

BELLVILLE

INDEPENDENT SCHOOL DISTRICT

West End Elementary Campus Improvement Plan



2023-2024

BELLVILLE INDEPENDENT SCHOOL DISTRICT

LEADERSHIP

BOARD OF TRUSTEES

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

CENTRAL ADMINISTRATION

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

CAMPUS ADMINISTRATION

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

BELLVILLE INDEPENDENT SCHOOL DISTRICT

LEARNERS TODAY. LEADERS TOMORROW.

MISSION/PURPOSE:

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

VISION

GROW OUR ABILITIES TO POSITIVELY CONTRIBUTE

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

THE BELLVILLE WAY

FAMILY. TRUST. HIGH EXPECTATIONS.



LEARNING

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



LEADERSHIP

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



CULTURE

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



COMMUNITY

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

BELLVILLE ISD

LEARNERS TODAY. LEADERS TOMORROW.

WE LEARN

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

BELLVILLE ISD PORTRAIT OF A LEARNER



RECOGNIZES AND APPLIES UNIQUE GIFTS & STRENGTHS

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



VALUES LEARNING & PERSONAL GROWTH

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



THINKS CRITICALLY & CREATIVELY

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



EXHIBITS KINDNESS & CHARACTER

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



DEMONSTRATES DRIVE & PERSONAL RESPONSIBILITY

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



LEADS & COMMUNICATES EFFECTIVELY

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

BELLVILLE INDEPENDENT SCHOOL DISTRICT

WEST END ELEMENTARY ADVISORY COUNCIL

MEMBERS

Tony Hancock, Principal
Jodie Koehl, Counselor
Becky Krenek, Kindergarten Teacher
Kim Wade, 4th & 5th Teacher
Eryn Hold, Special Education Teacher
Lindsey Witte, Parent
Wendy Klump, Parent
Spencer Gross, Community and Business
Jim Lindemann, Community and Business

2023 COMPREHENSIVE NEEDS ASSESSMENT

DATA SOURCES

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

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

DATA ANALYSIS

Campus Attendance 97.4%	District Graduation Rate 99.4%
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*TAPR 2021-2022

Enrollment (as of PEIMS Snapshot in late October)

2018-2019	2019-2020	2020-2021	2021-2022	2023-2024
148	144	152	164	163

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

Hispanic/Latino	African American	White	American Indian/Alaskan	Asian	Hawaiian/Pacific Islander	Two or more races
16.56%	1.23%	79.14%	0.00%	0.00%	0.00%	3.07%

Special Populations (as of PEIMS Snapshot in late October)

Emergent Bilingual	Special Education	Economically Disadvantaged	Dyslexia	Homeless	Foster Care	Gifted and Talented	At Risk
4.91%	4.91%	33.74%	1.84%	0.00%	1.23%	19.02%	31.29%

2022 ACCOUNTABILITY HIGHLIGHTS

OVERALL CAMPUS RATING C		
STUDENT ACHIEVEMENT B	SCHOOL PROGRESS B	CLOSING THE GAPS C

2022 ALL SUBJECTS, ALL GRADES, ALL STUDENTS

% APPROACHES GRADE LEVEL 83	% MEETS GRADE LEVEL 51	% MASTERS GRADE LEVEL 24
DISTRICT AVERAGE 73	DISTRICT AVERAGE 43	DISTRICT AVERAGE 18

SCHOOL PROGRESS

(ELA/Reading and Math)

	Did Not Meet Grade Level Current Year		Approaches Grade Level Current Year		Meets Grade Level Current Year		Masters Grade Level
	Did Not Meet Progress	Met or Exceeded Progress	Did Not Meet Progress	Met or Exceeded Progress	Did Not Meet Progress	Met or Exceeded Progress	Progress Not Applicable
Did Not Meet Prior Year	6	11	0	14	-	2	0
Approaches Grade Level Prior Year	4	0	7	9	-	11	3
Meets Grade Level Prior Year	0	-	3	-	4	10	4
Masters Grade Level Prior Year	0	-	1	-	7	-	10

