

# BULLARD ISD

## District Improvement Plan 2020/2021

*Lead the Way*



# BULLARD ISD

## **Mission**

*To prepare all students to become citizens who are able to make informed choices for success in a changing world.*

## **Vision**

*Lead The Way*

*BISD leads the way in challenging students to develop into confident, determined citizens by:*

- Empowering passionate, engaging educational guides and mentors*
- Embracing innovative techniques and real life experiences*
- Creating a supportive, unforgettable learning environment*
- Expecting continuous growth and forward thinking*

### Nondiscrimination Notice

BULLARD 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.

# BULLARD ISD Site Base

Name	Position
Albritton, Jodie	Intermediate School Principal
Berry, Angie	BEC Counselor
Bickerstaff, Amy	Director of Elementary Curriculum and Instruction
Blain, Kevin	Bullard High School Principal
Brasher, David	Parent
Conner, Cheryl	Bullard Middle School Counselor
Cook, Melynda	Teacher
Cortinas, Helene	Bullard High School Assistant Principal
Cowart, Katherine	Bullard Primary School Assistant Principal
Dixon, John	Coordinator of Alternative Education
Dover, Kenley	Bullard Primary Principal
Flores, Melissa	Parent
Flores, Will	Parent
Flowers, Sean	Bullard Intermediate Assistant Principal
Gardner, Beth	Teacher
Goode, Amanda	Bullard Early Childhood Principal
Goode, Jake	Bullard Middle School Assistant Principal
Harris, Meagan	Teacher
Hendrix, Cheryl	Assistant Superintendent
Holt, Christina	Teacher
Jones, John	Director of Safety
Kasson, Jenny	Bullard Elementary Principal
Kelley, Gina	Teacher
Lee, Jack	Superintendent

# BULLARD ISD Site Base

Name	Position
Lee, Terra	Teacher
Martin, Story	Community/Business
McDonald, Mark	Bullard Middle School Principal
Monahan, Stephen	Teacher
Murphy, Kim	Director of HR & Student Services
Paddock, Susan	Bullard Elementary School Assistant Principal
Pawlak, Chris	Bullard High School Assistant Principal
Peters, Angie	Bullard Primary Counselor
Ridgley, Laurissa	Teacher
Sleeper, Lee	Director of Technology and Operations
Swinney, Brandy	Teacher
Wilburn, Kim	Parent
Williams, Lisa	Director of Special Education
Wilson, Melissa	Teacher

# Comprehensive Needs Assessment

## Demographics

### Demographics Data Sources

OnData Suite  
PEIMS

### Demographics Summary

*Enrollment for Bullard ISD is 2,679 students. Our current demographics consist of following:*

- 0.34% American Indian
- 0.34% Asian
- 3.55% African American
- 8.47% Hispanic
- 83.54% White
- 0.04% Native Hawaiian-Pacific Islander
- 3.73% who identify themselves as two or more races.

*Bullard ISD records show the following for special population services:*

- 33.15% Economically Disadvantaged
- 28.63% At-Risk
- 12.54% Special Education Services
- 2.20% ELL Services
- 5.86% Gifted and Talented Services
- 4.67% Dyslexia Services
- 11.76% 504 Services

## Student Achievement

### Student Achievement Data Sources

# Comprehensive Needs Assessment

AIMSweb  
CLI-PK  
DMAC  
ESGI-PK/K  
iStation  
STAAR  
STAAR EOC  
TELPAS  
TPRI  
TX-KEA

## Student Achievement Summary

*As a school district, Bullard Independent School District looked forward to welcoming students back to school. Despite the challenges of COVID-19, our district will continue to provide an excellent education to our students, which will include both in-person and digital/online/remote learning environments. As the public health crisis continues, we have been planning for the 2020-2021 school year with a focus on the health, safety, and well-being of our students, staff, and community. Due to COVID, we were unable to participate in Spring State Testing. Although we do not have STAAR data, we will expand PLCs PK to 12 to improve teacher's content and instructional strategies knowledge, expand lesson planning requirements, and support teachers with the specific needs of online learners. Learning gaps due to COVID will be analyzed and addressed through differentiation and individualized planning throughout the year.*

## School Culture and Climate

### School Culture and Climate Summary

*Bullard ISD offers variety of opportunities for students to be engaged in the culture and climate of the district. Bullard ISD has a history and culture of high achieving extra-curricular activities for any student wanting to participate. The district offers programs through Fine Arts such as choir, band, drill team, dance teams, pom squad, twirling, theatre, and art. Students are also given the opportunity to participate in athletic events such as cross country, track, volleyball, football, soccer, basketball, fishing, cheerleading, softball, powerlifting, golf, tennis and summer athletic programs.*

*Students are encouraged to become involved in campus activities such a National Honor Society, Advanced Placement Courses, National Junior Honor Society, Academic Clubs and various other offerings that will enhance their ownership of campus life.*

*During middle school and high school, students have the option of becoming involved in the district Career and Technology programs. Some of the choices for CTE are: Agriculture, Food and Natural Resources; Arts, A/V Technology and Communication; Business Management and Administration; Career Development; Education and Training; Health Science; Hospitality and Tourism; and Information Technology.*

