



# **BELLS HIGH SCHOOL CAMPUS IMPROVEMENT PLAN**

**2019-2020**

***BELLS INDEPENDENT SCHOOL  
DISTRICT***

***Tricia Meek, Superintendent***

**Approved by Board of Trustees: November Board Meeting**

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**Board President**

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# Bells High School Campus Improvement Committee Members

## Administrative Representatives

Clay Rolen, Principal  
Karri Branam, Counselor

## Teacher Representatives

Pam Neal  
Kristina Nelson  
Jason Fox  
Karlee Hall

## Parent and Community Representatives

Kellie Baker  
Jennifer Carter  
Jason Stone  
Heather Waldrip  
Sabrina Wegley

### **VISION STATEMENT**

Bells ISD will create an innovative learning environment of high expectations to help students achieve personal success while becoming responsible citizens.

### **MISSION STATEMENT**

It is the mission of Bells ISD to provide engaging, purposeful learning experiences every day that develop graduates who are productive citizens in a technologically advanced job market.

## **DISTRICT GOALS for 2019-2020**

1. Bells ISD will promote high standards for academic achievement to ensure that every student earns a high school diploma and meets postsecondary goals.
2. Bells ISD will support a positive and safe working environment for all Bells ISD employees and students.
3. Bells ISD will cultivate a system of strong communications that promotes family engagement and community partnership.
4. Bells ISD will commit resources to attract and retain highly qualified employees for all positions in the district.

## Comprehensive Needs Assessment Prioritized Strengths and Areas of Concern

### CURRENT ACCOUNTABILITY RATINGS

Met Standards on:

- Student Achievement (93/100)
- School Progress (83/100)
- Closing the Gaps (87/100)
- Overall (91/100)

**MET STANDARD IN ALL AREAS**

**Bells High School received an “A” rating for the 2<sup>nd</sup> straight year.**

**District Ratings By Rating Category  
(Statewide)**

	2019	
Accountability Rating*	Count	Percent
<b>A</b>	301	25.1%
<b>B</b>	677	56.4%
<b>C</b>	154	12.8%
<b>D</b>	43	3.6%
<b>F</b>	14	1.2%
<b>Not Rated</b>	12	1.0%
<b>Totals</b>	1201	100%

