowledge and skills of district personnel in the area of providing technology staff development specifically focusing on new Ascender Teacher Portal training.</u>	Technology Dept Curriculum Dept. Principals	Local Budget State Budget	August 2022	May 2023
NA, RS, HQ, PD, AA, TD	<u>Improve infrastructure district-wide:</u> ▶ purchase switches to improve speed, reliability, and increase capacity ▶ replace old equipment	Technology Dept Principals Teaching Staff	Local Budget State Budget E-Rate	August 2022	May 2023
NA, RS, HQ, PD, AA, TD, QQ, CI	<u>Implement district technology plan:</u> ▶ assess campus/district needs ▶ semester committee meetings ▶ teacher survey of needs ▶ Parent surveys	Technology Dept Principal Assistant Superintendent	Title I Local Budget ESSER II & III	August 2022	May 2023
NA, RS,					
NA, RS, HQ, PI, TD	<u>Implement a policy allowing students to bring digital devices to school including cell phones that can be used with instruction</u>	Superintendent Assistant Superintendent Technology Dept	Technology Budget	August 2022	May 2023

# DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #1:** Bishop CISD will meet the educational needs of every student by continually addressing instruction, learning, and technology so all students can reach their educational potential.

**PERFORMANCE OBJECTIVE #8:** By the end of the 2022-2023 school year, Bishop CISD will successfully meet the academic needs of all students including those eligible for Remote Conferencing.

**FORMATIVE EVALUATION:** Assessing school processes during and after each grading period

**SUMMATIVE EVALUATION:** Completion of school year with appropriate closure reports and procedures

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, HQ, PD, AA, TD	Hire staff to provide remote conferencing	Principals	ESSER II & III	August 2022	May 2023
	<b>Synchronous Plan (PK-12)</b> ▶ live instruction in core subject areas ▶ live remediation and tutorials ▶ live instruction for special populations (i.e., SpEd, 504, EL)	Principals Teachers	Local, Title, ESSER II & III	August 2022	May 2023
	<b>Asynchronous Plan (PK-5)</b> ▶ Teacher created video lessons ▶ Teacher assigned lessons utilizing Google Classroom ▶ Lesson binders ▶ Digital textbooks ▶ Software such as PLATO, Study Island, Reading Eggs, Reading A-Z, BrainPop, BrainPop Jr., NWEA Map, Reading First, Learning.com, Google Plus, and more ▶ District created resources ▶ TEKS Resource System	Principals Teachers	Local, Title, ESSER II & III	August 2022	May 2023

## DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #2:** Bishop CISD will attract, retain, develop and evaluate high-quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and district aims.

**PERFORMANCE OBJECTIVE #1:** By the end of the 2022-2023 school year, Bishop CISD will retain 95% of teachers designated as exceptional by establishing a school climate that grows and supports the instructional efforts of those teachers.

**FORMATIVE EVALUATION:** Classroom Walk Throughs, Teacher Meetings

**SUMMATIVE EVALUATION:** Teacher Contracts and Staffing Paperwork

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, HQ, PD, TD	Limit preparations, traveling and extra duties	Campus Principals	N/A	August 2022	May 2023
NA, HQ, PD, TD	Develop a culture of collaborative problem solving	Campus Principals	N/A	August 2022	May 2023
NA, HQ, PD, TD	Establish and maintain a positive personal relationship with staff	Administrators	N/A	August 2022	May 2023
NA, HQ, PD, TD	Recognize the ways in which the teacher is making a difference	Administrators	N/A	August 2022	May 2023
HQ QQ	Offer \$2,000 stipend to core teachers	Business Office	Fund 199	August 2022	May 2023
RS	Replace furniture and teacher desks in two classrooms per campus.	Business Office	Fund 199	August 2022	May 2023
QQ	\$1,000 Appreciation stipend	Business Office	ESSER II	Nov. 2022	March 2023
QQ	\$100 Teacher supply budget	Business Office Campus Principals	ESSER III	August 2022	May 2023

## DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #2:** Bishop CISD will attract, retain, develop and evaluate high-quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and district aims.