# Comprehensive Needs Assessment

## School Culture and Climate Summary (Continued)

*The district will continue to work with students through Capturing Kid's Hearts and Choose Love Programs. Counseling services through Next Step are offered to students during the school day. BISD continues to seek increases in the student attendance percentages and reducing drop-outs and leavers.*

## Staff Quality, Recruitment and Retention

### Staff Quality, Recruitment and Retention Summary

*Bullard ISD has implemented a Human Resource department with emphasis on recruiting quality staff and putting plans in place to keep high quality teachers. The district has also expanded the Curriculum Department to include an Assistant Superintendent of Curriculum and Instruction, Secondary Curriculum Director, Secondary Curriculum Specialist, Elementary Curriculum Director, Elementary Curriculum Specialist, Reading Cohort Specialist, and Coordinator of CTE. This department has been put in place to give our teachers and administrators as much support as possible, which in turn encourages teachers to remain with Bullard ISD.*

## Curriculum, Instruction and Assessment

### Curriculum, Instruction and Assessment Summary

*Bullard ISD has a number of strengths in Curriculum and Assessment. The district requires each campus to complete academic check points and data analysis groups on a regular and scheduled basis. Teachers are given opportunities throughout the year to pursue staff development through state and regional offerings. Title II funds are used to support the ongoing professional growth for teachers and principals. During the 2018-2019, 2019-2020 school years and continuing into the 2020-2021 school year, the district will continue to build on the training through RTI Solution Tree.*

*The district has reconstructed the Curriculum and Instruction Department to include the following positions:*

- *Assistant Superintendent of Curriculum and Instruction*
- *Director of Elementary Curriculum*
- *Elementary Curriculum Specialist*
- *Reading Cohort Specialists*
- *Director of Secondary Curriculum*
- *Secondary Curriculum Specialist*
- *CTE Coordinator*

*The Curriculum Department created two goals for the 2020-2021 school year:*

- *Create and provide quality educational opportunities to ensure that every child has an equal chance for success*

# Comprehensive Needs Assessment

## Curriculum, Instruction and Assessment Summary (Continued)

- *Effectively communicate resources, professional development, and relevant policies and practices to build staff confidence and capacity.*

## Family and Community Involvement

### Family and Community Involvement Summary

*Bullard ISD offers students, parents and community members involvement, information and opportunities through the following:*

- *Google classrooms*
- *At-Home learning*
- *Bullard ISD webpage*
- *Facebook*
- *Panther Partners*
- *Remind*
- *Twitter*
- *Bullard ISD app*
- *Meet the Teacher*
- *Family information nights*
- *Title I annual meetings*
- *FAFAS information night*
- *Parent Gradebook access*
- *Skyward*
- *PTO*
- *Campus level community service projects*
- *Tyler Area Partnership*
- *Student mentor program*
- *Booster clubs*
- *Bullying reporting system*
- *CTCU*
- *Bullard Education Foundation*
- *Hospitality ER*
- *Attendance notification system*

*Bullard ISD continues to seek and promote increased parent and family engagement on all campuses.*



# Comprehensive Needs Assessment

## Technology

### Technology Summary

*Bullard ISD offers a variety of technology resources to students at all grade levels. Lower grades have access to computer labs, Chromebook carts and iPad carts. Bullard Middle School and Bullard High School provide 1:1 Chromebooks campus wide. All classrooms are outfitted with fast internet access, interactive whiteboards, and document cameras.*

# Comprehensive Needs Assessment Data Sources

ACT/SAT Data  
Attendance  
Career Cruising  
Community Demographics  
Community Input  
CTE Cluster  
Curriculum Audit  
Disaggregated STAAR Data  
Discipline Data  
District Policies  
Drop-out Rates  
Edgenuity  
Eidex  
Expulsion/Suspension Records  
Failure Lists  
Graduation Records  
Local Assessment Data  
OnData Suite  
Pass/Fail Data  
PBMAS  
PEIMS  
Professional Development  
RTI Data  
Skyward  
STAAR  
STAAR EOC  
Survey Data  
TAPR  
Technology Training  
TELPAS  
TSI  
Walkthroughs

# BULLARD ISD

**Goal 1.** (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

**Objective 1.** (Attendance Rate) Increase attendance rates for all students within BISD to 97% or above.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ongoing monitoring of attendance reports. The district will require each campus to have systems for monitoring attendance. (Title I SW Elements: 1.1,3.1) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent(s), Director of PEIMS, Superintendent(s)	Per campus C.I.P.	(L)Attendance Reports, (L)PEIMS Data, (L)Student Handbook, (O)Local Districts, (S)Local Funds, (S)PEIMS, (S)TASB Online Policy	
2. Post the student attendance policy. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2)	Assistant Principal(s), Assistant Superintendent(s), Principal, Superintendent(s)	Beginning of school year	(L)District Policy, (L)PEIMS Data, (L)Student Handbook, (L)Webpage, (O)Local Districts, (S)TASB Online Policy	08/10/20 - Completed
3. Continue to collaborate and modify attendance and truancy procedures between campuses. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 2)	Campus Attendance Clerk, Campus Attendance Committee, Principal, Superintendent(s)	Six weeks reporting periods	(L)Attendance Reports, (L)Skyward, (O)Local Districts	
4. Follow attendance procedures for at-home learners. (Target Group: All) (Strategic Priorities: 2)	Assistant Principal(s), Campus Attendance Clerk, Director of PEIMS, Principal	First six weeks of school	(L)Attendance Reports, (L)Edgenuity, (L)Google Classroom, (O)ACT/SAT	09/09/20 - On Track