**3/7 DISTINCTIONS**

Reading / ELA

**\*Mathematics**

**\*Science**

**\*Social Studies**

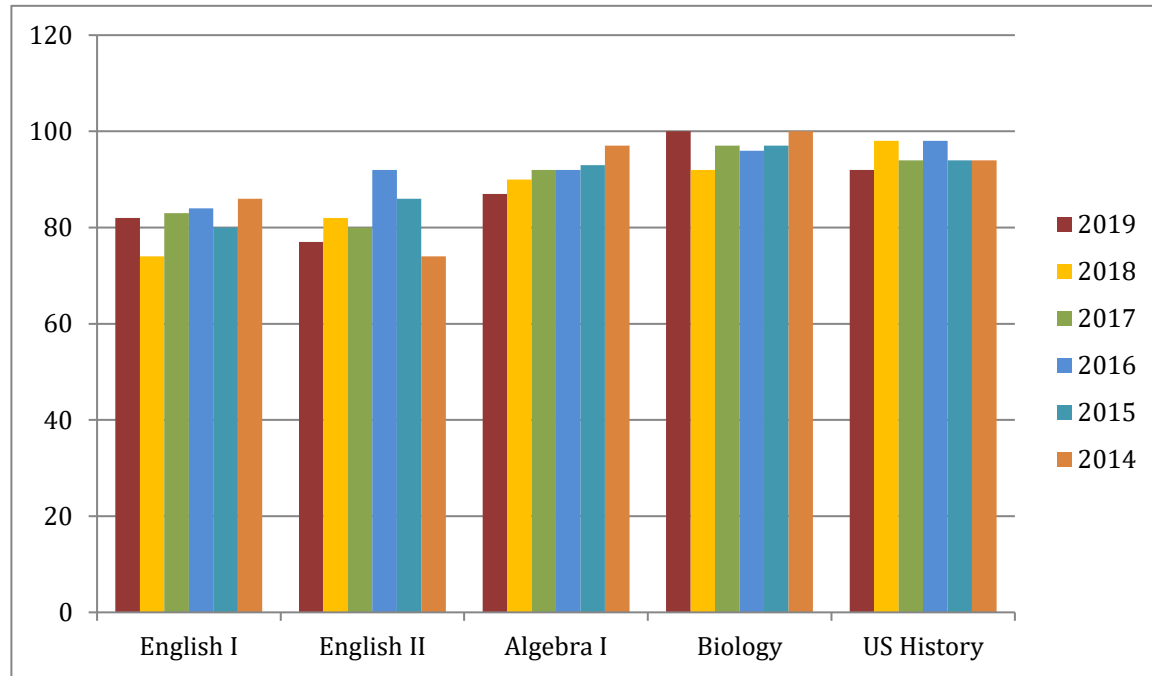
Academic Growth

Closing the Gaps

Postsecondary  
Readiness

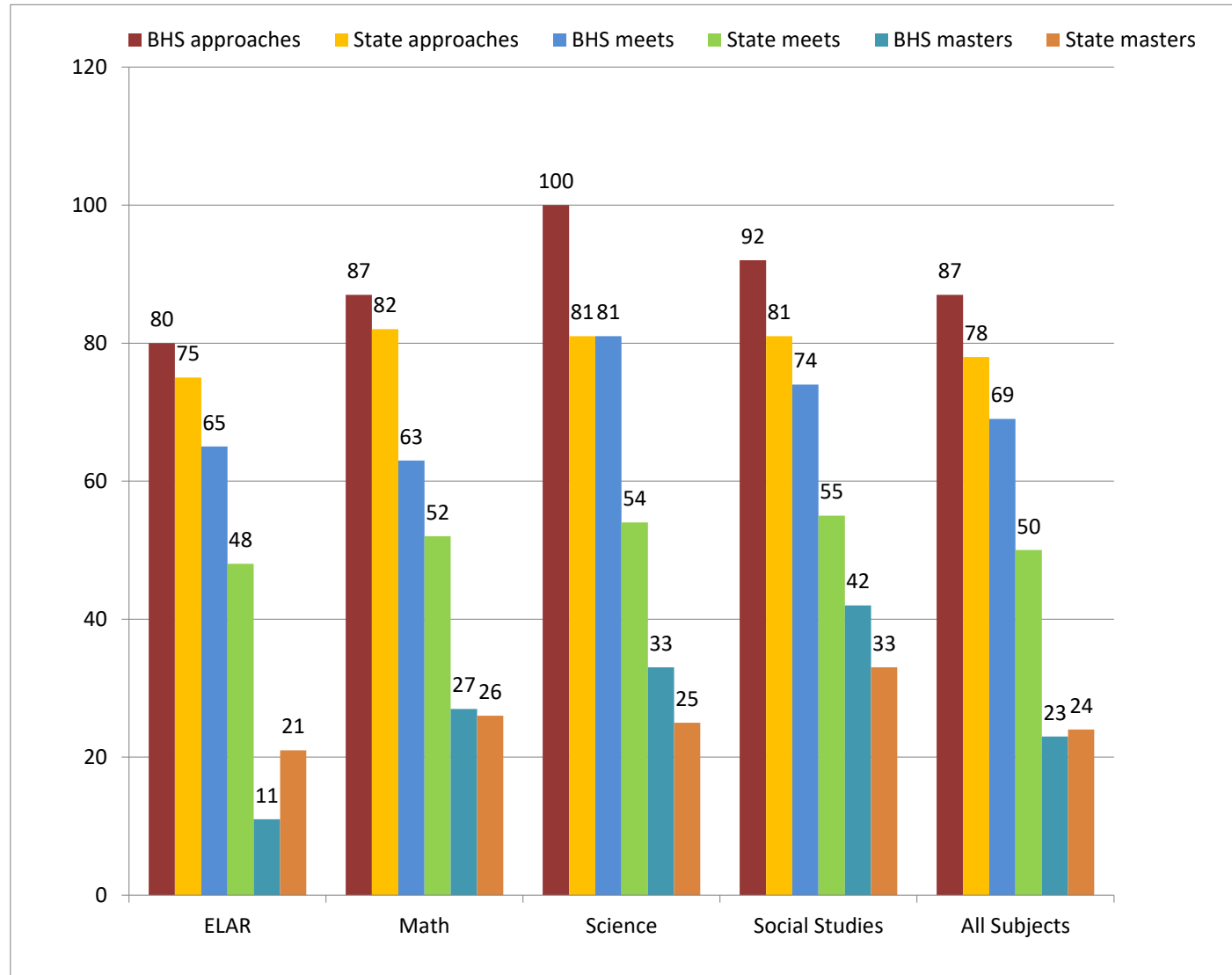
**BHS STAAR Passing Results (Approaches Grade Level)**

**Spring Administration**



**BHS Testing Data  
Continued**

**BHS vs State – 2019 Spring (All Students)**





## Comprehensive Needs Assessment Additional Data

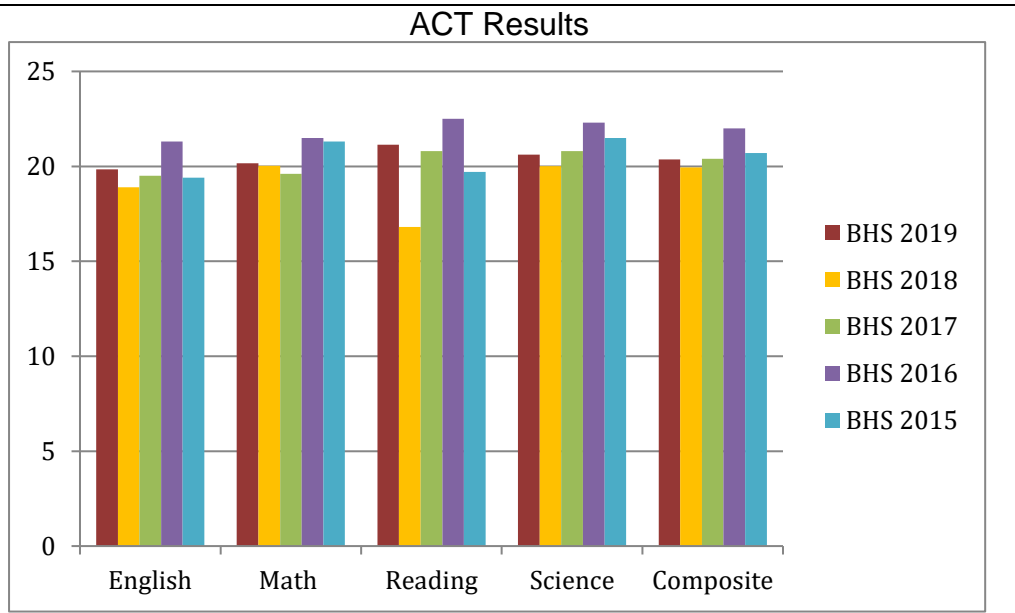
<b>Annual Grade Level Passing Rate 2018-2019</b>	<b>Bells High School</b>			
	9 <sup>th</sup> Grade – 100%	10 <sup>th</sup> Grade – 100%	11 <sup>th</sup> Grade - 100%	12 <sup>th</sup> Grade – 100%
	This is after students paid for and attended summer school.			