**PERFORMANCE OBJECTIVE #2:** By the end of the 2022-2023 school year, Bishop CISD will cultivate and improve all certified staff members reflective of their T-TESS baseline growth.

**FORMATIVE EVALUATION:** Classroom Walkthroughs

**SUMMATIVE EVALUATION:** T-TESS Forms

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
PD, TD	Facilitate professional integration	Campus Principals Curriculum Coordinators	N/A	August 2022	May 2023
PD, TD	Assign qualified mentors to all level teachers	Campus Principals	N/A	August 2022	May 2023
PD, TD	Rely on mentors to assist in dealing with the culture shock of the first year	Campus Principals Curriculum Coordinators	N/A	August 2022	May 2023
PD, TD	Have teachers obtain student feedback frequently	Campus Principals Teachers	N/A	August 2022	May 2023
HQ	Continue the Teacher Incentive Allotment	Asst. Superintendent Campus Principals	N/A	August 2022	May 2023

## DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #2:** Bishop CISD will attract, retain, develop and evaluate high-quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and district aims.

**PERFORMANCE OBJECTIVE #3:** The District shall ensure that 100% of the teaching staff is in compliance with the No Child Left Behind Highly Qualified Criteria.

**FORMATIVE EVALUATION:** Registration Forms, Purchase Orders, and Agendas

**SUMMATIVE EVALUATION:** Annual Highly Qualified Compliance Report

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, HQ, AA, QQ	<p><b><u>Administrators will attend job fairs.</u></b></p> <ul style="list-style-type: none"> <li>▶ TAMU-K</li> <li>▶ TAMU-CC</li> </ul>	Superintendent Assistant Superintendent Principals	Title II, Part A	January 2023	May 2023
NA, HQ, AA, QQ	<p><b><u>The advertisement of teaching positions via:</u></b></p> <ul style="list-style-type: none"> <li>▶ local newspapers</li> <li>▶ district website</li> <li>▶ ESC website</li> <li>▶ District Facebook pages</li> </ul>	Superintendent Assistant Superintendent Principals	Title II, Part A Local Budget	As Needed	
NA, HQ, AA, QQ	<p><b><u>Years of experience will be considered when hiring new teaching staff to ensure an equal distribution of inexperienced teachers district wide.</u></b></p>	Superintendent Assistant Superintendent Principals	N/A	As Needed	
NA, HQ, AA, QQ	<p><b><u>School district highly qualified percentages will be reported annually:</u></b></p> <ul style="list-style-type: none"> <li>▶ campus newsletters</li> <li>▶ district website</li> <li>▶ administrative report during school board meetings public meetings</li> </ul>	Superintendent Assistant Superintendent Principals	N/A	August 2022	May 2023
NA, HQ, AA, QQ	<p><b><u>Retention of highly qualified teachers:</u></b></p> <ul style="list-style-type: none"> <li>▶ offering mentors to new hires</li> <li>▶ providing staff development</li> <li>▶ continue using Talent Ed online job application system</li> </ul>	Superintendent Assistant Superintendent Principals	Title II, Part A Title I Local Budget IMA	August 2022	May 2023



## DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #3:** Bishop CISD will effectively manage all district resources to maximize the educational resources available for students.

**PERFORMANCE OBJECTIVE #1:** By the end of the 2022-2023 school year, the district will increase the fund balance by a minimum of \$100,000 as reflected by our end of the year audit as a result of working with a lower ADA projection.

**FORMATIVE EVALUATION:** Attendance reports and average daily attendance counts

**SUMMATIVE EVALUATION:** Final state revenue based on average daily attendance and perfect attendance recognitions

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
CI	Work within the confines of the current budget	Administrators	N/A	August 2022	May 2023
CI	Comparison shopping for all purchases regardless of size	Administrators	N/A	August 2022	May 2023
CI	Streamline purchases by requiring a second level of approval	Administrators	N/A	August 2022	May 2023
NA	Support the campuses with their efforts to achieve the highest staff daily attendance possible.	Administrators	N/A	August 2022	May 2023

## DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #3:** Bishop CISD will effectively manage all district resources to maximize the educational resources available for students.

