

# FLOUR BLUFF ISD

## Flour Bluff District Improvement Plan 2020/2021



2505 Waldron Road, Corpus Christi, TX 78418  
361-694-9000

# FLOUR BLUFF ISD

## **Mission**

*Flour Bluff Independent School District, in partnership with the community, has high expectations for all students and is committed to:*

*Building a solid foundation for college, career and lifelong success through academic, extracurricular and special programs.*

*Providing a safe, caring, effective learning environment that promotes healthy, productive lifestyles.*

*Developing character that fosters responsible citizenship and leadership.*

*Enhancing our relationship with the community while providing fiscal responsibility.*

*Supporting effective educational innovation.*

## **Vision**

***EVERY STUDENT IS WORTH MY BEST***

### Nondiscrimination Notice

FLOUR BLUFF ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# Goals of Flour Bluff Independent School District:

1. Empower students to be creative, independent, analytical thinkers and lifelong learners who exercise a strong work ethic, resulting in exemplary performance.
2. Provide all students, faculty, staff and community members the opportunity to maximize their potential in a safe, healthy, supportive learning environment.
3. Create a culture of excellence to attract and maintain a highly qualified, motivated faculty and staff.
4. Engage parents as active partners in developing well-rounded students who are strong leaders and responsible citizens.
5. Partner with industry and community in a mutually beneficial manner to enhance our students' educational experiences and opportunities.
6. Continue to be a good steward of the community's financial resources and explore new opportunities for organizational efficiency and effectiveness.

# FLOUR BLUFF ISD Site Base

Name	Position
Schaum, Allison	District-level Professional
Wiggins, Laura	Community Representative
Bright, Monette	Community Representative
Klein, Steven	Business Representative
Canavati, Sam	Business Representative
Beard, Christina	Parent
Debler, Travis	Parent
Reyes, Daisy	Parent
Koester, Chemaine	Parent
Stapper, Chris	Parent
Evans, Deanna	Parent
Mora, Erica	ECC Counselor
Torrez, Leonor	ECC Teacher
Almaguer, Rebecca	ECC Teacher
Dejong, Caryn	Primary Teacher
Aguilar, Cheryl	Primary Teacher
Ellis, Terri	Primary Teacher
Bevly, Heather	Elementary Teacher
Watson, Ashley	Elementary Teacher
Groza, Scott	Intermediate Teacher
Wiley, Nicole	Intermediate Teacher
McDonel, Maria	Junior High Teacher
Boyd, Rebecca	Junior High Teacher
Gongora, Renee	High School Teacher
Huckabee, Beth	High School Teacher
Pailles, Pam	High School Administrator

# Comprehensive Needs Assessment

## Demographics

### Demographics Strengths

Flour Bluff ISD represents a diverse population of students. The students of Flour Bluff ISD are accepting of new students moving in from various backgrounds, such as military, foreign exchange, out-of-country, out-of-state, other public schools, private schools, charter schools, etc. The students assimilate very well into the culture of Flour Bluff ISD. The district provides many resources for families, including Military Counselors, Social Workers, Guidance Counselors, web resources, print resources, Graduation and Career Planning Guides, handbooks, newsletters, etc.

### Demographics Summary

Flour Bluff Independent School District was established in 1892 and encompasses a 156 square mile area. The district includes the Naval Air Station, the Corpus Christi Army Depot, the Flour Bluff community and a developing resort and residential area on North Padre Island. Six campuses and athletic facilities are located on a single 170 acre site which supports 5,693 students in prekindergarten through 12th grades. The district is extremely competitive in academic and athletic programs and has participated in the district, regional, or state competitions for many years. Additionally, the University Preparatory High School Program was launched in 2006 as part of the Bill and Melinda Gates Foundation to establish a program for high school students to complete up to two years of college credit by the completion of their high school diplomas. The district and the City of Corpus Christi have developed a partnership in 2000 with the opening of the Janet F. Harte Public Library on school property which serves as both the high school library and the city public library. The district serves a population that is 47.74% Economically Disadvantaged, 11.26% Special Education, 11.58% Gifted and Talented, 3.18% English Language Learners, 45.25% At-Risk, 2.67% African-American, 45.97% Hispanic, 43.98% White, 5.11% Two or More Races and 1.74% Asian. Approximately 5.39% of our students are from military families. Flour Bluff had 424 graduates in 2019. We had 332 graduates who graduated at the distinguished level (78%). We had 355 students graduate with one endorsement (84 %) and 29 (7%) graduates with two endorsements.

## Student Achievement

### Student Achievement Strengths

Flour Bluff ISD received an "A" on the 2019 Accountability Rating and 2019 Special Education Determination Status: Meets Requirements

# Comprehensive Needs Assessment

## Student Achievement Strengths (Continued)

### Campus Accountability Ratings

ECC and Primary are paired with the Elementary: C

Intermediate: A

Junior High: B

High School: B

### Accountability Distinction Designations:

Intermediate received four distinction designations:

- Academic Achievement in ELA/Reading
- Top 25 Percent: Comparative Academic Growth
- Top 25 Percent: Comparative Closing the Gaps
- Postsecondary Readiness

Junior High received three distinction designations:

- Academic Achievement in Social Studies
- Top 25 Percent: Comparative Closing the Gaps
- Postsecondary Readiness

High School received three distinction designations:

- Academic Achievement in ELA/Reading
- Academic Achievement in Mathematics
- Postsecondary Readiness

## Student Achievement Summary

Students in Grades 3-8 took the State of Texas Assessment of Academic Readiness (STAAR). High School students took the State of Texas

# Comprehensive Needs Assessment

## Student Achievement Summary (Continued)

Assessment of Academic Readiness End-of-Course exams. Data was evaluated on the percentage of students who Approaches Grade Level Or Above. Due to COVID-19, no state assessments were administered. Final scores of the Grades 3-8 assessments for 2018-19 are as follows:

### Reading - All Students

Grade 3 - 77%  
Grade 4 - 82%  
Grade 5 - 91%  
Grade 6 - 76%  
Grade 7 - 76%  
Grade 8 - 86%

### Writing - All Students

Grade 4 - 69%  
Grade 7 - 78%

### Math - All Students

Grade 3 - 86%  
Grade 4 - 75%  
Grade 5 - 92%  
Grade 6 - 83%  
Grade 7 - 85%  
Grade 8 - 86%

### Science - All Students

Grade 5 - 83%  
Grade 8 - 83%

### Social Studies - All Students

Grade 8 - 72%

**End-of-Course** assessments were analyzed according to the percentage of students who Approaches Grade Level or Above The 2018-19 results are as follows:

English I - 73%  
English II - 81%

# Comprehensive Needs Assessment

## Student Achievement Summary (Continued)

Algebra I (High School) - 88%  
Biology - 94%  
United States History - 96%

## School Culture and Climate

### School Culture and Climate Strengths

The district and campuses teams...

- continue to have a great deal of expertise on the part of teachers in regards to their content areas.
- care deeply about the success of our students.
- put in a great deal of time and effort in working toward growth and success for all students.
- have a variety of resources to assist them in writing district curriculum and have initiated specific writing plans at each grade level.
- continually seek to learn and grow and to assist students in doing so daily.

Flour Bluff has multiple committees/processes to assist all of our staff in having the opportunity to be heard and to have their needs, questions, ideas heard and addressed.

### School Culture and Climate Summary

Flour Bluff ISD was a pilot district for the Texas Teacher Evaluation and Support System (T-TESS) during the refinement year (2015-2016). The new system directly correlates to the new Texas Teacher Standards which inform the training, appraisal, and professional development of teachers. T-TESS defines a set of professional indicators that allow for common understanding of and vocabulary for desired teaching practices, and measures teachers' pedagogy and professional responsibilities. Flour Bluff ISD pilot "Student Growth" measures for the 2016-2017 school year. Student growth measures how much a student progresses academically during his or her time with a particular teacher. By measuring growth, Flour Bluff ISD teachers will develop a better understanding about the academic impact of his or her instructional choices.

## Staff Quality, Recruitment and Retention



# Comprehensive Needs Assessment

## Staff Quality, Recruitment and Retention Strengths

Staff within the district have a very strong educational foundation in their selected content areas. The staff attends professional development to address specific needs as they are identified. District-wide in-service has focused on teachers gaining a deeper understanding of the Texas Essential Knowledge and Skills and developing curriculum. Professional Learning Communities discuss the rigor and the expectations of the district developed curriculum. Professional Learning Community meetings are held to open the communication lines between teachers and between grade levels for each of the subject areas. Through this process, teachers are able to envision how students begin at Pre-kindergarten and what students are expected to accomplish by graduation at the High School level. Conversations between teachers are extremely useful as teachers develop curriculum throughout the school year. All teachers and para-professionals are 100% Highly Qualified as identified by the federal guidelines.

## Staff Quality, Recruitment and Retention Summary

In 2019-2020, Flour Bluff ISD had 749 staff members employed by Flour Bluff ISD. Staff are categorized as follows:

Teachers = 371

Professional support = 59

Campus administration = 15

Central administration = 7

Educational aides = 106

Auxiliary staff = 190

In 2019-2020, teachers have an average of 12.6 years experience in teaching compared to the state average of 10.9 years. The average number of years experience within the district is 8.2 years compared to 7.1 years throughout the state. The student-to-teacher ratio is 19.1. Seventy percent of teachers in the district hold a Bachelor's degree. 28.4% of the district teachers have earned a Master's degree while 23.8% of the state's teachers hold the equivalent. One teacher in the district holds a Doctorate degree. The turnover rate of teachers employed in the district is 12.5% and the state average is 16.2%. The personnel department, along with each campus principal, actively recruits teachers to find the best person for each position. In addition to a strong educational background, teachers' innovation and attitude toward education are factors that are taken under consideration. Each teacher candidate participates in an interview and presents a lesson as if the interview committee were students as part of the process for selecting teachers. New teachers to the district are supported through mentoring initiatives and professional development.

## Curriculum, Instruction and Assessment

# Comprehensive Needs Assessment

## Curriculum, Instruction and Assessment Strengths

Balanced Literacy strategies used from Pre-kindergarten through Grade 6 allow for individual assessment and growth of students. Balanced Literacy is an important component in the district developed curriculum. There is a district initiative to ensure rigorous instruction in writing for all students (i.e. Cross-curricular Writing, Writer's Workshop, etc).

## Curriculum, Instruction and Assessment Summary

Teachers continue to refine a district created curriculum for each subject. Each campus supports teachers through Professional Learning Communities to plan the scope and sequence and vertical alignment of the curriculum. Writing throughout the content area is specifically being addressed at each grade level. Time is scheduled for teachers to discuss strategies used in delivery, assess data and determine together how to best approach the skills that are to be taught per the Texas Essential Knowledge and Skills. Campus curriculum supervisors and principals assist teachers in these discussions and with obtaining resources. In addition to the sharing of ideas and discussing curriculum in the district, training is also provided through the Education Service Center.

## Family and Community Involvement

### Family and Community Involvement Strengths

Parents have many avenues through which to communicate and to be a part of the activities that best support their children. The district provides training for any parent interested in volunteering on the campuses and been completed a background screening,. The district and campus teams welcome parent involvement and input. The staff consistently seeks new ways to encourage parents to get involved. Many parents are regularly and actively involved in committees and in volunteering within the school environment. A mentor program, "HOSTS", is being offered to community members. Students are matched up with individual mentors who offer support. English As a Second Language classes are being provided for the parents of English Language Learners in the district.