<b>Percentage of at-risk students</b>	<b>Bells High School: 36%</b>
<b>Percentage of economically disadvantaged students</b>	<b>Bells High School: 27%</b>
<b>Most Recent Dropout Rate (2018-2019)</b>	<b>Bells High School: 0%</b>

**ACT Exam**

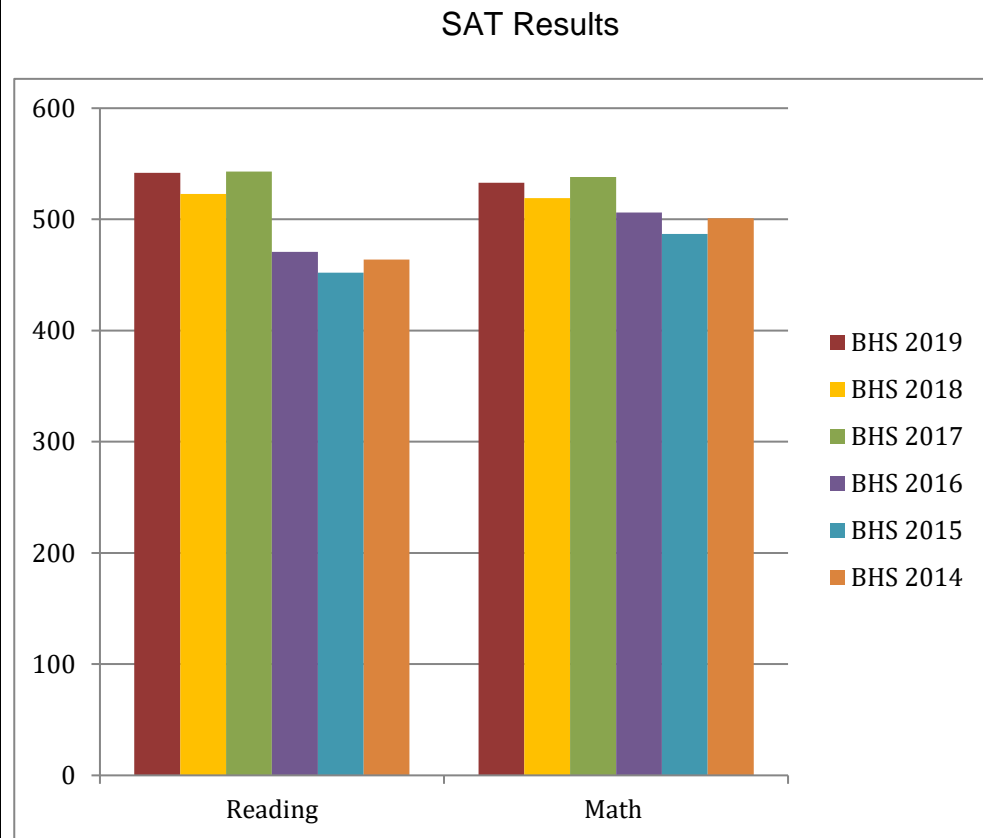
Participation by Graduation Year:

2013 - 15  
 2014 - 28  
 2015 - 28  
 2016 - 22  
 2017 - 43  
 2018 - 101 exams taken, some were repeats  
 2019- 107 exams taken, some repeats



### SAT Exam

2017 - 57 exams taken  
2018 - 59 exams taken  
2019 - 51 exams taken



<b>PSAT Exam</b>	Mean PSAT Scores for 2017-18		2018-19			
	9 <sup>th</sup> Grade	44 Examinees	24 Examinees			
	Composite	942	967			
	English, Reading, Writing	469	484			
	Math	473	482			
	10 <sup>th</sup> Grade	31 Examinees	39 Examinees			
	Composite	982	975			
	English, Reading, Writing	505	491			
	Math	477	484			
	11 <sup>th</sup> Grade	67 Examinees	63 Examinees			
	Composite	943	957			
	English, Reading, Writing	476	483			
	Math	467	469			
	<b>Advanced Placement Exams</b>	<b>Advanced classwork statistics</b>				
		Score	AP World History	AP Calculus	AP Biology	AP English III
5						
4				2	1	3
3		3		4	3	7
2		9	2	15	7	33
1		10	7	1	0	18
Total		22	9	22	11	64

**AP and Dual-Credit**

2018-19			2019-2020	
Advanced Coursework	Number of Students	% of Eligible Students	Number of Students	% of Eligible Students
Pre-AP English I	19	26%	27	40%
Pre-AP English II	30	41%	23	32%
AP English III	10	15%	18	25%
AP English IV	0	0	0	0
PAP Geometry	23	32%	19	27%
PAP Algebra II	25	37%	24	33%
AP Calculus	12	17%	12	18%
PAP Biology	34	46%	30	44%
AP Biology	21	29%	14	19%
AP World History	21	29%	15	21%
DC English IV	25	36%	17	26%
DC Government	25	36%	17	26%
DC Economics	24	36%	17	26%
DC Psychology	20	15%	17	13%
DC Art Appreciation	6	4%	6	4%
DC Stats/College Algebra	13	10%	5	4%
DC Music Appreciation	6	4%	4	3%
DC Welding	0	0	2	3%