**PERFORMANCE OBJECTIVE #2:** By the end of the 2022-2023 school year, Bishop CISD will strive to reach a daily attendance of 96% in an effort to increase state-revenue.

**FORMATIVE EVALUATION:** Attendance reports and average daily attendance counts

**SUMMATIVE EVALUATION:** Final state revenue based on average daily attendance and perfect attendance recognitions

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, PI	Continue to support the campuses with their efforts to achieve the highest daily attendance possible.	Superintendent Assist Supt Business Office	N/A	August 2022	May 2023
NA, PI	Inform parents and guardians via emails, text messages, call outs and newsletters about the importance of their children attending school and the impact their attendance has on school finance.	Campus Principals	Title I	August 2022	May 2023
RS PI	Call parents of students who are absent during the first period class to recover students before the ADA period.	Campus Principal	Title I	August 2022	May 2023
NA, PI	Continue to file charges with the local Justice of the Peace on students who do not attend school regularly.	Campus Principals	N/A	August 2022	May 2023

## DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #4:** Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

**PERFORMANCE OBJECTIVE #1:** Throughout the 2022-2023 school year, Bishop CISD will provide law enforcement and/or police services to the district on a daily basis.

**FORMATIVE EVALUATION:** Daily interaction with law enforcement agencies on all school campuses

**SUMMATIVE EVALUATION:** Log in sheets at each campus to show law enforcement agency visits

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, AA, TD, QQ, CI	Remain in partnership with Bishop PD for continuous support with safety concerns	Superintendent	N/A	August 2022	June 2023
NA, RS, AA, TD, QQ, CI	Continue to work with the Department of Public Safety (DPS) to ensure they have the most updated school contact, school layout and other pertinent information as needed by them to be able to intervene and assist BCISD when they are in the area during a crisis	Administrators	N/A	August 2022	June 2023
NA, RS, AA, TD, QQ, CI	Provide breakfast and/or lunch to law enforcement agencies during breakfast and lunch times to encourage their visibility on all campuses	Aramark	Aramark	August 2022	June 2023
NA, RS, AA, TD, QQ, CI	Provide office space to Department of Public Safety (DPS) at the junior high to allow them to do their paperwork there and at the same time have law enforcement vehicle parked on school grounds and the officers visible on the campus	JH Principal	N/A	October 2022	June 2023

## DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #4:** Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

**PERFORMANCE OBJECTIVE #2:** Throughout the 2022-2023 school year, Bishop CISD will report 100% of safety and security threats to administration and/or law enforcement.

**FORMATIVE EVALUATION:** Reports from Campus Principals/District Directors

**SUMMATIVE EVALUATION:** Reports from Campus Principals/District Directors

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, AA,	All district staff will report suspicious activities to their immediate supervisor who will report such activity to central administration and local law enforcement	All Staff	N/A	August 2022	May 2023
NA, RS, AA	Meet periodically with local Police Chief and Constable to review reports made by BCISD to discuss plan of action for future steps to take between both agencies	Administration	N/A	August 2022	May 2023
NA, RS, AA	Continue to work with the Department of Public Safety (DPS) to ensure they have the most updated school contact, school layout and other pertinent information as needed by them to be able to intervene and assist BCISD when they are in the area	Administration	N/A	August 2022	May 2023
NA, RS	Maintain Raptor Technologies (School Safety Software) and provide training to staff	Administration	Local	August 2022	May 2023

## DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #4:** Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

**PERFORMANCE OBJECTIVE #3:** Throughout the 2022-2023 school year, Bishop CISD will provide staff trainings to help maintain a positive school culture and minimize discipline referrals, safety and threat concerns.