CLOSING THE GAPS

✓ - Met Target ✗ - Did Not Meet Target	Met Grade Level Reading (%)	Met Grade Level Math (%)	Met College, Career, & Military Readiness (%)
All Students	62 ✓	39 ✗	n/a
African American	n/a	n/a	n/a
Hispanic	n/a	n/a	n/a
White	67 ✓	45 ✗	n/a
Two or More Races	n/a	n/a	n/a
Economically Disadvantaged	48 ✓	24 ✗	n/a
Emergent Bilingual (Current & Monitored)	n/a	n/a	n/a
Students Receiving Special Education Services	n/a	n/a	n/a
Students Formerly Receiving Special Education Services	n/a	n/a	n/a
Continuously Enrolled	62 ✓	43 ✗	n/a
Non-Continuously Enrolled	n/a	n/a	n/a

PROFESSIONAL DEVELOPMENT

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

- Writing Across Disciplines
- Small Group Instruction
- Guided Math & Reading training
- Mini-Lessons
- Ongoing Curriculum Implementation with HQIM
- Brahma PRIDE-Positive Behavior System

SUMMARY OF DATA FINDINGS (IDENTIFIED NEEDS)

Below is a non-inclusive list of needs considered for the 2023-2024 West End Elementary Campus Improvement Plan

- Increase awareness of students, staff, and parents regarding Portrait of a Learner & Local Accountability Measures
- Schoolwide programs and initiatives
- Increased support in Reading and Math for our struggling learners and our Economically Disadvantaged students
- Consistent Instructional framework
- Strengthen the modeling and implementation of positive behavior (PRIDE) & culture (The Bellville Way) expectations K-12

2023-2024 IMPROVEMENT PLAN - ACTION ITEMS

1 LEARNING Develop and attain local standards for high levels of integrated learning and performance.				
We learn through experiences that are purposeful and challenging.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Begin to instill in students the traits desired of a BISD graduate as defined by Bellville ISD stakeholders. (K-5)	Character Education, PBIS, "Character Strong" Curriculum	All Campus Staff	August 2023-May 2024	Curriculum is integrated and aligned in order to eliminate duplication.
Develop a student portfolio that captures evidence of students' work and progress through their educational journey.	Campus Personnel Google Drive	Campus Personnel Campus Principals	2023 - 2024 School Year	End of Year portfolio portraying student growth throughout the school year.
Support and train staff in the use of integrated curriculum	Campus Personnel Google Classroom	Campus Personnel Campus Principals Chief Academic Officer	2023 - 2024 School Year	Staff is trained in strategies that support personalized learning.
We learn through relationships built on trust and respect.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Continue to implement a 5 day enrichment rotation (K-5)	Library Technology STEM Art Music	Campus Principal Instructional Staff	2023 - 2024 School Year Lesson Plans	Increased student awareness of Tech., STEM innovations and real world applications. Increased student awareness of art mediums.
Provide age appropriate, out of district Learning Excursions aligned to real world exposure. (K-5)	District and Campus Budget PTO Ed. Foundation	Campus Principal Campus Staff	May 2024	Increased student awareness of real world experiences and opportunities.
We learn through ownership with accountability and feedback.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Provide ongoing professional development for all teachers and staff. (K-5)	Service Centers BISD staff	Campus Principal Chief Academic Officer Superintendent	2023 - 2024 School Year	Meeting Notes and Sign-in Staff growth in leadership & instructional areas
Create and implement lessons to develop student leaders. (K-5)	Guidance Lessons	Campus Principal Campus Counselor All Campus staff	2023 - 2024 School Year	Increased student leadership opportunities throughout the campus

Teachers will plan together in order to collaborate and be creative with lesson plans.	Campus Personnel Scheduling	Campus Principals Team Leaders	2023 - 2024 School Year Teacher Participation	Meeting Notes and Sign-in
Establish a grading and reporting system that provides timely and meaningful feedback to students and parents.	Report Cards Progress Reports Parent Contact	Campus Principals Chief Academic Officer Classroom Teachers	2023 - 2024 School Year Finalized District Grading & Reporting Guidelines	Parent contact logs Student led conferences
Vertical and or Horizontal Curriculum development ECTs weekly.	Campus Personnel Campus Principals TEKS Resource System	Team Leaders Campus Principals	August 2023 ECT Meetings on calendars Vertical/Horizontal Curriculum Alignment Plans	Evidence of a plan to drive future curriculum decisions.