<b>DATA REVIEWED</b>	
<ul style="list-style-type: none"> <li>◆ <b>District Goals/Plan</b></li> <li>◆ <b>Comprehensive Needs Assessment Tool</b></li> <li>◆ <b>Disaggregation of longitudinal TAPR data using AWARE.</b></li> <li>◆ <b>Disaggregation of current-year state assessment data using AWARE.</b></li> <li>◆ <b>Prior year budgets/entitlements and expenditures in relation to current year funding priorities.</b></li> <li>◆ <b>Staff development needs surveys</b></li> <li>◆ <b>District and Campus-led administrative meetings</b></li> <li>◆ <b>Results of State and Federal planning requirements</b></li> <li>◆ <b>Teacher retention rates</b></li> <li>◆ <b>Student retention rate</b></li> <li>◆ <b>SAT / ACT Results along with High Ed Coordinating Board Reports</b></li> <li>◆ <b>PBMAS Report</b></li> </ul>	
<b>STRENGTHS</b>	<b>DATA SOURCE</b>
<ul style="list-style-type: none"> <li>• STAAR performance in all areas and distinctions in math, science, and Social Studies.</li> <li>• ACT / SAT participation</li> <li>• Number of students participating in Dual Credit and honors courses</li> <li>• Implementation of technology in classroom instruction</li> <li>• Meeting Requirements of HB 5 (Foundation Plan + Endorsements)</li> <li>• Parent communication and involvement</li> <li>• Participation in extra-curricular activities</li> <li>• FFA academic competitions</li> <li>• Advanced course offerings</li> <li>• Improved accelerated instruction plan (English and Math) through Edgenuity utilization.</li> <li>• Attendance Rate</li> </ul>	2019 State Assessment Reports 2019 Distinction Summary (TEA) Technology Reports Student Graduation Plans PEIMS Surveys

AREAS OF CONCERN	DATA SOURCE
<ul style="list-style-type: none"> <li>• No distinction in Academic growth, ELA, Closing the Gaps, and Post-Secondary Readiness</li> <li>• “Masters” performance in ELA</li> <li>• Special education population’s performance on STAAR</li> <li>• STAAR Re-testers</li> <li>• Student certifications (MOS, Adobe, welding, OSHA, etc…)</li> <li>• Student apathy, increasing student engagement, higher expectations</li> <li>• ACT / SAT performance</li> <li>• Attendance Rate</li> <li>• Quality electives for upper-classmen</li> </ul>	<p>2019 State Assessment Reports  2019 Distinction Summary (TEA)  Teacher Staff Development</p>
CAMPUS NEEDS ASSESSMENT DATA	
<p><b><u>Curriculum and Instruction</u></b></p> <ul style="list-style-type: none"> <li>• Chromebooks in more classrooms</li> <li>• Expansion of Robotics Program</li> <li>• Improved model of Accelerated Instruction</li> <li>• Substitute Training</li> <li>• Focus on high yield instructional strategies</li> <li>• College, Career, and Military readiness plan</li> </ul> <p><b><u>School Safety</u></b></p> <ul style="list-style-type: none"> <li>• More cameras inside commons area and hallways</li> <li>• Vaping Education</li> <li>• More Bullying awareness (motivational speaker)</li> <li>• Appropriate use of technology training for our students</li> </ul> <p><b><u>Parent Involvement</u></b></p> <ul style="list-style-type: none"> <li>• JH to HS transition with students and parents</li> <li>• College and Technical Program Night in Partnership with Grayson</li> <li>• Parent/Community involvement in LeadR4Life program</li> </ul> <p><b><u>Special Programs</u></b></p> <ul style="list-style-type: none"> <li>• Closing the achievement gap between economically disadvantaged and special education students</li> </ul>	<p>Spring 2019 Needs Assessments  2018 PBMAS Report</p>

**Legend of Symbols for Completion of Objectives and Strategies**

**1 = Not yet started      2 = Implementation initiated      3 = Work in progress      4 = Completed**

**ACADEMICS**

**GOAL # 1:**      Bells High School will promote high standards for academic achievement to ensure that every student earns a high school diploma and meets postsecondary goals.

	<b>OBJECTIVES/STRATEGIES INCLUDING PROFESSIONAL DEVELOPMENT</b>	<b>STAFF RESPONSIBLE</b>	<b>RESOURCES NEEDED: HUMAN, MATERIAL, FISCAL</b>	<b>EVALUATION/ EVIDENCE OF MONITORING</b>	<b>TIMELINE START/END</b>
<b><i>Target Goal #1: Improve student success rates to achieve the highest standards on State and Federal Accountability.</i></b>					
3	Meet all PBMAS compliance indicators in 2019-2020 by conforming to federal and state requirements for all academic programs	Supt, Asst Supt, Principals	Local Funds	2020 PBMAS Report	August - May
3	Meet State Accountability Targets in all indices of the state's system: Student Achievement, School Progress, Closing the Gaps.	Supt, Asst Supt, Principals	Local Funds	2020 State Accountability Ratings	August - May
2	Earn Postsecondary Readiness distinction designation at the campus level on state accountability.	Supt, Asst Supt, Principal	Local Funds	2020 State Accountability Reports	August- May
3	Conduct comprehensive needs assessments related to accountability data, all school programs, all student populations	Principal	Time	Tabulated Needs Assessment Instrument	Spring 2020
3	Conduct accountability data review meetings with the BHS staff	Principals, Teachers	Time	Agenda and notes from PLC meetings	August - May

2	Review formative assessments in department meetings / PLC.	Principals, Teachers	Time	Data from unit tests	August - May
3	Improve attendance rate (goal = 98%) by monitoring excessive absences, contacting parents by mail and phone, creating attendance plans, and using Friday Night School and truancy as punishment if needed. The goal is to stay in Q1 of our comparison group.	Principals, aide	Personnel, Time	PEIMS Data	August - May
3	Improve attendance rate through positive rewards. Prize drawings or pizza lunch for perfect attendance each grading period, exemptions from semester exams each semester.	Principals	Gift cards, campus funds, donations	PEIMS Data	August - May
2	With local business support, incorporate rewards and prize drawings each grading period for students on the Superintendents honor roll to promote student achievement and zero office referrals.	Principal	Gift cards, campus funds, donations	Grade reports	August- May
<b>Target Goal #2: Improve access to a challenging curriculum that engages students, promotes critical thinking and achievement at all levels in all student groups.</b>					
2	Follow the Bells ISD Academic Action Plan for 2019-20.	Assistant Sup, Principal, Teachers	Local Funds	2019 STAAR report	June 2020
4	Ensure a guaranteed and viable curriculum by using the TEKS Resource System in all core classes.	Principals, Teachers	Local Funds	Lesson Plans, Unit Tests	August – May
3	Incorporate student-centered, hands-on instruction to enhance mastery of the curriculum and higher levels of cognitive learning	Principals, Teachers	Lesson Plans, Professional Development	Lesson Plans, Observations and Walk-Throughs	August - May
3	Maintain 22:1 class size ratio (or less) to ensure high student performance	School Board, Supt, Principals	Personnel	PEIMS data	August - May