**FORMATIVE EVALUATION:** Discussions, registrations and workshop presentations shared during faculty meetings

**SUMMATIVE EVALUATION:** Certificates of attendance and sign in sheets/agendas from faculty meetings and actual ESC2 trainings

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, PD, TD,	Active Shooter Training for All Staff	Administration	N/A	August 2022	December 2022
NA, PD, TD, CI	ESC2 Emergency Operations Plan ESC2 House Bill 1952 Training for Administrators on Student Discipline ESC2 Defusing Aggressive Behaviors: Safe Intervention Strategies	Principals	Local	October 2022	October 2022
NA, PD, NA, PD	Train staff and students on the following topics <ul style="list-style-type: none"> <li>• Cyber Safety</li> <li>• Bullying/Cyber Bullying</li> <li>• Suicide Prevention</li> <li>• Digital Citizenship</li> <li>• Bitdefender (antivirus)</li> </ul>	Administrators and Counselors	ESSER III	January 2023	January 2023
NA, PD, TD, CI	The campus behavior coordinators will work closely with the campus threat assessment safe and supportive school team to implement the district's threat assessment policy and procedures	Principals Teachers Aides Counselors	Local	August 2022	May 2023

# DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #4:** Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

**PERFORMANCE OBJECTIVE #4:** Throughout the 2022-2023 school year, Bishop CISD will continue to implement our comprehensive school counseling program to include trauma-informed care.

**FORMATIVE EVALUATION:** Discussions/presentations shared during faculty meetings

**SUMMATIVE EVALUATION:** Certificates of attendance and sign in sheets/agendas from faculty meetings and student success reports regarding progress, guidance and safety

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, RS, AA	<p>Provide Guidance Curriculum to all PK-12 students in a systematic way to ensure student awareness, skill development and application of skills needed in everyday life.</p> <ul style="list-style-type: none"> <li>• Goal Setting</li> <li>• Self-Esteem Development</li> <li>• Communication Skills</li> <li>• Responsible Behavior</li> </ul> <p>Assists students in the area of</p>	Principals Assistant Principals Counselors	Local, State, Federal	August 2022	May 2023
NA, RS, AA	<p>Individual Planning such as planning, monitoring and managing personal and career development.</p> <ul style="list-style-type: none"> <li>• Awareness of Educational Opportunities</li> <li>• Acquire Study Skills</li> <li>• Knowledge of Career Opportunities</li> <li>• Positive Work Habits</li> </ul> <p>Address concerns in the area of</p>	Principals Assistant Principals Counselors	Local, State, Federal	August 2022	May 2023
NA, RS, AA	<p>Responsive Services for all students to assist with prevention and intervention.</p> <ul style="list-style-type: none"> <li>• School-Related Concerns</li> <li>• Relationship Concerns</li> <li>• Family Issues</li> <li>• Coping With Stress</li> <li>• Suicide Prevention</li> </ul> <p>Incorporate System Support to include program, staff and school support activities.</p>	Principals Assistant Principals Counselors CIS Counselor	Local, State, Federal	August 2022	May 2023
NA, RS, AA	<ul style="list-style-type: none"> <li>• Guidance Program Development</li> <li>• Community Outreach</li> <li>• School Improvement Planning</li> <li>• Communities In Schools</li> </ul>	Principals Assistant Principals Counselors CIS Counselor	Local, State, Federal	August 2022	May 2023

## DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #4:** Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

**PERFORMANCE OBJECTIVE #4:** Throughout the 2022-2023 school year, Bishop CISD will continue to implement our comprehensive school counseling program to include trauma-informed care.