### Family and Community Involvement Summary

The Flour Bluff ISD team consistently works to include parents and the community in the education of their children. Throughout the year,

# Comprehensive Needs Assessment

## Family and Community Involvement Summary (Continued)

campuses and departments host open houses, fairs, parent conferences, training, presentations and special events. Additionally, the district provides resources for parents to communicate with school staff and to stay aware of the progress of their children, such as Skyward Family Access, School Messenger, Teacher Webpages, e-mail, phone, progress reports/report cards, newsletters, the district website, The Latest Buzz, billboards, etc. Community members are invited to participate in various events such as the Homecoming Parade/Swarm and the College & Career Readiness and Financial Aid Awareness Fair. Furthermore, citizens are asked to participate on committees, such as the District Level Planning and Decision-Making Team, and to attend community meetings to discuss concerns. Parents and community members are invited to participate on the School Health Advisory Council and the District of Innovation Committee.

## School Context and Organization

### School Context and Organization Strengths

The Flour Bluff ISD Board of Trustees are excellent stewards of the tax payers' dollars. The fund balance has been utilized annually to conduct capital improvements. The district attracts students and parents to the district, due to the type of services provided, the competitiveness of our programs and a desire to excel. Flour Bluff ISD has initiated active branding to recruit additional families and students to the district.

### School Context and Organization Summary

Flour Bluff ISD has established a reputation for working efficiently and effectively with tax payer dollars to provide a high quality education for the students of the community. The district also attract transfer students, including children of employees, military/base personnel and tuition students. The district offers a wide variety of courses and programs to meet the needs of all students. The Maintenance and Transportation Departments have worked to maintain the district facilities and resources necessary to conserve funds and provide quality services to students. In 2013, the district is fortunate to have the community's approval of a \$48 million Bond to address needs of the district and to upgrade facilities.

## Technology

### Technology Strengths

# Comprehensive Needs Assessment

There are two major strengths that can be identified in the area of technology. The first strength is the district's investment in and support of technology equipment to be used in the classroom directly with students. Teachers have embraced strategies that blend learning with technology. Interactive displays and document cameras are used extensively in the classrooms to enhance lessons. Close circuit television is projected with the interactive displays to engage students in a wide variety of activities such as announcements and distance learning. Updated servers are used to share information throughout the district and to provide storage for data, so teachers may collaborate more effectively using the technology. A system of computer rotations has been put into place that allows campuses to use technology that is not outdated for activities. Another area of strength identified is the personnel who support the technology throughout the district. The individuals who are hired to support the technology are highly qualified individuals who respond to various needs in a professional and proficient manner. They work with teachers to assure equipment functions properly and they also take the time to explain the functions of the equipment, software, etc. They are eager to work with teachers on innovative projects. Personalized training is being offered to the teachers on their home campus for the 2019 -2020 school year. Security cameras have been updated throughout the district to provide a continuous view of all campuses to increase security. The technology department has introduced and provided training and support for Google Docs and Microsoft 365. This web-based program allows teachers the flexibility to provide integration within their curriculum. Students are encouraged and supported to utilize "Bring Your Own Device" (BYOD) in the classes at the Junior High and High School campuses.

## Technology Summary

Flour Bluff ISD currently has the following technology equipment available in the district:

### Early Childhood Center

68 Desktop Computers  
88 Laptop Computers  
11 Printers  
1 Audio System  
28 LCD Projectors  
24 Document Cameras  
30 SMART Boards  
148 iPads  
1 Fax Machine  
123 Chromebooks  
10 Interactive Display

### Primary Campus

43 Desktop Computers  
39 Laptop Computers  
8 Printers

# Comprehensive Needs Assessment

## Technology Summary (Continued)

24 Audio Systems  
45 LCD Projectors  
45 Document Cameras  
38 SMART Boards  
135 iPads  
1 Fax Machine  
1 Scanner  
22 Kindles  
309 Chromebooks includes PRI-ELEM Library  
7 Interactive Displays

### **Elementary Campus**

80 Desktop Computers  
74 Laptop Computers  
7 Printers  
2 Audio Systems  
55 LCD Projectors  
45 Document Cameras  
50 SMART Boards  
93 iPads  
1 Fax Machine  
3 Scanners  
520 Chromebooks  
7 Interactive Displays

### **Intermediate Campus**

109 Desktop Computers  
118 Laptop Computers  
6 Printers  
47 LCD Projectors  
39 Document Cameras  
39 SMART Boards  
136 iPads  
1 Scanner  
1 Fax Machine  
424 Chromebooks  
4 Interactive Displays

### **Junior High Campus**

101 Desktop Computers

# Comprehensive Needs Assessment

## Technology Summary (Continued)

228 Laptop Computers  
25 Printers  
49 LCD Projectors  
36 Document Cameras  
47 SMART Boards  
168 iPads  
1 Scanner  
1 Fax Machine  
1 Scanner  
30 Kindles  
729 Chromebooks  
4 Interactive Displays  
20 65" TV SCREENS

### **High School Campus** (HS/SDGC/Auditorium)

334 Desktop Computers  
517 Laptop Computers  
66 Printers  
66 LCD Projectors  
52 Document Cameras  
28 SMART Boards  
40 iPads  
4 Fax Machines  
4 Scanners  
1120 Chromebooks  
1 Interactive Displays  
40 65" TV SCREENS

### Athletics

10 Desktop Computers  
29 Laptop Computers  
12 Printers  
7 LCD Projectors  
1 Scanner  
18 iPads  
2 Audio Systems  
3 Apple TVs  
10 Various Video Displays 40-65"

### **Special Education**

9 Desktop Computers

# Comprehensive Needs Assessment

## Technology Summary (Continued)

25 Laptop Computers  
3 Printers  
33 iPads  
20 Chromebooks

### Administration/Central Kitchen/Maintenance/Print Shop

43 Desktop Computers  
30 Laptop Computers  
14 Printers  
3 LCD Projectors  
1 Document Camera  
2 Smart Boards  
28 iPads  
3 Scanners  
4 Fax Machines  
8 Tablets  
14 POS Computers  
1 Chromebook  
District wide, there are 220 security cameras.

## Other

### Other Summary

### 2020 – 2021 Top Priorities

#### Districtwide:

1. Improve student performance by utilizing district and campus intervention teams to address low performance identified by the state accountability system safeguards.
2. Monitor student progress through benchmarks, grades and teacher assessments to prepare students and teachers for new higher STAAR passing standards.
3. Focus on improving the attendance of students at all levels by monitoring data, using attendance contracts, and implementing a truancy grant that focuses on families in need of resources.

# Comprehensive Needs Assessment

## Other Summary (Continued)

4. Continue the development of district written curriculum using vertical and horizontal alignment teams to ensure the proper implementation of the Texas Essential Knowledge and Skills.
5. Efficiently and effectively monitor and report positive COVID cases.

## Early Childhood Center:

1. The ECC will strive for 73% of Kindergarten students identified as “On Target” on the End of Year TX-KEA assessment.
2. The ECC will strive for 60% of Prekindergarten students identified as “On Target” on the End of Year CIRCLE assessment in the area of Literacy.
3. Provide scheduled opportunities for intervention teachers, administrators and classroom teachers to meet, compare data and align instructional goals.
4. The ECC will focus to reduce incidents of student physical aggression through the utilization of a Behavior Intervention and Supports teacher.
5. Provide scheduled opportunities for teachers to observe one another and utilize an intentional tool to notate effective teaching strategies and classroom management techniques.

## Primary Campus:

1. Achieve an overall attendance rate of 97% for all students by utilizing attendance incentives in the classroom and online, implementing an attendance contract with students and parents each 9 weeks to help decrease absences, tardies and leaving early from school.
2. Enhance technology development for students and staff by attending virtual technology professional development and utilizing an upgrade and replacement plan for the next two years.
3. Utilize academic vocabulary in all content areas using word walls and academic vocabulary use in student writing products to improve student comprehension with a focus on At-risk, English language learners and Special Education student populations.
4. Improve student academic success with sight word automaticity in 1st and 2nd grade with 100% mastery of all students. We will use the Fountas & Pinnell word list to vertically align with ECC and Elementary campus. This will be measured with 9-week checklists and promoted with student incentives in the classroom.
5. Improve student academic success with addition and subtraction facts automaticity in 1st and 2nd grade with 100% mastery of all students. This will be measured with 9-weeks checklists and promoted with student incentives in the classroom.

## Elementary Campus:

1. Focus on academic progress through the use of collaboration, resources, innovation and data to drive instruction.



# Comprehensive Needs Assessment

## Other Summary (Continued)

2. Be innovative, explore, and learn how to teach well in the various methods of face-to-face with social distancing, full remote learning, and hybrid learning (online and face-to-face). This includes providing teachers and students with the resources and support they need to be as successful as possible in the current pandemic.
3. Focus on the social and emotional well-being of our staff and students through a positive school culture and climate. Provide resources, strategies, and support that enable students and staff to have balance in their education and everyday life.
4. Create an environment that is safe and conducive to learning while in a pandemic.
5. Provide opportunities for parents to have open lines of communication with the principal, assistant principals and teachers. Provide information, updates, and resources that help parents and families with school achievement and social-emotional well-being.

## Intermediate Campus:

1. Implement consistent and effective data-driven instruction with fidelity in all classrooms.
2. Teachers will differentiate instruction and implement early interventions to increase performance in all academic areas for all students.
3. Continue to provide students with critical social-emotional skills through a positive school environment and culture.
4. Provide opportunities for parents to meet with campus faculty and administration to receive information and updates about school-related topics that impact student achievement and well-being.
5. Improve attendance rates through consistent communication and implementation of various attendance incentives and recognition opportunities.

## Junior High Campus:

1. Flour Bluff Junior High will continue to increase attendance rates through consistent communication with parents, utilization of attendance contracts, and truancy officer, as well as Positive Behavior Initiative Support strategies.
2. Continue to analyze academic data and provide data-driven instructional strategies, during team meetings and PLCs, focusing on differentiating and implementing interventions to increase performance in all academic areas for all student subgroups.
3. Flour Bluff Junior High will promote a safe and secure campus creating an effective learning environment for all students and staff members.
4. The campus needs the appropriate technology to be used as an instructional resource ensuring student success for remote and face-to-face students.
5. Ensure the utilization of College Readiness Strategies to develop students' organizational ability, creative thinking, and guide students to apply their knowledge and skills to take ownership of their learning.

## High School Campus:

# Comprehensive Needs Assessment

## Other Summary (Continued)

1. Safety of staff and students during COVID-19 crisis.
2. Create new second semester schedule to alleviate strain on teachers who are teaching both in person and online.
3. Focus on overall morale and well-being of students and staff.
4. Address student failure rates.
5. Maintain Flour Bluff High School culture of high expectations and high support for students and staff.

