

# **Blum Independent School District**

## **District Improvement Plan**



# Mission Statement

Blum ISD's mission is to prepare students for success in college, in their careers, and in their lives as productive citizens.

## Vision

Blum Independent School District aspires to be a leading, innovative, high performing school district that graduates each student prepared for college and a career.

# Table of Contents

- Comprehensive Needs Assessment 4
  - Needs Assessment Overview 4
- Priority Problem Statements 4
- Comprehensive Needs Assessment Data Documentation 5
- Goals 7
  - Goal 1: Blum ISD will engage each student in rigorous, relevant learning experiences to ensure they are ready for the future. 8
  - Goal 2: Blum ISD will provide safe and conducive learning environments. 11
  - Goal 3: Blum ISD will recruit, develop, and retain highly effective staff. 12
  - Goal 4: Blum ISD will increase student and parent knowledge of college, career, and community involvement and agencies through various student/parent activities and opportunities. 13
  - Goal 5: Blum ISD will exercise fiscal responsibility to ensure financial strength and provide the resources to equip and maintain quality facilities and educational programming. 14

# Comprehensive Needs Assessment

## Needs Assessment Overview

### Needs Assessment Overview Summary

Reading and Writing are content areas of greatest need of improvement. Blum ISD needs to be more intentional in the use of consistent curriculum that closely follows the standards and the academic vocabulary should be consistent and build in complexity with time. Writing instruction must occur in all grade levels regardless of when the writing is assessed by STAAR. By improving our students reading and writing ability we can help foster improvement in other subject areas, as well.

Blum ISD has a large at-risk population, and decisions made by the district must consider this information carefully.

Communication processes need further development to foster stronger connections and mutual respect among the faculty and staff.

# Priority Problem Statements

**Problem Statement 1:** Blum ISD has over 16% of students that qualify for Special Education services. In that 16%, more than 1% qualify for STAAR Alt 2.

**Root Cause 1:** Our special education population continues to grow each year. As students are identified, we will serve each individual's needs.

**Problem Statement 1 Areas:** Demographics - Demographics

**Problem Statement 3:** Students are not exhibiting academic growth across all subject areas.

**Root Cause 3:** Curriculum gaps and lack of targeted intervention. Students that have gaps in their learning require teachers to reassess and grow their knowledge of basic academic skills across the content areas, and integrate those skills through the use of various learning components such as technology integration, small group instruction, and hands-on learning.

**Problem Statement 3 Areas:** Student Achievement - Curriculum, Instruction, and Assessment - Student Learning

**Problem Statement 4:** Students struggle with inferencing and drawing conclusions accurately in social circumstances and planning life long goals.

**Root Cause 4:** Lack of student knowledge and awareness. Poor decision making and impulsive reactivity.

**Problem Statement 4 Areas:** District Culture and Climate - Student Learning

**Problem Statement 2:** Blum ISD has 38.9% of students that qualify as At-Risk.

**Root Cause 2:** The district has many students that qualify as homeless, due to economically disadvantaged.

**Problem Statement 2 Areas:** Demographics - Demographics

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Campus/District improvement plans (current and prior years)

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card and accountability data

## Student Data: Assessments

- State and federally required assessment information
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- SAT and/or ACT assessment data
- Student failure and/or retention rates
- Local benchmark or common assessments data
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.

- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data

#### **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

#### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data

#### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

#### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data

# Goals

**Goal 1:** Blum ISD will engage each student in rigorous, relevant learning experiences to ensure they are ready for the future.

**Performance Objective 1:** Blum ISD will meet or exceed the state averages on STAAR assessments while enhancing curriculum to increase rigor.

**Evaluation Data Sources:** STAAR Accountability Reports

## Strategy 1 Details

**Strategy 1:** Create campus learning goals based on assessments that can be used to measure student success at specific points in the curriculum.