3	Target writing instruction	Asst. Supt, Principals, Teachers	Local Funds	Writing documents, STAAR ELA scores Lesson Plans, observations	August - May
2	Encourage students to participate in FFA, UIL, and BETA club academic competitions. Provide incentives for teachers that donate time towards these events	Principals, Program Directors, Teachers	Time, Personnel II Funds	Lesson Plans, Walk-throughs and observations, staff development	August-May
3	Provide valuable electives for BHS upper classmen, these could be horticulture, sports medicine, health science, ag and audio visual practicums, etc...	Principal Counselor Teacher	Local Funds	Master Schedule	August - May
<b>Target Goal #3: Improve student success rates for all learners including struggling learners and all student groups.</b>					
3	Use AWARE to disaggregate accountability data to identify at-risk students and students with special needs	Principals, Teachers	Personnel, Funds	Lists of students, STAAR data	August - May
4	Provide individualized and small group tutoring during the school day and outside of school hours if needed.	Principals	Local Funds	STAAR data, Report Card data	August- May
3	Increase the performance of special education students on state assessments in all subject areas to 70%.	Assistant Sup, Principal, Teachers	Local Funds	STAAR data	August - May
3	Target RTI strategies: pre-referral process, transition program design and program continuity for any student falling below grade-level performance	Superintendent, Principal, Counselor, Teachers	Local Funds	RTI Reports, Teacher Reports	August - May
3	Utilize morning, afternoon, and advisory tutoring opportunities for intervention and accelerated instruction for economically disadvantaged and special	Principals, Teachers	Local Funds	Master Schedules, Progress Reports	August - May

	needs. Assign students to the learning lab as needed.				
4	Engage in efforts to mainstream students into the regular classroom and provide solid inclusion support for students with special needs. Maintain a special education rate less than 8%.	Supt, Diagnostician, Counselors, Principals	Professional Develop, IDEA funding	PEIMS data, PBMAS report, TAPR report	August - May
3	Monitor and increase performance of economically disadvantaged students on state assessments in all subject areas.	Principals, Teachers	Local, State, and Federal funding	STAAR data 2019	June
4	Provide accelerated instruction opportunities within the master schedule (English / Alg & Bio Lab / US History Accelerated Instruction).	Principals, Teachers	Time	STAAR data, Report Cards	August - May
2	Implement Edgenuity program as a credit recovery opportunity and to offer courses typically not available	Principals	Local Funds	Transcripts, Progress Reports	August - May
3	Continue using Think Through Math and Edgenuity to supplement instruction	Principals, Reading Specialist	Local Funds	Benchmarks, STAAR data, Observations	August - May
4	Furnish GED information for any student that decides to drop out, encourage enrollment in GED classes or registration for the GED test	Principals	Personnel	TAPR report	August - May
3	Provide appropriate curriculum for gifted and talented students as outlined in the Texas Performance Standards Project for GT. Teachers receive training and implement strategies into their lesson plans.	Principals, Teachers	Personnel, Time, Local Funds	Program Reviews	August - May
3	Provide training for teachers on challenging all students and teaching to the upper-level.	Principals, Teachers	Time Local Funds	Professional Development activities, PLC meetings	August - May

<b>Target Goal #4: Improve the preparation of students for college-level coursework and career opportunities..</b>					
3	At least 75% of students will take either a college entrance exam or meet TSI requirements	Principals	Parents, Local Funds, Activity Funds	Program Reviews	August – May
3	Administer the PSAT to all juniors and offer the opportunity to interested freshmen and sophomores.	Principals, Teachers	Principals	Test Results	Fall 2017
3	Host the ACT / SAT exam on our campus during the school day	Principals, Teachers	Principal	Test Results	August - May
4	Host Financial Aid Night for parents to complete FAFSA application.	Principal, Counselor	Principal	Sign-in sheet	Fall 2019
3	Provide resources that will enable 100% of all high school students access to SAT and ACT prep materials (Career Cruising, Edgenuity)and inform parents of opportunities	Principals	Local Funding	TAPR Report	August - May
1	Explore ACT/SAT prep during once per week during advisory period to improve ACT/SAT scores	Principal, Counselor Teachers	Time	Student Log in reports	August- May
3	Provide incentives for students to work on the Method Test Prep program in Career Cruising (prizes for reaching a certain level)	Principal, Teachers	Local Funding	TAPR Report	August - May
4	Continue the use of an outside consultant to teach testing strategies for the ACT / SAT exams	Principals, Parents	Parents	TAPR Report	August - May
3	Take students to tour local universities and colleges/ College fairs	Counselor,	Time	Field trip logs	Spring 2020
4	Communicate scholarship opportunities to BHS Seniors through school announcement, website, and remind notices	Counselor	Time	Announcement Log Remind Log	On going