# Comprehensive Needs Assessment Data Sources

Accountability Distinction Designations  
Action research results  
Alternative Education Accountability (AEA) data  
Annual dropout rate data  
AP and/or IB assessment data  
Attendance data  
Budgets/entitlements and expenditures data  
Campus leadership data  
Campus Performance Objectives Summative Review  
Capacity and resources data  
CIRCLE, TX-KEA and mCLASS  
Closing the Gaps Domain  
College, career or military-ready graduates  
Communications data  
Community surveys and/or other feedback  
Completion rates and/or graduation rates data  
Comprehensive, Targeted, Additional Support Ident.  
Current and/or prior year(s) campus/district plans  
Department/faculty meeting discussion/data  
Discipline Referrals  
District Goals  
Dyslexia Data  
Effective Schools Framework data  
Evaluation(s) of professional development  
Federal Report Card Data  
Grades that measure student performance on TEKS  
Local diagnostic reading assessment data  
Mobility rate, including longitudinal data  
Observation Survey results  
Organizational structure data  
Parent engagement rate  
Parent surveys and/or other feedback  
PBMAS data

# Comprehensive Needs Assessment

Planning and decision making committee data  
Processes and procedures for teaching and learning  
Professional development needs assessment data  
Professional learning communities (PLC) data  
PSAT and/or ASPIRE  
Running Records results  
SAT and/or ACT assessment data  
SSI data for Grades 5 and 8  
SSI: ISIP accelerated reading data  
STAAR current and longitudinal results  
STAAR EL Progress Measure data  
STAAR Released Test Questions  
Staff surveys and/or other feedback  
State and federal planning requirements  
State and federally required assessment informatio  
State-developed online interim assessments  
STEM/STEAM data  
Student Achievement Domain  
Student Progress Domain  
Study of best practices  
Teacher/Student Ratio  
TELPAS results  
Texas Academic Performance Report (TAPR) data  
Texas approved PK and K assessment data  
Tobacco, alcohol, and other drug-use data  
Violence and/or violence prevention records

# Resources

## Currency



Total	\$705,532
Federal	\$73,859
State	\$631,673
Local	\$0
Other	\$0

Resource	Source	Amount
ESL 6200	Federal	\$18,845
ESL 6300	Federal	\$17,200
ESL 6400	Federal	\$3,300
Title I 6100	Federal	\$2,025
Title I 6200	Federal	\$9,200
Title I 6300	Federal	\$6,600
Title I 6400	Federal	\$3,650
Title II 6300	Federal	\$1,888
Title II 6400	Federal	\$4,645
Title IV	Federal	\$6,506
SCE 6100	State	\$57,402
SCE 6200	State	\$5,595
SCE 6300	State	\$2,177
SCE 6400	State	\$6,094
SE-162 6100	State	\$290,271
SE-162 6200	State	\$42,314
SE-162 6300	State	\$67,034

# Resources

Resource	Source	Amount
SE-162 6400	State	\$9,797
SE-224 6100	State	\$2,454
SE-224 6200	State	\$10,193
SE-224 6300	State	\$3,000
SE-224 6400	State	\$120,000
SE-225 6100	State	\$15,342

# FLOUR BLUFF ISD

**Goal 1.** Empower students to be creative, independent, analytical thinkers and lifelong learners who exercise a strong work ethic, resulting in exemplary performance.

**Objective 1.** (Mathematics) The TEKS will be effectively taught for Mathematics, utilizing district curriculum, while achieving active student participation, discussion, problem-solving, creativity, research and questioning strategies. All students and each subgroup will achieve the set passing and masters grade level rate goals on STAAR for Mathematics. To meet Student Success Initiative (SSI), interventions will be implemented for students who are at-risk of not meeting STAAR standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources and training necessary to support students and teachers, including:</p> <ul style="list-style-type: none"> <li>• Professional Learning Community Discussions</li> <li>• Data Analysis (i.e. DMAC)</li> <li>• District Developed Curriculum</li> <li>• Supplies &amp; Manipulatives</li> <li>• Technology/TI-Inspire</li> <li>• Tutoring Support</li> <li>• Response to Intervention Strategies</li> <li>• Math Coaching</li> <li>• Interactive Math Notebooks</li> <li>• Professional Development</li> <li>• Accelerated Instruction</li> <li>• College Readiness Strategies</li> <li>• Math Intervention Staff (Target Group: All)</li> </ul> <p>(Strategic Priorities: 2)</p>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, TAIS District &amp; Campus Intervention Teams, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6300 - \$100, (F)Title I 6100 - \$1,237, (F)Title I 6200 - \$500, (F)Title I 6300 - \$1,000, (F)Title I 6400 - \$200, (F)Title II 6400 - \$1,000, (F)Title IV - \$1,500, (S)SCE 6100 - \$10,000, (S)SCE 6200 - \$300, (S)SCE 6300 - \$500, (S)SCE 6400 - \$400, (S)SE-162 6100 - \$36,284, (S)SE-162 6200 - \$5,289, (S)SE-162 6300 - \$8,379</p>	<p>Criteria: Mathematics Results for STAAR, Promotion/Retention Data, Attendance, Graduation/Completion/Dropout Rates, ACT Scores, SAT Scores, Advanced Placement Scores</p> <p>Performance on Benchmarks</p> <p>Performance on STAAR, ACT, SAT,</p> <p>AP Assessments</p> <p>Walkthroughs</p> <p>Quality Lesson Plans &amp; Instruction</p> <p>Implementation of Curriculum</p> <p>Implementation of Strategies</p> <p>Grade Reports</p> <p>Evaluations</p> <p>Surveys</p> <p>Promotion/Retention Data</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 1.** Empower students to be creative, independent, analytical thinkers and lifelong learners who exercise a strong work ethic, resulting in exemplary performance.

**Objective 2.** (Science) The TEKS will be effectively taught for Science, utilizing district curriculum, while achieving active student participation, discussion, problem-solving, creativity, research and questioning strategies. All students and each subgroup will achieve the set passing and masters grade level rate goals on STAAR for Science in order to meet state and federal accountability standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and supervision necessary to support students and teachers, including:</p> <ul style="list-style-type: none"> <li>• Professional Learning Community Discussions</li> <li>• Data Analysis (i.e. DMAC)</li> <li>• District Developed Curriculum</li> <li>• Supplies &amp; Manipulatives</li> <li>• Technology</li> <li>• Tutoring Support</li> <li>• Response to Intervention Strategies</li> <li>• Professional Development</li> <li>• Accelerated Instruction</li> <li>• College Readiness Strategies</li> <li>• Lab Space and Science Equipment (Target Group: All) (Strategic Priorities: 2,3)</li> </ul>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, TAIS District &amp; Campus Intervention Teams, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6300 - \$100, (F)Title I 6300 - \$1,000, (F)Title I 6400 - \$300, (F)Title II 6400 - \$300, (F)Title IV - \$1,000, (S)SCE 6100 - \$10,000, (S)SCE 6200 - \$100, (S)SCE 6300 - \$277, (S)SCE 6400 - \$200</p>	<p>Criteria: Science Results for STAAR, Promotion/Retention Data, Attendance, Graduation/Completion/Dropout Rates, ACT Scores, SAT Scores, Advanced Placement Scores Performance on Benchmarks Performance on STAAR, ACT, SAT, AP Assessments Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations Surveys Promotion/Retention Data</p> <p>11/12/20 - On Track</p>



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**Objective 3.** (Social Studies) The TEKS will be effectively taught for Social Studies, utilizing district curriculum, while achieving active student participation, discussion, problem-solving, creativity, research and questioning strategies. All students and each subgroup will achieve the set passing and masters grade level rate goals on STAAR for Social Studies in order to meet state and federal accountability standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and supervision necessary to support students and teachers, including:</p> <ul style="list-style-type: none"> <li>• Professional Learning Community Discussions</li> <li>• Data Analysis (i.e. DMAC)</li> <li>• District Developed Curriculum</li> <li>• Supplies &amp; Manipulatives</li> <li>• Technology</li> <li>• Tutoring Support</li> <li>• Response to Intervention Strategies</li> <li>• Professional Development</li> <li>• Accelerated Instruction</li> <li>• College Readiness Strategies (Target Group: All) (Strategic Priorities: 2,3)</li> </ul>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, TAIS District &amp; Campus Intervention Teams, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6300 - \$1,000, (F)Title I 6200 - \$1,500, (F)Title I 6300 - \$837, (F)Title I 6400 - \$900, (F)Title II 6400 - \$400, (F)Title IV - \$1,000, (S)SCE 6100 - \$10,000, (S)SCE 6200 - \$100, (S)SCE 6300 - \$100, (S)SCE 6400 - \$51, (S)SE-162 6100 - \$36.28, (S)SE-162 6200 - \$5,289, (S)SE-162 6300 - \$8,379</p>	<p>Criteria: Social Studies Results for STAAR, Promotion/Retention Data, Attendance, Graduation/Completion/Dropout Rates, ACT Scores, SAT Scores, Advanced Placement Scores Performance on Benchmarks Performance on STAAR, ACT, SAT, AP Assessments Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations Surveys Promotion/Retention Data</p> <p>11/12/20 - On Track</p>

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**Objective 4.** (English Language Arts) The TEKS will be effectively taught for English Language Arts, utilizing district curriculum, while achieving active student participation, discussion, problem-solving, creativity, research and questioning strategies. All students and each subgroup will achieve the set passing and masters grade level rate goals on STAAR for ELA. To meet Student Success Initiative (SSI) requirements, interventions will be implemented for students who are at-risk of not meeting STAAR standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and supervision necessary to support students and teachers, including:</p> <ul style="list-style-type: none"> <li>• Professional Learning Community Discussions</li> <li>• Data Analysis (i.e. DMAC)</li> <li>• District Developed Curriculum</li> <li>• Supplies &amp; Manipulatives</li> <li>• Technology</li> <li>• Tutoring Support</li> <li>• Response to Intervention Strategies</li> <li>• Professional Development</li> <li>• Accelerated Instruction</li> <li>• College Readiness Strategies</li> <li>• Balanced Literacy Support, Materials and Training</li> <li>• Reading Intervention Staff</li> <li>• Reading by Design dyslexia intervention (Target Group: All) (Strategic Priorities: 2,3)</li> </ul>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, TAIS District &amp; Campus Intervention Teams, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6200 - \$2,000, (F)ESL 6300 - \$2,000, (F)Title I 6100 - \$788, (F)Title I 6200 - \$1,700, (F)Title I 6300 - \$1,000, (F)Title I 6400 - \$500, (F)Title II 6400 - \$1,945, (S)SCE 6200 - \$100, (S)SCE 6300 - \$100, (S)SCE 6400 - \$100, (S)SE-162 6100 - \$36,284, (S)SE-162 6200 - \$5,289, (S)SE-162 6300 - \$8,379</p>	<p>Criteria: English Language Arts Results for STAAR, Promotion/Retention Data, Attendance, Graduation/Completion/Dropout Rates, ACT Scores, SAT Scores, Advanced Placement Scores Performance on Benchmarks Performance on STAAR, ACT, SAT, AP Assessments Writing Samples/Portfolios Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations Surveys Promotion/Retention Data</p> <p>11/12/20 - On Track</p>
<p>2. The district will ensure rigorous instruction in writing for all students:</p> <ul style="list-style-type: none"> <li>• Staff Development &amp; Strategies to Model and Support Writers' Workshop</li> <li>• Writing Benchmarks to Meet Increased Rigor of STAAR</li> <li>• ESC Staff Development for Writing</li> <li>• Lucy Calkins Writing Lessons at Grades K-2</li> <li>• Writing Tutorials</li> <li>• Cross-curricular Writing (Social Studies, Math, &amp; Science) to Support ELA Writing (Target Group: All) (Strategic Priorities: 2)</li> </ul>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, TAIS District &amp; Campus Intervention Teams, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6200 - \$1,000, (F)ESL 6300 - \$1,000, (F)ESL 6400 - \$300, (F)Title I 6200 - \$1,500, (F)Title I 6300 - \$763, (F)Title I 6400 - \$500, (F)Title IV - \$1,000, (S)SCE 6200, (S)SCE 6300, (S)SCE 6400 - \$600</p>	<p>Criteria: English Language Arts Results for STAAR, Promotion/Retention Data, Attendance, Graduation/Completion/Dropout Rates, ACT Scores, SAT Scores, Advanced Placement Scores Writers' Workshop Lessons Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Strategies &amp; Curriculum DMAC Disaggregated Data for Subgroups on Writing</p>