**Strategy's Expected Result/Impact:** Increased content knowledge, improvement in grades and improved test scores.

**Staff Responsible for Monitoring:** Teachers  
Administrators  
Reading Specialist

**Title I:**  
2.4, 2.5, 2.6

- **Results Driven Accountability**

**Funding Sources:** - 199 General Funds, - 270 Small Rural School Achievement, - 211 Title 1, Part A, - 410 EMAT, - ESSER

## Strategy 2 Details

**Strategy 2:** Implement a focus on Reading-Writing connection for 3-10 grade classrooms creating a safe environment that allows students to take risks in both reading and writing efforts.

**Strategy's Expected Result/Impact:** Increased understanding of the connection between reading and writing.

**Staff Responsible for Monitoring:** Teachers  
Administrators  
Reading Specialist  
RTI

**Title I:**  
2.4, 2.5, 2.6

- **Results Driven Accountability**

**Funding Sources:** - 199 General Funds, - 211 Title 1, Part A, - Local 24 Comp Ed



### Strategy 3 Details

**Strategy 3:** Resources will be provided to increase services for sub populations such as at-risk, migratory, homeless, special education, ELL and economically disadvantaged students.

**Strategy's Expected Result/Impact:** Increase in grades, attendance and test scores for sub-population students.

**Staff Responsible for Monitoring:** Teachers

Administrators

RTI Specialist

ESL Coordinator

SPED

Counselor

Reading Specialist

GT

Instructional Aides

**Title I:**

2.4, 2.5, 2.6

- **Results Driven Accountability**

**Funding Sources:** - 199 General Funds, - Local 21 GT, - Local 23 SPED, - Local 24 Comp Ed, - 211 Title 1, Part A, - 224 IDEA B, - 255 Title II, Part A, - 289 Title 4, Part A

### Strategy 4 Details

**Strategy 4:** Provide extended learning opportunities to include tutorials, hands on activities, RTI interventions and mentoring for struggling students in compliance with HB 4545.

**Strategy's Expected Result/Impact:** Increase in student growth and success.

**Staff Responsible for Monitoring:** Teachers

Administrators

RTI Specialist

**Title I:**

2.4, 2.5, 2.6

- **Results Driven Accountability**

**Funding Sources:** - 199 General Funds

## Strategy 5 Details

**Strategy 5:** RTI Intervention Teachers will coordinate, plan and implement RTI research based instructional practices for the diverse needs of K-12th grade students.

**Strategy's Expected Result/Impact:** Improved grades and increase in student growth measures.  
Increased intervention support for diverse learners.

**Staff Responsible for Monitoring:** Teacher  
Administrator  
RTI Specialist  
Reading Specialist  
SPED  
Instructional Aides  
Counselor

**Title I:**  
2.4, 2.5, 2.6

- **Results Driven Accountability**

**Funding Sources:** - 199 General Funds, - 211 Title 1, Part A, - Local 24 Comp Ed, - 270 Small Rural School Achievement, - ESSER

**Goal 1:** Blum ISD will engage each student in rigorous, relevant learning experiences to ensure they are ready for the future.

**Performance Objective 2:** Blum ISD will improve college readiness performance.

**Evaluation Data Sources:** TSI success

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Increase dual credit participation through awareness and increased specialized advising.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase number of students in dual credit.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Administrators Counselors Hill College Instructional Aides</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> - 199 General Funds, - 410 EMAT</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Provide Industry Based Certification through CTE classroom learning to prepare students for careers after high school.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase number of certifications students may earn in CTE classes.</p> <p><b>Staff Responsible for Monitoring:</b> CTE teachers, counselors, administrators</p> <p><b>Results Driven Accountability</b></p>

**Goal 2:** Blum ISD will provide safe and conducive learning environments.

**Performance Objective 1:** Blum ISD staff will promote and develop positive relationships with students and work to build appropriate social skills, growth mindset, work ethic, and grit in all students to become productive citizens.

**Evaluation Data Sources:** Fewer discipline referrals.  
Higher attendance rates.

**Strategy 1 Details**

**Strategy 1:** The district will provide McKinney-Vento and Title 1 related services to students who have been identified as homeless.

**Strategy's Expected Result/Impact:** Students who are identified as homeless will improve in attendance and academic performance.