3	Continue the opportunities for dual enrollment courses. Communicate about the reduced cost possibilities for low-income students.	Principals	Local Funds	Master Schedule	August - May
3	Increase the number of articulated courses with Grayson College	Principals	Local Funds	Letter to Parents	August - May
3	Continue the opportunities for concurrent enrollment courses through the college (Humanities, Art History, College Algebra, Speech, Music Appreciation)	Principals	Local Funds	Master Schedule	August - May
3	Continue support of Pre-AP and AP programs in language arts, mathematics, science and history. Strive for all students involved in an AP course to score a 3 or better on the exam.	School Board, Supt, Principals, Curriculum Director	6399 Funds, Title II Funds	PEIMS roster, Program Reviews, Progress Reports	Each Six Weeks
2	Update the Guidance Handbook for 8 <sup>th</sup> -12 <sup>th</sup> grade that clearly communicates graduation requirements for BHS students	Assistant Principal, Curriculum Director	Local Funds	Completed Document	December 2019
3	Host student / parent pre-enrollment conferences with all 8 <sup>th</sup> grade students before entering 9 <sup>th</sup> grade	Principals, Parents	Local Funds	Distribute materials, Completed documents	March-May 2020
3	Conduct registration events for 9 <sup>th</sup> -11 <sup>th</sup> grade students to review 4 year plans and college career pathways, possibly use an online software for course selections	Principals	Local Funds	Distributed materials, Completed Documents	March – May 2020
3	Increase the number of students in Business and Technology courses who are taking the Microsoft and Adobe certification tests in Spring 2016 (Goal of 25%). Involve local business leaders	Principals, Tech Teachers	Carl Perkins Funding	Certificates awarded	June 2019

3	Continue to offer Technology Career Prep classes such as game programming, robotics, digital design, and art and animation	Principals	Local Funds	Master Schedule	August - May
1	Explore additional DC Career Tech classes through a partnership with Grayson College such as; Welding and Cosmetology.	Principal, Counselor	Local Funds	Contract with Grayson, Grade Reports	August - May
3	Host our own Career Fair and Adulting 101 day to cover everyday skills that often get overlooked on opposite years.	Principal, Counselor	Local Funds	Sign-in sheet	August - May
4	Have a robotics team compete in the NTBest and UIL competitions	Teacher, Principal	Local Funds	Completed design, Participation in the competition	October 2019
3	Provide students and parents with guidance and counseling over the different endorsements offered at BHS.	Principals	Time	Student 4 year plans	April - May
2	Host TSI exam on Campus for Seniors in December and Juniors in the Spring and strive to have all students TSI ready by graduation through tutoring or college prep course	Counselor	Local Funding	STAAR Tests, SAT, ACT, PSAT, Annual Report	August to May
2	Provide Students in CTE courses the opportunity to gain at least one industry certification.	Principal, CTE Teachers	Carl Perkins Funding	Certifications awarded to students	June 2020
2	Each CTE course will host at least one guest speaker during 2019-20	Principal, Teachers	Time, Personnel	Class Documentation	August - May
2	Utilize Career Cruising to help students establish career goals and plan post-secondary success.	Counselor, Teachers	Time, Carl Perkins Funding	Career Cruising log in information and reports	June 2020
2	Implement a College, Career, and Military readiness plan with 5 year student goals	Principal, Counselor	Time Allowed	Attached to the campus improvement plan	December 2019

1	Implement an incentive program that rewards students for outstanding performance, such as perfect attendance, A's in dual-credit courses, qualifying scores on AP exams, etc.	Principal, Counselor, Teachers, Students	Fundraisers, Foundation program	AP and College Reports, Peims Data	August - May
<b>Target Goal #5: Increase student and teacher access to advanced technologies.</b>					
2	Increase technology training for teachers.	Principals, Technology Director, Teachers	Local Technology Funds	Comprehensive Needs Assessment	August - June
3	Continue usage of the Clever portal to access all student web-based programs.	Technology Director	Local Technology Funds	Student log-in	Spring 2019
4	Purchase knowledge matters business simulations for use in accounting and other business courses.	Asst. Supt. Business Teacher	Carl Perkins Funding	Usage logs, Lesson Plans	October - May
2	Have carts in every core classroom with Chromebooks for student use	Technology Director	Local Technology Funds	Budget Ledgers	August- October 2019
1	More computers available in the library for online courses	Technology Director	Local Technology Funds	Budget Ledgers	Fall 2019
1	Increase parent / community awareness of instructional resources by showcasing technology resources used by students and staff (smart board, mimeo, ipads, netbooks)	Technology Director, Teachers	Time	Sign-in sheets	August – May

3	Continue to improve network infrastructure and bandwidth,	Technology Director	Local Funds	General Ledger	August- May
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**SCHOOL CLIMATE**

**GOAL # 2:** Bells High School will support a positive and safe working environment for all Bells High School employees and students.

	<b>OBJECTIVES/ STRATEGIES INCLUDING PROFESSIONAL DEVELOPMENT</b>	<b>STAFF RESPONSIBLE</b>	<b>RESOURCES NEEDED: HUMAN, MATERIAL, FISCAL</b>	<b>EVALUATION/ EVIDENCE OF MONITORING</b>	<b>TIMELINE START/END</b>
3	Provide programs for cyber safety, drug prevention (Red Ribbon Week), suicide prevention, and violence prevention	Principals, Teachers	Local Funds	Safe-Schools Survey	August - May
3	Continue the LeadR4Life Program to improve student interaction, communication, and culture and incorporate community members	Administration, Teachers, Students, Region 10	Local Funds	Teacher and student reports	September 2019
4	Utilize StopIt app to prevent bullying.	Principal, Counselor, Teachers	Local Funds	Safe-Schools Survey	August - May
3	Motivational speaker for drug prevention, bullying, cyber bullying, etc...	Principals	Local Funds	Budget ledger	August - May
4	Continue a drug-testing program for all students involved in extracurricular activities or that drive to campus	Principals	Local Funds	Test Results	August - May
3	All students will receive a Student Code of Conduct and	Principals Teachers	Time	Discipline referrals and records	August - May