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**Objective 4.** (English Language Arts) The TEKS will be effectively taught for English Language Arts, utilizing district curriculum, while achieving active student participation, discussion, problem-solving, creativity, research and questioning strategies. All students and each subgroup will achieve the set passing and masters grade level rate goals on STAAR for ELA. To meet Student Success Initiative (SSI) requirements, interventions will be implemented for students who are at-risk of not meeting STAAR standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
				Benchmarks Performance on STAAR  11/12/20 - On Track
3. Teachers in Kindergarten through third grade are completing 11-month Reading Academies designed by Texas Education Agency. (Target Group: K,1st,2nd,3rd) (Strategic Priorities: 1,2,4)	Assistant Principal(s), Chief Academic Officer, Director of Instruction, Principal(s), Teacher(s)	2020-2021		Criteria: Certificates of completion  11/12/20 - On Track

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**Objective 5.** (K-2 ELA and Math) The TEKS will be effectively taught for Reading/English Language Arts and Mathematics. All students in grades K-2 will achieve the set passing rate goal on the TX-KEA and mCLASS and Math Assessments to build the foundation skills necessary for students to be successful on STAAR Reading & Mathematics in the future.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and support necessary for students and teachers to demonstrate success on the TX-KEA, mCLASS, Reading Levels and other assessments:</p> <ul style="list-style-type: none"> <li>• Balanced Literacy Curriculum and Training</li> <li>• District Developed Curriculum</li> <li>• Professional Development</li> <li>• Assessment Instruments</li> <li>• Professional Learning Communities Discussions and Support</li> <li>• Reading &amp; Math Intervention Staff</li> <li>• Technology</li> <li>• Response to Intervention Strategies</li> <li>• Data Analysis (i.e. DMAC)</li> <li>• Supplies &amp; Equipment</li> <li>• College Readiness Strategies (Target Group: All) (Strategic Priorities: 2,3)</li> </ul>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6200 - \$345, (F)Title I 6200 - \$900, (F)Title I 6300 - \$1,000, (F)Title I 6400 - \$500, (F)Title II 6400 - \$300, (F)Title IV - \$1,000, (S)SCE 6100 - \$10,000, (S)SCE 6200 - \$100, (S)SCE 6300 - \$500, (S)SCE 6400 - \$100, (S)SE-162 6100 - \$36,284, (S)SE-162 6200 - \$5,289, (S)SE-162 6300 - \$8,379</p>	<p>Criteria: TX-KEA &amp; mCLASS Performance, STAAR Performance, Promotion/Retention Data Performance on Benchmarks Performance on STAAR Walkthroughs Quality Lesson Plans Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations Surveys Promotion/Retention Data</p> <p>11/12/20 - On Track</p>

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**Objective 6.** (Federal Programs) The district and campuses will meet compliance requirements for Title I, Part A (Every Student Succeeds Act) School-wide Program, Title II, Part A Teacher and Principal Recruiting Fund Program, Title III, Part A ESL Federal Program (co-op with ESC2) and State Compensatory Education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and support necessary for students and teachers to demonstrate success and to meet and exceed the ESSA, SCE and ESL compliance requirements:</p> <ul style="list-style-type: none"> <li>• Professional Development</li> <li>• Response to Intervention Strategies</li> <li>• Supplies &amp; Equipment</li> <li>• Staff</li> <li>• Professional Learning Communities Discussions</li> <li>• Technology</li> <li>• District Developed Curriculum</li> <li>• Evaluation and Feedback</li> <li>• Cooperative Agreements with the ESC</li> <li>• Contracted Services</li> <li>• College Readiness and Career Assessments</li> <li>• Resources for Homeless, Migrant and Needy Students</li> <li>• Tutoring Services</li> <li>• Intervention Staff and Strategies</li> <li>• Parent Involvement Resources</li> <li>• Parent Compacts</li> <li>• Parent Involvement District and Campus Plans</li> <li>• The Ten School-Wide Components (Target Group: All) (Strategic Priorities: 2,3)</li> </ul>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6200 - \$1,500, (F)ESL 6300 - \$1,000, (F)Title I 6200 - \$600, (F)Title I 6300 - \$1,000, (F)Title I 6400 - \$500, (F)Title II 6400 - \$100, (S)SCE 6200 - \$2,000</p>	<p>Criteria: The district and campuses will meet compliance requirements for Title I, Part A (Every Student Succeeds Act) School-wide Program, Title II, Part A Teacher and Principal Recruiting Fund Program, Title III, Part A ESL Federal Program (co-op with ESC2) and State Compensatory Education.</p> <p>Performance on Benchmarks Performance on STAAR Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations Surveys Promotion/Retention Data</p> <p>11/12/20 - On Track</p>

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**Objective 7.** (Closing Performance Gaps) Support Pre-Kindergarten-12th grade students in closing the performance gaps of accountability by providing students with interventions that allow positive student growth.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and support necessary for students and teachers to demonstrate participation and success rates:</p> <ul style="list-style-type: none"> <li>• Professional Development</li> <li>• Response to Intervention Strategies</li> <li>• Supplies and Equipment</li> <li>• Staff</li> <li>• Professional Learning Communities Discussions</li> <li>• Technology</li> <li>• District Developed Curriculum</li> <li>• Evaluation and Feedback</li> <li>• Cooperative Agreements with the ESC</li> <li>• Contracted Services</li> <li>• College Readiness and Career Assessments</li> <li>• Resources for Homeless and Migrant Students</li> <li>• Tutoring Services</li> <li>• Intervention Staff and Strategies</li> <li>• Parent Involvement Resources</li> <li>• ARD, 504, LPAC Support and Materials</li> <li>• Accommodations &amp; Modifications</li> <li>• Accelerated Instruction (Target Group: All)</li> </ul> <p>(Strategic Priorities: 2,3)</p>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6200 - \$4,000, (S)SCE 6100 - \$10,000, (S)SCE 6200 - \$100, (S)SCE 6400 - \$1,000, (S)SE-162 6200 - \$5,289, (S)SE-162 6300 - \$8,379</p>	<p>Criteria: Support Pre-Kindergarten-12th grade students in closing the performance gaps of accountability by providing students with interventions that allow positive student growth.</p> <p>Performance on Benchmarks Performance on STAAR Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations Surveys Promotion/Retention Data TELPAS Performance</p> <p>11/12/20 - On Track</p>

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**Objective 8.** (TELPAS) To meet state and federal accountability performance standards, the percentage of students increasing performance by at least one rating and proficiency level on the TELPAS, will increase by 5% for the district and on each campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and support necessary for students and teachers to demonstrate success on the TELPAS:</p> <ul style="list-style-type: none"> <li>• LPAC Meetings and Discussions</li> <li>• LEP Assessments</li> <li>• ESL/Bilingual/Sheltered Instruction English Training</li> <li>• Professional Development</li> <li>• Really Great Reading</li> <li>• Staff</li> <li>• Parent Information (i.e. Explanation of Benefits)</li> <li>• Translation Services</li> <li>• English Language Proficiency Supplies &amp; Equipment</li> <li>• Technology</li> <li>• Response to Intervention</li> <li>• Individual Educational Plans</li> <li>• Tutoring Services</li> <li>• Brainpop Jr. for ESL</li> <li>• Student Conferences with Administrators</li> </ul> <p>(Target Group: All) (Strategic Priorities: 2,3)</p>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6200 - \$500, (F)ESL 6300 - \$1,500, (F)ESL 6400 - \$1,000, (F)Title I 6400 - \$150, (S)SCE 6100 - \$7,402, (S)SCE 6200 - \$300</p>	<p>Criteria: TELPAS Performance, AMAOs, STAAR Performance Performance on Benchmarks Performance on STAAR Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations Surveys Promotion/Retention Data TELPAS Performance</p> <p>11/12/20 - On Track</p>

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**Objective 9.** (Graduates) To meet state and federal accountability requirements, a minimum of 95% of all students will be completed within five years of starting high school, with a dropout rate of less than 1%, and students will have the opportunity to earn at least 12 Dual Credit hours.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training, networking and support necessary for students and staff to succeed:</p> <ul style="list-style-type: none"> <li>• Coordination with Partners (i.e. Del Mar College, Texas A &amp; M University--Corpus Christi, UT OnRamps, Craft Training Center, Industry Partners, Community Resources, Work-Based Learning Partners, Statewide Articulation Contacts, The Texas Higher Education Coordinating Board, The Texas Education Agency, TxVSN, Distance Learning Entities, etc.)</li> <li>• Assessments of College Readiness Skills (i.e. SAT/PSAT/ACT)</li> <li>• 6-to-8 Year Plans</li> <li>• College, Career and Financial Aid Fairs, Presentations and Seminars</li> <li>• Guidance Resources</li> <li>• Communities in Schools</li> <li>• Social Worker</li> <li>• Staff</li> <li>• Course Offerings</li> <li>• Communications Resources (i.e. Skyward, Family Access, Website, Planning Guides, Handbooks, etc.)</li> <li>• Individual Educational Plans</li> <li>• Accelerated Instruction</li> <li>• Guest Speakers</li> <li>• Mentor Program (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)</li> </ul>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6200 - \$1,000, (F)ESL 6300 - \$100, (S)SCE 6200, (S)SCE 6300 - \$200</p>	<p>Criteria: Dual Credit Offerings, Dual Credit Enrollment, Dual Credit Performance, Advanced Placement Offerings, Advanced Placement Enrollment, Advanced Placement Performance, Completion Rate, Graduation Rate, Dropout Rate Performance on Benchmarks Performance on STAAR Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations Surveys Promotion/Retention Data Dual Credit/Advanced Placement Offerings, Enrollment, &amp; Performance Completion/Graduation/Dropout Rates</p> <p>11/12/20 - On Track</p>