**Staff Responsible for Monitoring:** Administration

Counselor  
Teachers  
Instructional Aides

**Title I:**

2.4, 2.6

**Funding Sources:** - 199 General Funds, - Local 24 Comp Ed, - 211 Title 1, Part A, - 255 Title II, Part A, - 270 Small Rural School Achievement

**Strategy 2 Details**

**Strategy 2:** Provide accelerated instruction, summer school, and/or tutorials to students who are identified as at-risk.

**Strategy's Expected Result/Impact:** Improved progress and academic performance in alignment with the performance objective measures.

**Staff Responsible for Monitoring:** Teachers

Administrators  
GT  
Counselor  
RTI  
504  
SPED

**Title I:**

2.4, 2.5, 2.6

- **Results Driven Accountability**

**Funding Sources:** - 199 General Funds, - 224 IDEA B, - 211 Title 1, Part A, - 255 Title II, Part A, - 270 Small Rural School Achievement, - Local 24 Comp Ed, - ESSER

**Goal 3:** Blum ISD will recruit, develop, and retain highly effective staff.

**Performance Objective 1:** Blum ISD will recruit and develop the most highly qualified teachers available, and retain them.

**Evaluation Data Sources:** TAPR

Strategy 1 Details
<p><b>Strategy 1:</b> Implement a plan to recruit, train, and retain highly effective staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff turnover rate to decrease and student performance to increase.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Business Office</p> <p><b>Title I:</b> 2.4</p> <p><b>Funding Sources:</b> - 199 General Funds</p>

**Goal 4:** Blum ISD will increase student and parent knowledge of college, career, and community involvement and agencies through various student/parent activities and opportunities.

**Performance Objective 1:** Parent and Community involvement will increase by providing at least 6 parent activities with parent/guardian represented for at least 50% of student enrollment.

**Evaluation Data Sources:** Sign-in sheets and agendas

Strategy 1 Details
<p><b>Strategy 1:</b> Conduct parent involvement activities to involve parents in their child's education, resulting in higher academic achievement and attendance rates. Activities will include Parent Involvement Meetings, Title 1 Parent Meetings, Meet the Teacher, Math Night, Literacy Night, Science/Health and Wellness Night, Parent/Teacher Meetings, Awards/Celebrations, attendance celebrations, movie nights, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Individual students will have increased academic success and attendance of 97% and above.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators Teachers Counselor Nurse</p> <p><b>Title I:</b> 4.1, 4.2 - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> - 199 General Funds, - 211 Title 1, Part A, - 255 Title II, Part A</p>

**Goal 5:** Blum ISD will exercise fiscal responsibility to ensure financial strength and provide the resources to equip and maintain quality facilities and educational programming.

**Performance Objective 1:** Blum ISD technology will implement activities that will improve the technology infrastructure.

**Evaluation Data Sources:** Devices

Strategy 1 Details
<p><b>Strategy 1:</b> Evaluate our 1:1 initiative for student devices. Evaluate existing devices and upcoming mobile technology options to identify whether to stay with current technology devices / type or choose a different technology / device type.</p> <p><b>Strategy's Expected Result/Impact:</b> Change if needed in technology. Damage and funding report.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Technology Administrator</p> <p><b>Funding Sources:</b> - 199 General Funds, - 410 EMAT, - 270 Small Rural School Achievement</p>

**Goal 5:** Blum ISD will exercise fiscal responsibility to ensure financial strength and provide the resources to equip and maintain quality facilities and educational programming.

**Performance Objective 2:** Blum ISD will evaluate existing facilities and provide feedback to the Board of Trustees regarding the future facility needs.

**Evaluation Data Sources:** Demographics

Strategy 1 Details
<p><b>Strategy 1:</b> Blum ISD will continue to update existing facilities (bathrooms, floors, security, doors, cameras) and forecast population increase that will demand expansion of school campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> Update existing facilities. Plan and build new facility.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators School Board Director of Technology</p> <p><b>Funding Sources:</b> - 699 Bond</p>