	discipline expectations. These will be reviewed by the teachers in advisory periods				
4	Disciplinary Alternative Educational Placement (DAEP) will be provided to enforce proper student behavior if needed	Principals, DAEP teacher	Local Funds	Discipline records	August - May
3	Review district suicide prevention plan created by counselors. Bells ISD will use the Texas Suicide Prevention Council as the primary resource for the prevention plan and training for students and teachers.	Principals	Time, Local Funds	Sign-in sheets, Certificates	August - May
2	Update the district Crisis Management Plan and educate teachers in handling crisis situations, schedule drills to practice different scenarios	Superintendent, Principals	Time	District Needs Assessment	August - December
3	Hold student and parent presentation (AIM) on making healthy choices, including sexual abstinence.	Principal, Counselor	Local Funds	Safe School Survey	September- October 2019
4	Maintain and support a Bells ISD police department and have a full-time chief available at all times.	School Board Superintendent	Local Funds	Board meeting minutes	August- May
3	Make sure all visitors to the campus are screened and required to have a visitor's pass	Principals Office Secretaries	Local Funds	Sign-in sheets	August - May
3	Review the Anti-bullying and Harassment Policy with students annually. Students will be informed that bullying and sexual harassment will not be tolerated.	Principals, Teachers	Time	Sign-in sheets, Safe-Schools Survey	1 <sup>st</sup> week
3	Make FCA available to all students on a weekly basis.	Teachers, Students	Time	Sign-in sheets	August - May



	Use this organization for activities such as SYATP, Fields of Faith, etc...				
3	Give students, parents, and staff the opportunity to complete Region 10 Safe-Schools Survey. Send the results out to parents so they are aware of issues.	Assistant Superintendent, Principals	Time	Survey Results supplied by Region 10	February 2020
3	Utilize Remind 101, email, memos, and website, to keep teachers and parents aware of immediate school safety issues	Principals, Teachers	Time	Documentation	August - May
4	Provide CPI training and updates to campus team annually	Principals	Time	Certificates	August - May
3	Provide training to students on bus evacuations procedures	Principals, Teachers	Time	Documentation	Fall 2019
4	Provide parents with information regarding counseling options and service providers who deliver interventions programs for children who have been victims of child sexual abuse	Principal, Counselor	Time allowed	Counseling logs and parent contact logs	Ongoing
3	Implement a character education program that meets the positive traits determined by SBOE	Parents, Principal, Counselor, Teachers, Students	Personnel, local funds	Principal and Counselor	August-May
1	Implement a Holocaust Remembrance Weeks	Principal, History Teachers	Local funds, Time allowed	Principal	August-May

2	Implement a Traumatic Injury Response Protocol (Stop the Bleed)	Police Chief	Local funds, Time allowed	Training sign in sheets	January 2020
1	Update cameras on the HS campus	Technology Director	Local Technology Funds	Budget Ledger	Spring 2019
1	Increase staff awareness of sexual abuse, sex trafficking, and other maltreatment of children	Principal, Counselor, Police Chief	Time allowed	Training, Sign-in sheets	August - May
1	Implement a trauma-informed care policy that details available counseling options for students affected by trauma or grief	Principal, Counselor	Time Allowed	Counseling Logs	August-May
3	Provide education on the dangers of vaping	Principal, Counselor	Local Funds	Assemblies Educational Materials	November 2019

**PARENT AND COMMUNITY INVOLVEMENT**

<b>GOAL # 3:</b>	Bells High School will cultivate a system of strong communication that promotes family engagement and community partnerships.
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	<b>OBJECTIVES/ STRATEGIES INCLUDING PROFESSIONAL DEVELOPMENT</b>	<b>STAFF RESPONSIBLE</b>	<b>RESOURCES NEEDED: HUMAN, MATERIAL, FISCAL</b>	<b>EVALUATION/ EVIDENCE OF MONITORING</b>	<b>TIMELINE START/END</b>
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3	100 club – all students that log 100 hours of community service throughout their high school career will receive a special distinction during graduation	Counselor	Time	Student Log	August - May
3	Provide students with opportunities to participate in projects (Bells Christmas project, community food drive, coat drive, Highway clean-up, Blood drive, youth mentoring)	Principals Teachers, Community members	Time, Local Funds, Community donations	Record of donations	August - May
3	Update and maintain the campus website, teacher web-pages, extracurricular pages, and weekly emails.	Principals, Teachers, Coaches	Time	Visitor counts to the district website	All year
3	Publish online district newsletter to highlight accomplishments. Send it out as a link via Remind 101.	Assistant Superintendent, Principals, Teachers	Time, Local Funds	Newsletter posted	All year
3	Improve club participation rates, reach students not active in anything, showcase available organizations to the incoming 8 <sup>th</sup> graders. Continue Fish Camp to help with the transition to High School.	Principals, Teachers, Sponsors and students	Time	Sign-in Sheets	Spring 2019
3	Create more clubs (Robotics, Spanish, FCCLA, Chess, Auto, Future Teachers of America) to give more options to students	Principals, Teachers	Time	Sign-in sheets	August - May
3	Invite parents to chaperone student activities such as field trips and social events	Principals, Teachers, Parents	Time	District survey	August - May
3	Provide facilities for community-wide activities within Board policy guidelines	Superintendent	Facilities	District calendar of events	All year
3	Issue press releases and other information for publication in a timely manner	Principals, Teachers, Coaches	Time	Publicity Archives	August - May