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**Objective 10.** (Attendance) To meet state and federal performance requirements, attendance for the district and each campus will be 95% or better.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training, networking and support necessary for students and staff to succeed:</p> <ul style="list-style-type: none"> <li>• Professional Development</li> <li>• Communications Resources (i.e. Skyward, Family Access, School Messenger, Webpages, Handbooks, Code of Conduct, etc.)</li> <li>• Individual Educational Plans</li> <li>• Advisory Classes</li> <li>• College Readiness Strategies</li> <li>• Remediation</li> <li>• Accelerated Instruction</li> <li>• Attendance Rewards</li> <li>• Tutoring</li> <li>• Exemptions or Waivers as Appropriate</li> <li>• Social Worker</li> <li>• Communities in Schools</li> <li>• Mentors</li> <li>• Guidance Services</li> <li>• Attendance Contracts</li> <li>• Attendance Notification Letters (Target Group: All) (Strategic Priorities: 1,2,3,4)</li> </ul>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(S)SCE 6200</p>	<p>Criteria: Attendance Rates, Participation Rates, STAAR Performance            Performance on Benchmarks            Performance on STAAR Walkthroughs            Quality Lesson Plans &amp; Instruction            Implementation of Curriculum            Implementation of Strategies            Grade Reports            Evaluations &amp; Surveys            Promotion/Retention Data            Attendance Rates            Dropout Rates            Completion/Graduation Rates            Participation Rates</p> <p>11/12/20 - On Track</p>

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**Objective 11.** (Advanced Academics) The percentage of students taking Pre-Advanced Placement/Advanced Placement/University Prep/Articulated Credit and Dual Credit courses will increase.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training, networking and support necessary for students and staff to succeed:</p> <ul style="list-style-type: none"> <li>• Coordination with Partners (i.e. Del Mar College, Texas A &amp; M University--Corpus Christi, UT OnRamps, Craft Training Center, Industry Partners, Community Resources, Work-Based Learning Partners, Statewide Articulation Contacts, The Texas Higher Education Coordinating Board, The Texas Education Agency, TxVSN, Distance Learning Entities, etc.)</li> <li>• Assessments of College and Career Readiness Skills (i.e. SAT/PSAT/ACT)</li> <li>• 6-to-8 Year Plans</li> <li>• College, Career and Financial Aid Fairs, Presentations and Seminars</li> <li>• Guidance Resources</li> <li>• Communities in Schools</li> <li>• Social Worker</li> <li>• Staff</li> <li>• Course Offerings</li> <li>• Communications Resources (i.e. Skyward, Family Access, School Messenger, Website, Planning Guides, Handbooks, etc.)</li> <li>• Individual Educational Plans</li> <li>• Accelerated Instruction</li> <li>• Guest Speakers</li> <li>• Mentors</li> <li>• Advisory Classes</li> <li>• ACE</li> <li>• Remediation (Target Group: All) (Strategic Priorities: 3)</li> </ul>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(S)SCE 6200 - \$100</p>	<p>Criteria: Course Offerings, Course Enrollment, Course Completion Data            Performance on Benchmarks            Performance on STAAR Walkthroughs            Quality Lesson Plans &amp; Instruction            Implementation of Curriculum            Implementation of Strategies            Grade Reports            Evaluations &amp; Surveys            Promotion/Retention Data            Attendance Rates            Dropout Rates            Completion/Graduation Rates            Course Offerings &amp; Enrollment            Course Completion Data</p> <p>11/12/20 - On Track</p>

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**Objective 12.** (College, Career, and Military Readiness) The percentage of students achieving College Readiness Indicators will increase (i.e. SAT/ACT average, Advanced Placement participation and performance, Dual Credit and Articulated Credit enrollment and credit earned, percentage of students completing the Distinguished Achievement Plan, and Commended/College Readiness performance on state assessments).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training, networking and support necessary for students and staff to succeed:</p> <ul style="list-style-type: none"> <li>• Coordination with Partners (i.e. Del Mar College, Texas A&amp;M University--Corpus Christi, UT OnRamps, Industry Partners, Community Resources, Work-Based Learning Partners, Statewide Articulation Agreements, the Texas Higher Education Coordinating Board, the Texas Education Agency, Texas Virtual School Network, Distance Learning entities, etc.)</li> <li>• Assessments of College and Career Readiness Skills (i.e. SAT/PSAT/ACT/AP)</li> <li>• 6-to-8 Year Plans</li> <li>• Guidance Resources</li> <li>• Staff</li> <li>• Course Offerings</li> <li>• Communications Resources (i.e. Skyward, Family Access, Google Documents, Website, Planning Guides, Handbooks, School Messenger, etc.)</li> <li>• Accelerated Instruction</li> <li>• Guest Speakers</li> <li>• Mentors</li> <li>• Advisory Classes</li> <li>• Remediation</li> <li>• Tutoring</li> <li>• Response to Intervention</li> <li>• Transportation</li> <li>• Professional Development (Target Group: CTE,9th,10th,11th,12th) (Strategic Priorities: 3)</li> </ul>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(S)SCE 6200 - \$100</p>	<p>Criteria: College Readiness Indicator Performance, ACT Scores, SAT Scores, Advanced Placement Offerings, Enrollment and Scores, Dual Credit and Articulated Credit Offerings, Enrollment and Scores, Percentages Completing Recommended and Distinguished Achievement Plans, STAAR Performance Performance on Benchmarks Performance on STAAR Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations &amp; Surveys Promotion/Retention Data Attendance Rates Dropout Rates Completion/Graduation Rates Course Offerings &amp; Enrollment Course Completion Data ACT/SAT/AP Performance College Readiness Performance</p> <p>11/12/20 - On Track</p>

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**Objective 13.** (Special Programs) The district and campuses will meet compliance requirements for English as a Second Language, Migrant, Gifted and Talented, 504, Dyslexia and the Life Skills Program for Student and Parents.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and support necessary for students and teachers to demonstrate success:</p> <ul style="list-style-type: none"> <li>• 504/Life Skills/Migrant/Homeless/Dyslexia/At-Risk/ESL/GT Meetings and Discussions</li> <li>• Assessments</li> <li>• Professional Development</li> <li>• Staff</li> <li>• Equipment</li> <li>• Parent Information</li> <li>• Translation Services</li> <li>• Materials/Supplies</li> <li>• Technology</li> <li>• Response to Intervention</li> <li>• Student Conferences with Administrators</li> <li>• Individual Educational Plans</li> <li>• Tutoring Services</li> <li>• Acceleration Services</li> <li>• Advisory Classes</li> <li>• Mentor Program</li> <li>• Community Service</li> <li>• Independent Studies Opportunities</li> <li>• Course Offerings</li> <li>• Advisory (Target Group: ESL,Migrant,SPED,GT,Dys,504) (Strategic Priorities: 2,3,4)</li> </ul>	<p>Assistant Principal(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6200 - \$5,000, (F)ESL 6300 - \$4,100, (F)ESL 6400 - \$1,500, (S)SCE 6300 - \$500, (S)SE-162 6200 - \$5,289, (S)SE-162 6300 - \$8,379, (S)SE-224 6100 - \$2,454, (S)SE-224 6300 - \$3,000</p>	<p>Criteria: PBMAS Reports, Audits, Funding and Program Evaluations, Parent/Student/Staff Surveys            Individual Educational Plans            Texas Performance Standards Project            Required Documentation            Performance on Benchmarks            Performance on STAAR Walkthroughs            Quality Lesson Plans &amp; Instruction            Implementation of Curriculum            Implementation of Strategies            Grade Reports            Evaluations &amp; Surveys            Promotion/Retention Data            Attendance Rates            Dropout Rates            Completion/Graduation Rates</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 1.** Empower students to be creative, independent, analytical thinkers and lifelong learners who exercise a strong work ethic, resulting in exemplary performance.

**Objective 14.** (Special Education) The district and campuses will meet compliance requirements and continue to strengthen Inclusion and Community-Based programming for Special Education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and support necessary for students and teachers to demonstrate success:</p> <ul style="list-style-type: none"> <li>• ARD Meetings and Discussions</li> <li>• Assessments</li> <li>• Professional Development</li> <li>• Staff</li> <li>• Equipment</li> <li>• Parent Information</li> <li>• Translation Services</li> <li>• Materials/Supplies</li> <li>• Technology</li> <li>• Response to Intervention</li> <li>• Individual Educational Plans</li> <li>• Tutoring Services</li> <li>• Acceleration Services</li> <li>• Advisory Classes</li> <li>• Mentors</li> <li>• Community Service</li> <li>• Case Managers</li> <li>• Course Offerings</li> <li>• Transition Services</li> <li>• Co-Teach Training and Resources</li> <li>• Occupational Therapy</li> <li>• Regional Day School Services</li> <li>• Physical Therapy</li> <li>• Psychological Services</li> <li>• Assessment Services</li> <li>• Medical Services</li> <li>• Vocational Adjustment Services</li> <li>• Extracurricular Services (i.e. Special Olympics)</li> <li>• Assistive Technology</li> <li>• Supplemental Services (Target Group: SPED) (Strategic Priorities: 2)</li> </ul>	<p>Assistant Principal(s), Case Manager(s), Chief Academic Officer, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(S)SE-162 6100 - \$107,764.72,            (S)SE-162 6200 - \$10,580,            (S)SE-162 6300 - \$9,320,            (S)SE-162 6400 - \$9,797,            (S)SE-224 6200 - \$10,193,            (S)SE-224 6400 - \$120,000,            (S)SE-225 6100 - \$15,342</p>	<p>Criteria: State Performance Plan Indicators, Audit, Program Evaluation, Performance-Based Monitoring Analysis System Individual Educational Plans Required Documentation Performance on Benchmarks Performance on STAAR Walkthroughs Quality Lesson Plans &amp; Lessons Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations &amp; Surveys Promotion/Retention Data Attendance Rates Dropout Rates Completion/Graduation Rates</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 1.** Empower students to be creative, independent, analytical thinkers and lifelong learners who exercise a strong work ethic, resulting in exemplary performance.

**Objective 15.** (Career and Technology Education) The district will meet compliance requirements and seek to provide programs that satisfy the needs of the workforce and students through the Career and Technology Education (CTE) Program as assessed through general and non-traditional course enrollment, credit and certifications earned and completion of 6-to-8-year plans.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and support for students and teachers to succeed:</p> <ul style="list-style-type: none"> <li>• Professional Development</li> <li>• Staff</li> <li>• Supplies and Equipment</li> <li>• Technology</li> <li>• Career and Certification Software and Assessments</li> <li>• Transportation</li> <li>• Competition</li> <li>• College, Career and Financial Aid Fairs</li> <li>• Presentations</li> <li>• Partnerships with Del Mar College, Statewide Articulation, Texas A&amp;M University--Corpus Christi, UT OnRamps, Craft Training Center, TxVSN, Distance Learning Partners</li> <li>• Industry, etc.</li> <li>• Technology</li> <li>• Time &amp; Resources to Collaborate</li> <li>• Contracted Services</li> <li>• Annual Surveys</li> <li>• Evaluation Data and Feedback</li> <li>• Support for Non-Traditional Enrollment</li> <li>• Guidance Services</li> <li>• Planning</li> </ul> <p>Guides/Handbooks/Websites/Informational Materials</p> <ul style="list-style-type: none"> <li>• Accommodations and Modifications</li> <li>• Coordination Agreements</li> <li>• Advisory Committees</li> <li>• Tuition/Fees</li> <li>• Books/Materials/Equipment (Target Group: CTE) (Strategic Priorities: 3)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent(s), Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(S)SCE 6200 - \$295</p>	<p>Criteria: 6-to-8-Year Plans, Certifications Earned, Dual Credit and Articulated Credit Offerings, Enrollment and Performance Individual Educational Plans Required Documentation Performance on Benchmarks Performance on STAAR Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Curriculum Implementation of Strategies Grade Reports Promotion/Retention Data Attendance Rates Dropout Rates Completion/Graduation Rates 6-to-8 Year Plans Program Evaluations</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 2.** Provide all students, faculty, staff and community members the opportunity to maximize their potential in a safe, healthy, supportive learning environment.