**FORMATIVE EVALUATION:** Discussions/presentations shared during faculty meetings

**SUMMATIVE EVALUATION:** Certificates of attendance and sign in sheets/agendas from faculty meetings and student success reports regarding progress, guidance and safety

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, PD, TD, CI	Campuses will utilize the School Safety platform for online professional development services in are as active shooters, crisis response, emergency operations and more.	Principals Counselors Teachers Paraprofessionals	Title IV	August 2022	May 2023
NA, PD, TD, CI	<p>In the area of trauma-informed care, we will address the immediate concerns of all students to assist with prevention and intervention by understanding, recognizing, and responding to the effects of all types of trauma in order to promote a culture of safety, empowerment and healing.</p> <ul style="list-style-type: none"> <li>• Safety - creating spaces where students feel culturally, emotionally, and physically safe as well as an awareness of an individual's discomfort or unease</li> <li>• Feeling of Trustworthiness</li> <li>• Choices</li> <li>• Collaboration</li> <li>• Empowerment</li> </ul>	Principals Counselors Teachers Paraprofessionals	Local State Federal	August 2022	May 2023
	<p>Incorporate Social &amp; Emotional Support for all students</p> <ul style="list-style-type: none"> <li>• Character Strong</li> </ul>	Principals Counselors	ESSER III	August 2022	May 2023

## DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #4:** Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

**PERFORMANCE OBJECTIVE #5:** Throughout the 2022-2023 school year, Bishop CISD will implement all CDC guidelines in an effort to keep COVID out of District facilities and to keep all school community members safe and healthy.

**FORMATIVE EVALUATION:** Number of COVID Cases, Reports made to the state, Calls with the Health Department

**SUMMATIVE EVALUATION:** Number of COVID Cases, Reports made to the state, Calls with the Health Department

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA, PD, TD, CI	<p><b><i>CDC Guidelines Implemented District Wide:</i></b></p> <ul style="list-style-type: none"> <li>▶ <i>Eating breakfast in the classroom</i></li> <li>▶ <i>Water bottles in lieu of fountains</i></li> <li>▶ <i>Hand sanitizing stations</i></li> <li>▶ <i>PPE and Disinfecting supplies</i></li> </ul>	<p>Superintendent Principals Teachers Nurses</p>	<p>ESSER I, II, III, TEA</p>	<p>August 2022</p>	<p>May 2023</p>



## DISTRICT IMPROVEMENT PLAN (2022-2023)

**DISTRICT GOAL #4:** Bishop CISD will effectively manage a safe and secure environment for all students, staff and visitors

**PERFORMANCE OBJECTIVE #6:** Throughout the 2022-2023 school year, Bishop CISD will implement and enhance security and safety measures to ensure that intruders do not make their way on campuses, classrooms, offices and other district facilities.

**FORMATIVE EVALUATION:** Campus walk throughs to include exterior and interior door sweeps multiple times daily.

**SUMMATIVE EVALUATION:** Intruder Detection Audit Reports from the Texas School Safety Center and Audits done by administrators and local law enforcement agencies.

STRATEGY ACTIVITIES/ACTIONS		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	
NA RS AA TD QQ CI	<p><b><u>District Wide Security and Safety Enhancements</u></b></p> <ul style="list-style-type: none"> <li>▶ <b><u>District and Campus Based Active Shooter Trainings</u></b></li> <li>▶ <b><u>Heightened Door Security and Active Monitoring of all Interior and Exterior Doors</u></b></li> <li>▶ <b><u>Window Vinyls on Interior and Exterior Doors</u></b></li> <li>▶ <b><u>Extra Door Lock Mechanisms (Night Lock)</u></b></li> <li>▶ <b><u>Repair and/or Replace Interior and Exterior Doors</u></b></li> <li>▶ <b><u>Eight Foot Fencing at All Campuses</u></b></li> <li>▶ <b><u>No Visitors on Campuses Including Deliveries</u></b></li> <li>▶ <b><u>Two Way Radios on Campuses and Athletic Facilities</u></b></li> <li>▶ <b><u>Education/Training and Random Active Shooter Drills</u></b></li> <li>▶ <b><u>Single Point of Entry for Students</u></b></li> <li>▶ <b><u>Emergency Phone Tree</u></b></li> </ul>	All Staff District Wide	Federal Title IV Local Budget	August 2022	May 2023