3	Use Remind 101 and facebook to notify parents, employees, and students of school updates, emergency situations, and weather reports	Principals	Time, Local Funds	Survey feedback	August - May
3	Use website, newsletter, newspaper, faculty meetings, student events to recognize student achievements. Feature the names of all students that made the honor roll each grading period.	Principals	Time	Documentation	August - May
3	Provide parents with up-to-date information regarding STAAR testing as it relates to their child (testing calendar, graduation requirement, results, etc . .)	Principals	Time, Local Funds	Letters, Sign-in sheets	August - May
3	Continue to use Parent Portal to keep parents up-to-date on student grades.	Principals, Teachers	Local Funds	Grade reports	August - May
3	Inform parents of college admission standards and possible financial aid. Create a bulletin board in the commons with scholarship information and applications.	Principals	Time, Personnel	Sign-in sheets	August - May
1	Partner with local businesses to sponsor students involved in the technical programs at GCC, businesses could help purchase the tool kits needed to join those programs	Principal, Counselor, Business Owners and community members.	Time and local funds	Receipts of sponsorships	August - May

**PERSONNEL AND PROFESSIONAL DEVELOPMENT**

<b>GOAL # 4:</b>		Bells High School will commit resources to attract and retain highly qualified employees for all positions in the district.			
	<b>OBJECTIVES/ STRATEGIES INCLUDING PROFESSIONAL DEVELOPMENT</b>	<b>STAFF RESPONSIBLE</b>	<b>RESOURCES NEEDED: HUMAN, MATERIAL, FISCAL</b>	<b>EVALUATION/ EVIDENCE OF MONITORING</b>	<b>TIMELINE START/END</b>
3	Ensure that teachers and paraprofessionals meet the requirements for highly qualified	Assistant Supt, Principals	Title II funds, Local Funds	Highly Qualified Report	Fall 2019
3	Present teacher contract renewal recommendations at April Board meeting	Principals, Superintendent	Time	Board minutes	March 2020
4	Provide T-TESS Teacher Appraisal Training	Assistant Superintendent, Principal	Time, Local Funds	Sign-in sheets Appraisal documents	August 2019
3	Provide TEKS Resource System, AWARE, technology, and other trainings to teachers throughout the year	Curriculum Director, Principals	Time, Title II Funds, Local Funds	Staff Development Records, Certifications	August - May
3	Provide mentors for designated teachers.	Principal	Time	Mentor Documentation, Teacher retention	May 2020
3	Utilize PLC / department meetings to provide opportunities for teachers to communicate with each other	Curriculum Director, Principals	Time	Staff Development Records	August - May
3	Provide appropriate staff development for regular and special education teachers, including strategies for working with at-risk, special education, economically disadvantaged students, and other populations	Superintendent, Principals	6399 Funds, Title II Funds	Budget, Program Review, Comprehensive Needs Assessment	August - May
1	Initiate substitute training during in-service for our approved substitutes.	Principal	Time, Local Funds	Training sign in sheet	September 2020

4	Provide training for teachers in areas of compliance as mandated by state and federal guidelines. (Bullying, Suicide Prevention, Bloodborne Pathogens, mental health, diabetes, FERPA, Child Abuse, section 504, Sexual Harassment, sexual abuse, educator code of ethics).	Assistant Superintendent, Principal	Local Funds, Time	Sign-in sheets	Fall 2019
3	Provide training to teachers in Response to Intervention (RTI) to ensure consistency and fidelity to the RTI process	Principal	Local funds	PLC records, sign in sheets, agendas	September to May
1	Look for new ways to recognize outstanding teachers and accomplishments. Continue to nominate for the local teacher of the month and teacher of the year programs. Recognize teachers at the end of the year award assembly alongside the students.	Principal	Time and Personnel	Nomination forms, awards	August - May
1	Small UIL stipends for sponsoring / teaching events	Superintendent, Board of Education	Local Funds	Budget	August - May

**PROFESSIONAL DEVELOPMENT PLAN FOR 2018-2019**

1. STAAR and TEKS training / Analyzing High Priority Standards – Lead4ward, District and Campus, Region 10 ESC
2. TTESS Teacher Appraisal System Training
3. PLC and Department meetings over various topics
4. Data Analysis - AWARE
5. Lead4ward Relevant Review Workshop
6. Various Technology Trainings
7. Online or Notebook Compliance Trainings
8. Substitute Training
9. TTM learning
10. CPI Training

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## **APPENDIX H: GLOSSARY OF ACRONYMS**

ADA = Average Daily Attendance

AP = Advanced Placement

AMAO = Annual Measurable Achievement Objectives

AYP = Adequate Yearly Progress

ARD = Admission, Review, Dismissal

CTE = Career and Technology Education

CPI = Crisis Prevention and Intervention

ELA = English Language Arts

EOC = End-of-Course

ESC = Education Service Center

ESEA = The Elementary and Secondary Education Act (ESEA), renamed the "No Child Left Behind" (NCLB) Act of 2001

ESL = English as a Second Language

FCCLA = Family, Career, and Community Leaders of America

FIRST = Financial Integrity Resource System of Texas

GT = Gifted and Talented

H.B. = A bill originating in the House of Representatives

IDEA = Individuals with Disabilities Education Act

IMA = Instructional Materials Allotment

L.E.A. = Local Education Agency (your district)

LEP = Limited English Proficiency

LPAC = Language Proficiency Assessment Committee

NCLB = No Child Left Behind

OLPT = Oral Language Proficiency Test

PAC = Parent Advisory Committee

PBMAS = Performance Based Monitoring Assessment System

PDAS = Professional Development Appraisal System

PEIMS = Public Education Information Management System

S.B. = A bill originating in the Senate

SCE = State Compensatory Education

SSI = Student Success Initiative

SBDM = Site Based Decision-Making

SIOP = Sheltered Instruction Observation Protocol

SSA = Shared Service Arrangement (Also known as a Co-op)

STAAR = State of Texas Assessment of Academic Readiness

TAKS = Texas Assessment of Knowledge and Skills

TAPR = Texas Academic Performance Reports

T.E.A. = Texas Education Agency

TELPAS = Texas English Language Proficiency Assessment System



TEKS = Texas Essential Knowledge and Skills

THEA = Texas Higher Education Assessment