**Objective 1.** The district and campuses will provide effective instruction, prevention and intervention programs for safe, orderly and productive schools.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and support for students and teachers to have a safe and effective learning environment:</p> <ul style="list-style-type: none"> <li>• Staff</li> <li>• Professional Development</li> <li>• Positive Behavioral Support System</li> <li>• Rewards</li> <li>• Disciplinary Consequences (i.e. ISS, OSS, SDGC, JJAEP)</li> <li>• Administrative Support</li> <li>• Skyward and Family Access</li> <li>• PEIMS Staff</li> <li>• Communications Strategies</li> <li>• Safety Drills, Audits</li> <li>• Guidance Counselors and Services</li> <li>• Family Resources</li> <li>• Social Workers</li> <li>• Communities in Schools</li> <li>• Mentor Program</li> <li>• Bullying Prevention Strategies and Lessons</li> <li>• Random Drug Testing</li> <li>• Dating Violence Prevention Resources and Training</li> <li>• Abuse and Harassment Prevention Training and Resources</li> <li>• Abstinence Education</li> <li>• Parent Involvement Resources</li> <li>• Extracurricular Activities</li> <li>• School Health Advisory Committee</li> <li>• Nursing Staff</li> <li>• Immunization Clinics</li> <li>• FitnessGram</li> <li>• Security Systems</li> <li>• CPR, AED, Lifeguard Training</li> <li>• CPI Training (Target Group: All)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6200 - \$1,500, (F)ESL 6300 - \$6,300, (F)ESL 6400 - \$300, (S)SCE 6200 - \$1,000, (S)SCE 6400 - \$400, (S)SE-162 6100 - \$36,809</p>	<p>Criteria: Emergency Operations Plan, Emergency Drills, Guidance Services, Discipline Data, Security Audits</p> <p>Individual Educational Plans Behavioral Improvement Plans Required Documentation Performance on Benchmarks Performance on STAAR Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations &amp; Surveys Promotion/Retention Data Attendance &amp; Dropout Rates Completion/Graduation Rates 6-to-8 Year Plans Emergency Operations Plan &amp; Drills Safe Schools Online Training</p> <p>11/12/20 - On Track</p>
<p>2. The district and campuses will analyze</p>	<p>Assistant Principal(s), Assistant</p>	<p>2020-2021</p>		<p>Criteria: Emergency Operations</p>

# FLOUR BLUFF ISD

**Goal 2.** Provide all students, faculty, staff and community members the opportunity to maximize their potential in a safe, healthy, supportive learning environment.

**Objective 1.** The district and campuses will provide effective instruction, prevention and intervention programs for safe, orderly and productive schools.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
disciplinary placement data to ensure that the Student Code of Conduct is followed while assessing and addressing any concerns with over-representation of minority student populations in SDGC. (Target Group: All) (Strategic Priorities: 1,4)	Superintendent, Counselor(s), Directors, Principal(s), Superintendent, Teacher(s)			Plan, Emergency Drills, Guidance Services, Discipline Data, Security Audits Disciplinary Placement Data Feedback from Affected Individuals ISAM Data PBMAS Data PEIMS Data  11/12/20 - On Track
3. The district and campuses will work to ensure that antibully prevention strategies are in place. Actions perceived by students, teachers and/or staff shall be investigated and assured all measures as outlined in policy or in the Code of Conduct are executed. (Target Group: All) (Strategic Priorities: 1)	Assistant Principal(s), Assistant Superintendent, Counselor(s), Directors, Principal(s), Superintendent, Teacher(s)	2020-2021		Criteria: Emergency Operations Plan, Emergency Drills, Guidance Services, Discipline Data, Security Audits Disciplinary Placement Data Feedback from Affected Individuals Website Report from "Report a Bully"  11/12/20 - On Track



# FLOUR BLUFF ISD

**Goal 2.** Provide all students, faculty, staff and community members the opportunity to maximize their potential in a safe, healthy, supportive learning environment.

**Objective 2.** The district will provide a strong, comprehensive, developmental guidance program to all students PK-12.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide the resources, training and support for students and teachers to have a safe and effective learning environment:</p> <ul style="list-style-type: none"> <li>• Guidance Staff</li> <li>• Professional Development</li> <li>• Social Worker</li> <li>• Guidance Curriculum</li> <li>• Materials/Supplies/Equipment</li> <li>• Technology</li> <li>• Parent Involvement Presentations and Resources</li> <li>• College, Career and Financial Aid Fairs and Presentations</li> <li>• Course Offerings</li> <li>• Individual Student Services</li> <li>• Personal Guidance and Counseling Services</li> <li>• Functional Behavioral Assessments</li> <li>• Character Education Lessons</li> <li>• Motivational Materials</li> <li>• Website/Planning Guides/Handbooks</li> <li>• Skyward and Family Access</li> <li>• Communications Strategies</li> <li>• Coordination Meetings and Presentations</li> <li>• Partnerships with Community Agencies</li> <li>• Family Support Resources</li> <li>• Transition Services</li> <li>• Transportation (Target Group: All) (Strategic Priorities: 1,4)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)Title IV - \$1,006, (S)SE-162 6100 - \$36,809, (S)SE-162 6300 - \$7,440</p>	<p>Criteria: Guidance Services, Discipline Data, STAAR Performance, Graduation/Completion/Dropout Rates, 6-to-8 Year Plans, Attendance Rates Individual Educational Plans Behavioral Improvement Plans Required Documentation Performance on Benchmarks Performance on STAAR Walkthroughs Quality Lesson Plans &amp; Instruction Implementation of Curriculum Implementation of Strategies Grade Reports Evaluations &amp; Surveys Promotion/Retention Data Attendance Rates Dropout Rates Completion/Graduation Rates 6-to-8 Year Plans</p> <p>11/12/20 - On Track</p>
<p>2. The district will provide prevention, intervention, mentoring and support services to students with repeat patterns of behavior leading to a potential placement or expulsion, in an effort to guide students back to successful behavior in the school setting and in an effort to prevent overrepresentation of minorities and subgroups in disciplinary</p>	<p>Assistant Principal(s), Assistant Superintendent, Counselor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)Title I 6300 - \$0, (S)SCE 6200 - \$0</p>	<p>Criteria: Guidance Services, Discipline Data, STAAR Performance, Graduation/Completion/Dropout Rates, 6-to-8 Year Plans, Attendance Rates Counseling Records Discipline Data</p>

# FLOUR BLUFF ISD

**Goal 2.** Provide all students, faculty, staff and community members the opportunity to maximize their potential in a safe, healthy, supportive learning environment.

**Objective 2.** The district will provide a strong, comprehensive, developmental guidance program to all students PK-12.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
settings. (Target Group: All)				Placement and Expulsion Data PBMAS Data  11/12/20 - On Track

# FLOUR BLUFF ISD

**Goal 2.** Provide all students, faculty, staff and community members the opportunity to maximize their potential in a safe, healthy, supportive learning environment.

**Objective 3.** The district and campuses will promote the accomplishments and successes of our students through media such as the district website, newspapers and television, etc.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district and campuses will recognize the accomplishments of students and staff through multiple methods:</p> <ul style="list-style-type: none"> <li>• District and Campus Websites</li> <li>• News/Media Press Releases</li> <li>• Board Recognition</li> <li>• The Buzz</li> <li>• Attendance Awards</li> <li>• Performance Awards</li> <li>• Retirement Awards</li> <li>• Sharing at Community Meetings</li> <li>• Hornet Points of Pride List</li> <li>• Marquee</li> <li>• Students of the Week</li> <li>• Behavioral Awards</li> <li>• Award Programs</li> <li>• Announcements</li> <li>• Individual Acknowledgement (Target Group: All) (Strategic Priorities: 1)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>		<p>Criteria: The district and campuses will promote the accomplishments and successes of our students through media such as the district website, newspapers and television, etc. Hornet Points of Pride Accomplishments Media Publications District Website The Buzz Newsletters District Publications</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 2.** Provide all students, faculty, staff and community members the opportunity to maximize their potential in a safe, healthy, supportive learning environment.

**Objective 4.** The district and campuses will continue to encourage and increase the number of students participating in extracurricular activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will offer and promote enrollment in a variety of school-sponsored curricular and extracurricular activities that are healthy and productive for students and represent the Texas Essential Knowledge and Skills as well as local curriculum expectations:</p> <ul style="list-style-type: none"> <li>• Athletic Competition and Classes</li> <li>• Fine Arts Competition and Classes</li> <li>• UIL Competition</li> <li>• Student Leadership Competition</li> <li>• Community Service Opportunities and Classes</li> <li>• Exercise Activities</li> <li>• Academic Competitions and Classes</li> <li>• Civic Leadership Activities (Target Group: All) (Strategic Priorities: 1)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>		<p>Criteria: Extracurricular Enrollment, Extracurricular Events, Extracurricular Accomplishments                      Enrollment in Activities                      List of Approved Activities                      Sponsorship of Activities                      Events                      Accomplishments of Organizations</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 3.** Create a culture of excellence to attract and maintain a highly qualified, motivated faculty and staff.

**Objective 1.** Train all employees to effectively implement Professional Learning Communities, effectively participate in Campus and District Planning and Decision-Making processes, analyze data, discuss needs and take action to improve student performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide, develop and implement effective processes for input/feedback from staff, parents, students, community members and business/industry through:</p> <ul style="list-style-type: none"> <li>• Professional Development</li> <li>• Planning and Decision-Making Teams</li> <li>• Communication About Policies and Procedures</li> <li>• Facilitation of Effective Professional Learning Communities Discussions and Strategies</li> <li>• Data Disaggregation</li> <li>• Intervention Strategies</li> <li>• Coaching</li> <li>• Support</li> <li>• Mentorship</li> <li>• Supplies &amp; Equipment</li> <li>• Professional Development Days (Target Group: All) (Strategic Priorities: 1)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6200 - \$1,000, (F)Title II 6300 - \$500, (S)SCE 6200 - \$500, (S)SCE 6400 - \$1,000</p>	<p>Criteria: Vertical Alignment, District and Campus Committee Membership, Agendas, Policies and Procedures, Minutes Committee Members Committee Agendas Meeting Minutes Surveys Feedback Quality Lessons STAAR Performance ACT Performance SAT Performance AP Performance Dual Credit Performance</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 3.** Create a culture of excellence to attract and maintain a highly qualified, motivated faculty and staff.