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

Objective 2.1: Establish a strategic and collaborative approach to continuous improvement in all areas of the district's operations and academics.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Conduct ongoing workshops and meetings with campus leaders and staff to train and update on current leadership best practices.	Multimedia resources	Campus Principal Campus Counselor	2023 - 2024 School Year Meeting Schedule	Improved leadership strategies among teachers.
Increase advancement potential by allowing staff to explore a range of job functions and rolls, such as interning between department positions and levels.	Campus Personnel Local Funds	Campus Principal Campus Personnel	2023 - 2024 School Year Staff Participation	Increase in teachers wanting to hold leadership roles throughout the campus.

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

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Provide all necessary furniture, technology and supplies to support campus operations and learning.	Campus Budget PTO	Campus Principal Asst. Superintendent	2023 - 2024 School Year Inventory of classroom furniture and technology	All students and teachers have necessary furniture, technology and supplies

Objective 2.3: Maintain superior financial standing and efficient fiscal management.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Ensure that campus budgets are allocated appropriately to meet the needs of staff and students.	Campus Budgets	Campus Principals	2023 - 2024 School Year Balanced Budgets	All funding is spent appropriately and needs are met.
Objective 2.4: Promote connectedness between leaders and the work of the district.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Create presentations to showcase campus successes during spotlights at board meetings.	Campus staff and students	Campus Principals Campus Staff	2023 - 2024 School Year Spotlighting student work throughout the school.	Successful spotlight at board meeting
Objective 2.5: Be intentional in ensuring all work of the District supports the established vision and goals				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Ensure that all staff know and understand the vision, goals and policies of the Board	Board Visions, Goals, and Policies	Administration	2023 - 2024 School Year Vision, Goals, and Policies provided on campus documents and during campus meetings	Clearly communicate the vision, goals, and policies throughout the year to the campus.

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

Objective 3.1: Ensure all staff feel valued and appreciated.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Continue the traditions of campus wide celebrations. (K-5)	Campus Budget PTO	Campus Principal Office Staff PTO	2023 - 2024 School Year Monthly activities	Attendance of campus personnel
Seek and respond to input from staff regarding the ways in which they want to be valued. (K-5)	Digital Surveys	Campus Principals	October 2023 Creation and delivery of digital surveys	Digital survey responses

Objective 3.2: Effectively recruit, hire, onboard, train, and retain exceptional individuals to be part of the BISD team.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Attend job fairs to recruit highly qualified teachers.	ESC6 & ESC4 Universities	Chief Talent Officer Campus Principals	2023 - 2024 School Year Select opportunities to attend job fairs	Attend job fairs in person or virtually and recruit highly qualified teachers.
Continue to establish diverse interview committees and work to hire the "Ideal Team Player"	Campus Interview Team	Campus Principals	2023 - 2024 School Year Interview process and questioning	Percentage of "WE Family" hired and retained
Objective 3.3: Create an organizational structure that effectively supports the learning and work of the district.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Implement efficient processes to receive, consider and respond to staffing needs and requests.	Campus Budget District Personnel	Campus Principals	2023 - 2024 School Year All campus positions are filled on a constant basis	Positive campus culture
Objective 3.4: Foster a culture of collaboration and learning.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Plan regular team meetings with grade levels, paras, PRIDE and various committees.	Campus Data	Campus Principal	2023 - 2024 School Year Meeting dates set on calendar	Meeting Sign-in sheets
Teachers observing teachers to learn and receive feedback	Campus personnel	Campus Personnel	2023 - 2024 School Year Scheduling discussions during team meetings	Culture of openness and collaboration is created
Objective 3.5: Ensure all staff feel inspired and supported in pursuit of personal and professional goals and growth.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Encourage selected staff members to participate in BISD Teacher Leader	Chief Talent Officer Campus Personnel	Chief Talent Officer Campus Administration Superintendent	2023 - 2024 School Year Number of teachers & staff applying for leadership academy	Full cohort of teachers & staff in leadership academy
Empower staff to take on leadership roles in various campus activities	Campus Personnel	Campus Principals Campus Personnel	2023 - 2024 School Year Rate at which staff volunteer for leadership roles	Increase in the number of staff to step into leadership roles.