**Objective 2.** To meet the Every Student Succeeds Act (ESSA) requirements, 100% of district and campus educators and paraprofessionals will be Highly Qualified.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district and campuses will ensure all staff hired are Highly Qualified individuals with the character, credentials and background appropriate to serve the needs of children:</p> <ul style="list-style-type: none"> <li>• Recruit through Job Fairs, Websites, Ads in Media, Word-of-Mouth and Other Communications,</li> <li>• Provide Competitive Salaries &amp; Benefits,</li> <li>• Seek the Most Qualified Individuals,</li> <li>• Conduct Interviews</li> <li>• Conduct Background Checks</li> <li>• Check References</li> <li>• Examine Sample Work</li> <li>• Review Transcripts</li> <li>• Check Certifications</li> <li>• Provide Professional Development</li> <li>• Mentor and Coach</li> <li>• Provide Appropriate Parent Notifications Regarding Qualifications</li> <li>• Provide Resources, Materials, Supplies and Equipment</li> <li>• Develop Growth Plans as Needed</li> <li>• Mentor New Teachers</li> <li>• Set Clear Expectations</li> <li>• Provide Employee Handbook and Other Informational Resources</li> <li>• Complete All Required Reporting (Target Group: All) (Strategic Priorities: 1)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6200 - \$1,000, (S)SCE 6200 - \$500</p>	<p>Criteria: Personnel Records, Training Records, TEA Reports Review of Transcripts Personnel Files Hiring Paperwork Training Agendas and Certificates Eduphoria Strive to track annual professional development TEA Reports</p> <p>11/12/20 - On Track</p>
<p>2. The district and campuses will continue to cultivate a culture of continuous improvement and educator self-reflection by implementing the Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System (T-PESS):</p> <ul style="list-style-type: none"> <li>• T-TESS Appraiser Training,</li> <li>• T-TESS Teacher Training</li> <li>• Teacher Self-Assessment and Goal Setting</li> <li>• Student Growth Measures</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>		<p>Criteria: Personnel Records, Training Records, TEA Reports T-TESS Certificates T-PESS Certificates Appraisal Documentation Quality Lesson Plans &amp; Lessons Walkthroughs Implementation of Curriculum Implementation of Strategies</p>

# FLOUR BLUFF ISD

**Goal 3.** Create a culture of excellence to attract and maintain a highly qualified, motivated faculty and staff.

**Objective 2.** To meet the Every Student Succeeds Act (ESSA) requirements, 100% of district and campus educators and paraprofessionals will be Highly Qualified.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<ul style="list-style-type: none"> <li>• Formal Observations</li> <li>• Walkthroughs</li> <li>• End-of-year Conferences</li> <li>• T-PESS Training</li> <li>• T-PESS Professional Growth Goals</li> <li>• Progress Meetings</li> <li>• End-of-year Goal Attainment (Target Group: All) (Strategic Priorities: 1)</li> </ul>				11/12/20 - On Track

# FLOUR BLUFF ISD

**Goal 3.** Create a culture of excellence to attract and maintain a highly qualified, motivated faculty and staff.

**Objective 3.** The district will maintain a high quality staff by recognizing the accomplishments of employees as they reach milestones in their careers such as perfect attendance, years of service and outstanding performance and promote the accomplishments to the broader community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district values and recognizes the accomplishments of all its employees on behalf of students and the community by:</p> <ul style="list-style-type: none"> <li>• Recognizing Accomplishments</li> <li>• Disseminating Information to Media</li> <li>• Communicating Individually</li> <li>• Recognizing Accomplishments Before the Board of Trustees</li> <li>• Providing Award Presentations</li> <li>• Nominating Individuals for Recognition In/Outside the District</li> <li>• Celebrating Successes</li> <li>• Sharing Ideas/Successes with Others</li> <li>• Promoting Employees at Civic Organizations</li> <li>• Supporting Effective Ideas/Innovation (Target Group: All) (Strategic Priorities: 1)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>		<p>Criteria: Service Awards, Board Agendas, Lists of Accomplishments, Media and District Publications Employee Awards Board Agendas Lists of Accomplishments Media Publications District Publications Communications</p> <p>11/12/20 - On Track</p>



# FLOUR BLUFF ISD

**Goal 3.** Create a culture of excellence to attract and maintain a highly qualified, motivated faculty and staff.

**Objective 4.** The district will remain competitive in providing benefits to our employees.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will continue to provide competitive salaries and benefits to all eligible employees by:</p> <ul style="list-style-type: none"> <li>• Hosting a Benefits Committee</li> <li>• Comparing With Other Districts</li> <li>• Use of Bidding Processes</li> <li>• Conducting a Wellness Program</li> <li>• Providing Campus Care</li> <li>• Providing a Student Transfer Option</li> <li>• Reviewing and Updating District Policies</li> <li>• Soliciting Feedback/Input</li> <li>• Expecting and Supporting the Best of Every Employee</li> <li>• Providing Professional Development</li> <li>• Mentoring and Coaching</li> <li>• Providing for Employee Representation on Committees (Target Group: All) (Strategic Priorities: 1)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>		<p>Criteria: Benefits Offered, Enrollment in Benefits, Benefits Provided            Benefits Committee Membership            Benefits Committee Agendas            List of Benefits Offered            Benefits Provided            Enrollment in Benefits            Board Policies            Training Certificates            Mentoring Meetings/Agendas            Campus Care Rosters</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 3.** Create a culture of excellence to attract and maintain a highly qualified, motivated faculty and staff.

**Objective 5.** The personnel and public information offices will participate in university job fairs, disseminate information on employment through websites, media, printed materials, etc.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will recruit and retain Highly Qualified and motivated faculty and staff to serve the needs of children:</p> <ul style="list-style-type: none"> <li>• Attend Annual Job Fairs</li> <li>• Provide Online Application Processes</li> <li>• Provide Employment Information by Website</li> <li>• Disseminating Information Through Media</li> <li>• Answering Questions/Providing Information</li> <li>• Seeking and Interviewing the Most Qualified Personnel</li> <li>• Posting Openings on Job Sites (Target Group: All) (Strategic Priorities: 1)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>		<p>Criteria: District Website with School Recruiter, Candidates Hired, Ads, Print Materials Posted Positions Application Process Participation in Fairs Ads Print Materials</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 4.** Engage parents as active partners in developing well-rounded students who are strong leaders and responsible citizens.

**Objective 1.** Parents will be made aware of, encouraged and provided opportunities to become actively involved in the education of their children.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide, develop and implement opportunities for parents to become involved in the education of their children through:</p> <ul style="list-style-type: none"> <li>• Input/Feedback to Staff and Administration</li> <li>• Campus and District Committees</li> <li>• Open Houses &amp; Festivals</li> <li>• Family Nights, (i.e. Reading, Science, Math, etc.)</li> <li>• Fundraising Events</li> <li>• Academic and Athletic Activities</li> <li>• Conferences</li> <li>• Volunteering,</li> <li>• Mentorship</li> <li>• Supplies and Equipment</li> <li>• Recognition/Award Ceremonies</li> <li>• Communications Resources (i.e. Family Access, Skyward, School Messenger, Website, Google Documents, etc.)</li> <li>• Parent Compact at Title I campuses (Target Group: All) (Strategic Priorities: 4)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)ESL 6400 - \$200, (F)Title I 6200 - \$2,500, (F)Title I 6400 - \$100, (S)SCE 6400 - \$1,287</p>	<p>Criteria: Committee Membership and Agendas, List of Parent Involvement Activities, Newsletters, Media Publications, Open House and Parent Night Activities            Family Night Rosters            Open House Rosters            Surveys            Training Agendas            Conference Registration            Volunteer Rosters            Skyward Family Access            School Messenger Use            Website Use</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 4.** Engage parents as active partners in developing well-rounded students who are strong leaders and responsible citizens.

**Objective 2.** The district will provide training opportunities and access to resources in technology for parents and community members.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide opportunities for parents to access resources using technology to be aware, communicate and become involved in the education of their children through:</p> <ul style="list-style-type: none"> <li>• Google Drive Webpages</li> <li>• District Website</li> <li>• Annual Surveys</li> <li>• School Messenger</li> <li>• Skyward Family Access</li> <li>• Nutri-Kids</li> <li>• Parent Training Sessions (i.e. English As a Second Language/Rosetta Stone)</li> <li>• Technology Presentations</li> <li>• Access to Technology Resources</li> <li>• Online Research Resources</li> <li>• Homework Help Tools</li> <li>• Use of Instructional Tools at Home and School</li> <li>• Educational Links</li> <li>• Email Access</li> <li>• Online Registration</li> <li>• The Buzz (Target Group: All) (Strategic Priorities: 4)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(S)SCE 6400 - \$856</p>	<p>Criteria: Training Agendas, Surveys, Feedback, Usage Reports Newsletters Parent Training Sessions Surveys Access to Technology The Buzz Webpages Usage Reports Nutri-Kids Site</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 5.** Partner with industry and community in a mutually beneficial manner to enhance our students' educational experiences and opportunities.

**Objective 1.** The district will seek opportunities to partner with industry and community representatives.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will:</p> <ul style="list-style-type: none"> <li>• Provide Representatives to Various Community Committees to Promote the Best Interest of the District</li> <li>• Provide Committees with Industry and Community Representatives and Seek Their Input and Feedback</li> <li>• Organize Educational Activities to Expose Students to College and Career Opportunities</li> <li>• Promote and Support Local Industry and Community Partners</li> <li>• Encourage Participation for Helping Our Students to Succeed (HOSTS) Program</li> <li>• Coordinate and Implement Work-Based Learning Opportunities (Target Group: All)</li> </ul> <p>(Strategic Priorities: 3)</p>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(S)SCE 6400 - \$100</p>	<p>Criteria: Community Representation on Committees, Work-Based Learning Activities, Community Events, Meeting Agendas Committees Agenda Minutes Learning Activities Events HOSTS Logs</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 6.** Continue to be a good steward of the community's financial resources and explore new opportunities for organizational efficiency and effectiveness

**Objective 1.** The district and campuses will continue to achieve innovation through assessment of course offerings, programs, etc. for the benefit of our students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will continue to achieve effective educational innovation by:</p> <ul style="list-style-type: none"> <li>• Reviewing New Ideas and Opportunities for Students Through Course Offerings</li> <li>• Reviewing Programs Available to Meet the Needs and Interests of Students</li> <li>• Seeking Grant Funding Opportunities to Support District Initiatives</li> <li>• Supporting Transition Services for Military and Transfer Students</li> <li>• Utilizing Supplies, Materials, and Equipment to Assist Teachers with Improving Student Achievement (Target Group: All) (Strategic Priorities: 3)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>	<p>(F)Title II 6400 - \$600</p>	<p>Criteria: Course Offerings, Programs, Enrollment, Equipment/Materials, Performance            Graduation and Career Planning Guide            6-to-8 Year Plans            Enrollment            Performance            Transition Services            Guidance Services            Equipment/Materials/Supplies in Use</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 6.** Continue to be a good steward of the community's financial resources and explore new opportunities for organizational efficiency and effectiveness