Objective 3.6: Establish "The Bellville Way" as a driving movement for unity and development of individual and collective values and character.				
Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Teach and model Brahma PRIDE and character education for our students	Campus Personnel PBIS Curriculum "Character Strong" Curriculum	Campus Principal Campus Counselor Classroom Teachers	2023 - 2024 School Year Students are aware of PRIDE expectations and Character traits	Improved campus culture and student behavior
Continue to grow student leadership teams	Campus Personnel Students	Campus Principals Campus Personnel	2023 - 2024 School Year Student interest in improving leadership skills	Improved student leadership skills

4 COMMUNITY

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

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

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Plan ESL Breakfast (FIESTA) for parents 1 or 2 times a nine weeks period.	Local Funds	ESL Specialist Campus Principals	Each nine week period Parent sign-in sheets	Parent attendance

Objective 4.2: Positively contribute to our community.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Be a host site for the annual BISD day of service.	Community/ Parents	Campus Admin	2023 - 2024 School Year	Increased levels of community/campus involvement
Utilize the local newspaper, district website, campus marquee and Principal newsletters and social media for communication purposes	All local media outlets	Principal Classroom teachers	2023 - 2024 School Year Announcements, student recognition, newspaper articles, Principal Newsletters	Better communication between school and community.

Objective 4.3: Foster support from Bellville ISD Education Foundation and engage Alumni in meaningful ways.

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
Support work and fundraising for BISD Education Foundation and implement a plan of action for positive impact on students and staff.	Education Foundation Community	Campus Admin, Counselors, Ed Foundation	2023 - 2024 School Year Review at the end of the year with the Education Foundation to see what areas were funded.	Increase in Education Foundation funding of teachers initiatives related to student experiences.

STATE AND FEDERAL REQUIREMENTS

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

Steps in Action Plan	Resources	Person Responsible	Time Frame & Formative Assessment	Measurement of Success
District and All Campuses				
Vary instructional methods for addressing the needs of student groups not achieving their full potential	Curriculum Resources MTSS Interventionists	Campus Principals MTSS Interventionists	2023 - 2024 School Year Progress Monitoring	Improved EOY Benchmark scores
Provide methods for addressing the needs of students for special programs, including: <ul style="list-style-type: none"> • Suicide prevention programs • Conflict resolution programs • Violence prevention programs • Dyslexia treatment programs • Dropout reduction programs 	Dyslexia Intervention Character Education Bullying and Drug Free promotion Response to Intervention	Campus Principals Campus Counselor Dyslexia Teachers RISE Staff Classroom Teachers	2023 - 2024 School Year Methods observed throughout the school day	Positive campus climate
Integrate technology in instructional and administrative programs	Technology Local Funds	Campus Principals Classroom Teachers Director of Technology	2023 - 2024 School Year Increase in student technology proficiencies	Increased use of technology in the classrooms
Implement positive behavior interventions and support, including interventions and support that integrate best practices on grief-informed and trauma-informed care	PBIS - Brahma PRIDE RISE Local Funds	Campus Principals Classroom Teachers RISE Staff	2023 - 2024 School Year Students working towards earning PRIDE tickets to earn prizes	Positive campus climate
Provide staff development for professional staff	Multimedia Resources	Campus Principals Campus Counselor Chief Academic Officer	2023 - 2024 School Year Professional Development Schedule	Staff accumulates CPE Hours
Provide career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities	Community Members Local Funds Guest Presenters	Campus Principal Community Members	2023 - 2024 School Year Visitor sign-in	Increased student awareness of career opportunities.

Provide accelerated education opportunities for students that are at-risk	MTSS	Campus Principal MTSS Interventionists	2023 - 2024 School Year Progress Monitoring	Improved EOY assessments
Implement a comprehensive school counseling program	Character Strong Curriculum	Campus Principals Classroom Teachers Campus Counselor	2023 - 2024 School Year SEL strategies observed throughout the campus	Increased student morale
Provide information to elementary, junior high, and high school students and parents about the following: <ul style="list-style-type: none"> Higher education admissions and financial aid opportunities and sources of information The need for students to make informed curriculum choices to be prepared for success beyond high school 	College promotion days	Campus Principals Campus Personnel	2023 - 2024 School Year High percentage of staff participate in college promotion days	Students begin to participate in college promotion days as well.
Provide a program to encourage parental involvement at the campus	PTO (Parent Teacher Organization)	PTO Campus Principals	2023 - 2024 School Year PTO Meetings	Parent involvement in PTO
Elementary and Junior High Campuses				
For elementary and junior high campuses, set goals and objectives for the coordinated health program at the campus	Physical Education through PE\	Campus Principals PE Teachers	2023 - 2024 School Year Variety of PE activities	Variety of PE activities throughout the school year