**Objective 2.** The district will continue to evaluate programs and departments for efficiency and effectiveness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. District departments will implement the following actions to improve the efficiency and effectiveness of services in supporting student achievement. The Child Nutrition Department will:</p> <ul style="list-style-type: none"> <li>• Implement the Texas Unified Nutrition Program System</li> <li>• Integrate Data with Skyward</li> <li>• Be Involved in Campus and District Activities</li> <li>• Provide Nutritional Educational Materials and Presentations to Parents, Students and Staff</li> <li>• Participate in Various District and Community Committees to Promote Sound Nutrition</li> <li>• Increase Recycling Efforts</li> <li>• Participate in Activities to Recruit and Retain the Best Staff</li> <li>• Provide an Exemplary Nutritional Program for Students</li> <li>• Provide Wellness Policy and Requirements (Target Group: All) (Strategic Priorities: 4)</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)</p>	<p>2020-2021</p>		<p>Criteria: Board Reports, Usage Reports, Capital Improvements, Budget Reports, Personnel Reports, Maintenance and Transportation Reports, Child Nutrition Reports Child Nutrition Menus Wellness Policy Presentations Evaluations Educational Materials Website Nutri-Kids Site Recycling Reports Training Agendas</p> <p>11/12/20 - On Track</p>
<p>2. The Public Information Department will:</p> <ul style="list-style-type: none"> <li>• Support Facebook and Twitter Pages to Communicate with the Community, Parents and Students</li> <li>• Obtain E-mail Addresses for All Families in District and Send The Buzz,</li> <li>• Continue to Enhance the District Website</li> <li>• Continue to Support District &amp; Campus Communications Objectives</li> <li>• Meet with Various Businesses in Flour Bluff, Padre Island and City-wide to Partner with FBISD</li> <li>• Maintain District Calendar of Events and Activities</li> <li>• Present Business Partners with Hornet Partnership Posters for their Businesses</li> <li>• Support &amp; Maintain the Hornet Spirit Shop for Parents, Staff, and School Clubs and</li> </ul>	<p>Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Public Information Coordinator, Superintendent, Teacher(s)</p>	<p>2020-2021</p>		<p>Criteria: Board Reports, Usage Reports, Capital Improvements, Budget Reports, Personnel Reports, Maintenance and Transportation Reports, Child Nutrition Reports Communications Website Surveys Feedback List of Partners</p> <p>11/12/20 - On Track</p>

# FLOUR BLUFF ISD

**Goal 6.** Continue to be a good steward of the community's financial resources and explore new opportunities for organizational efficiency and effectiveness

**Objective 2.** The district will continue to evaluate programs and departments for efficiency and effectiveness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Organizations (Target Group: All) (Strategic Priorities: 4)				
3. The Athletics Department will: <ul style="list-style-type: none"> <li>• Ensure All Coaches are Trained in CPR, First Aid, Concussion Treatment/Protocols Diabetic Safety and Water Safety</li> <li>• Implement Parent Meetings for All Sports Before Start of Season to Open Lines of Communication</li> <li>• Ensure Majority of High School Student Athletes Participate in a Concussion Evaluation Test Prior to Start of Season (Target Group: All) (Strategic Priorities: 1)</li> </ul>	Assistant Principal(s), Assistant Superintendent, Athletic Director, Curriculum Supervisor(s), Principal(s), Superintendent, Teacher(s)	2020-2021		Criteria: Board Reports, Usage Reports, Capital Improvements, Budget Reports, Personnel Reports, Maintenance and Transportation Reports, Child Nutrition Reports Training Agendas Certificates Activities Events  11/12/20 - On Track
4. The Maintenance and Transportation Department will: <ul style="list-style-type: none"> <li>• Provide the Resources, Training, Maintenance &amp; Support Services Necessary for Quality Facilities to Help Children Learn</li> <li>• Provide CPR, CPI, Students Behavior Management and Defensive Driving Training to Employees</li> <li>• Evaluate Bus Routes to Promote Safety and Conserve Costs</li> <li>• Maximize State Funding</li> <li>• Strictly Enforce the No-idle Policy to Decrease Fuel Consumption</li> <li>• Recommission Energy Management Systems to Lower Utility &amp; Fuel Costs</li> <li>• Implement a Districtwide Recycling Program (Target Group: All)</li> </ul>	Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)	2020-2021		Criteria: Board Reports, Usage Reports, Capital Improvements, Budget Reports, Personnel Reports, Maintenance and Transportation Reports, Child Nutrition Reports Maintenance Schedules Transportation Routes Capital Improvements Training Certificates Board Reports Budget Reports  11/12/20 - On Track
5. The Fine Arts Department will: <ul style="list-style-type: none"> <li>• Offer Music, Art, and Theatre K-12</li> <li>• Develop Performance Opportunities for Students</li> <li>• Use Kodaly Instruments at Primary and Elementary</li> </ul>	Assistant Principal(s), Assistant Superintendent, Counselor(s), Curriculum Supervisor(s), Fine Arts Coordinator, Principal(s), Superintendent	2020-2021		Criteria: Board Reports, Usage Reports, Capital Improvements, Budget Reports, Personnel Reports, Maintenance and Transportation Reports, Child Nutrition Reports



# FLOUR BLUFF ISD

**Goal 6.** Continue to be a good steward of the community's financial resources and explore new opportunities for organizational efficiency and effectiveness

**Objective 2.** The district will continue to evaluate programs and departments for efficiency and effectiveness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<ul style="list-style-type: none"> <li>• Offer Intermediate to Advanced Performance and Competition Opportunities in Solo and Group Competitions (i.e. UIL, TMEA, Musicals)</li> <li>• Solicit Scholarship Opportunities for Students (Target Group: All) (Strategic Priorities: 2,3,4)</li> </ul>				Enrollment Reports Calendar of Events Scholarship Applications and Awards Course Requests  11/12/20 - On Track
6. The Technology Department will: <ul style="list-style-type: none"> <li>• Support Skyward Student and Finance Modules</li> <li>• Support Email</li> <li>• Prioritize and Address the Needs of Students and Employees</li> <li>• Support Connectivity, Purchase, Installation and Service of District Hardware and Software</li> <li>• Support the Establishment of Google Classroom through Set-up and Training</li> <li>• Promote Digital Citizenship</li> <li>• Utilize a Safety, Privacy and Security Rubric to Evaluate, Rate and Approve Apps for Curriculum and Instruction (Target Group: All) (Strategic Priorities: 2,3,4)</li> </ul>	Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Director of Technology, Principal(s), Superintendent	2020-2021		Criteria: Board Reports, Usage Reports, Capital Improvements, Budget Reports, Personnel Reports, Maintenance and Transportation Reports, Child Nutrition Reports E-Rate Reimbursement Technology Plan Budget Reports Google Classroom Usage Technology Link with Approved Apps Safety, Privacy and Security Rubric Ratings COPPA Compliance  11/12/20 - On Track

# FLOUR BLUFF ISD

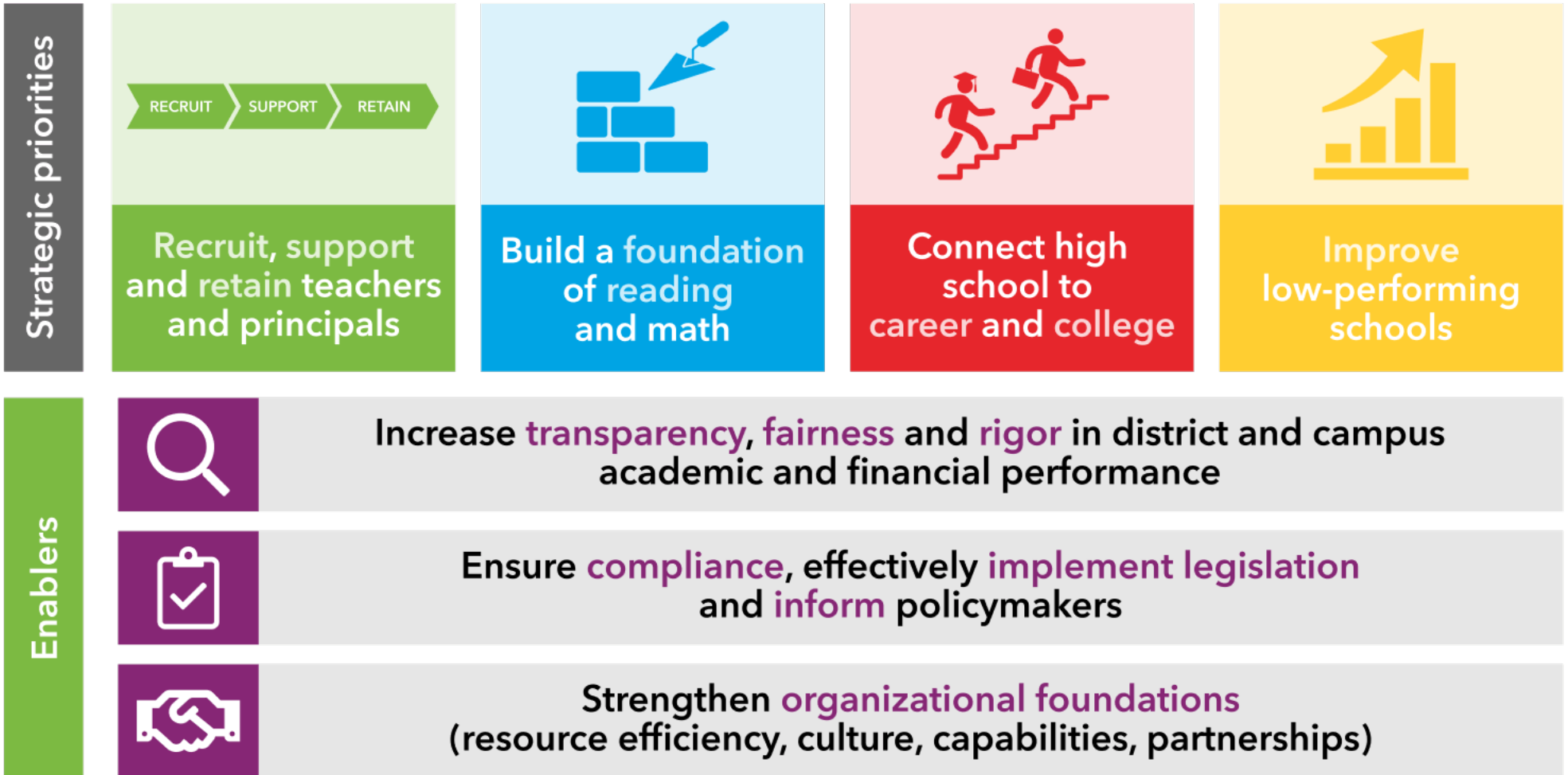
**Goal 6.** Continue to be a good steward of the community's financial resources and explore new opportunities for organizational efficiency and effectiveness

**Objective 3.** Campus activity funds will be utilized to support the district's educational purpose.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will ensure: <ul style="list-style-type: none"> <li>• All Campus and District Activity Accounts are Managed According to Effective Financial and Auditing Procedures</li> <li>• Each Activity Sponsor and All Administrators are Trained in the Requirements for Use and Management of Activity Funds</li> <li>• Support Campus and District Activities Through the Business Department (Target Group: All) (Strategic Priorities: 2,4)</li> </ul>	Assistant Principal(s), Assistant Superintendent, Curriculum Supervisor(s), Directors, Principal(s), Superintendent, Teacher(s)	2020-2021		Criteria: Purchase Orders, Fundraisers, Budgets, Audit, Accounting Procedures Accounting Procedures Funds Purchase Orders Audits Receipts Use of Funds  11/12/20 - On Track



# Every child, prepared for success in college, a career or the military.



*\*adapted from TEA Strategic Plan - <https://tea.texas.gov>*