# BULLARD ISD

**Goal 1.** (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

**Objective 2.** (Drop Out and Completion) Decrease the district's dropout rate to 0% while increasing the district's completion rate to 98% for all students and student groups.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Follow up on each student who is coded as a leaver or dropout. (Title I SW Elements: 1.1,2.1,2.6,3.1) (Target Group: All) (Strategic Priorities: 2)	Assistant Principal(s), Counselor(s), Director of PEIMS, Principal	Fall and Summer PEIMS Submission	(L)Edgenuity, (L)PEIMS Data, (L)Student Handbook, (S)Credit Recovery	10/16/20 - Significant Progress 09/09/20 - Some Progress
2. Continue PRIDE as an alternative education program. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent(s), Counselor(s), PRIDE Coordinator, Principal	Ongoing	(L)Edgenuity, (S)State Compensatory	10/16/20 - Completed

# BULLARD ISD

**Goal 1.** (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

**Objective 3.** (Academic Performance) Increase the performance for all students and all demographic groups in English Language Arts and/or Reading, Mathematics, Science and Social Studies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue using Foundations as a phonics program PK-2. (Title I SW Elements: 1.1,2.5) (Target Group: PRE K,K,1st,2nd) (Strategic Priorities: 2)	Assistant Superintendent, Director of Elementary Curriculum and Instruction, Elementary Curriculum Specialist, Principal, RTI Teachers	Daily	(F)Title I, (L)Foundations Curriculum, (S)IMA	09/10/20 - On Track
2. Provide staff development for new teachers in Foundations Program PK-2. (Title I SW Elements: 1.1,2.5) (Target Group: PRE K,K,1st,2nd) (Strategic Priorities: 2)	Assistant Superintendent, Director of Elementary Curriculum and Instruction, Elementary Curriculum Specialist, ESL Teachers, Principal	Fall 2020		10/16/20 - On Track
3. Assist campuses in implementing plans to address improvement in reading, writing, math, science and social studies. (Title I SW Elements: 1.1,2.4,2.5,2.6) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent(s), Consultant, Curriculum Team Members, Director of Elementary Curriculum and Instruction, Director of Secondary Curriculum and Instruction, Elementary Curriculum Specialist, Principal, RTI Teachers, Secondary Instructional Specialist	Weekly	(L)Checkpoints, (L)DMAC, (L)Edgenuity, (L)Region 7 ESC	
4. Assist campus principal in developing individual plans for accelerating instruction for at-risk students. (Title I SW Elements: 1.1,2.5,2.6,3.1) (Target Group: AtRisk) (Strategic Priorities: 2)	Assistant Principal(s), Assistant Superintendent(s), Curriculum Team Members, Principal	Weekly	(L)Checkpoints, (L)DMAC, (L)Google Classroom, (L)Region 7 ESC, (S)State Comp Ed	09/10/20 - Some Progress
5. Provide opportunities for ELAR, math, science and social studies teachers to attend professional development appropriate to their grade level. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 1,2)	Assistant Principal(s), Assistant Superintendent(s), Director of Elementary Curriculum and Instruction, Director of Human Resources, Director of Secondary Curriculum and Instruction, Elementary Curriculum Specialist, Principal, Secondary Instructional	2020-2021 School Year	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (L)Region 7 ESC, (L)Webinars	

# BULLARD ISD

**Goal 1.** (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

**Objective 3.** (Academic Performance) Increase the performance for all students and all demographic groups in English Language Arts and/or Reading, Mathematics, Science and Social Studies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
	Specialist			
6. Monitor and support the implementation of differentiated instruction in reading, writing, math, science and social studies for all students including students in special programs such as dyslexia, special education, gifted and talented, ESL, 504, and at risk. (Title I SW Elements: 1.1,2.2,2.4,2.5,2.6) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent, Curriculum Team Members, Principal, RTI Teachers	Daily	(F)IDEA Special Education, (F)Title I, (F)Title IIA Principal and Teacher Improvement, (L)Checkpoints, (L)DMAC, (L)Instructional Coaching, (L)Professional Development, (L)Report Cards, (S)STAAR, (S)TELPAS	09/09/20 - Some Progress
7. Provide professional development and support for teachers and at-home learning. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 1,2)	Assistant Superintendent, Curriculum Team Members, Director of Special Education, Principal	Ongoing	(F)RTI Conference, (F)Solution Tree, (F)Title I, (F)Title IIA Principal and Teacher Improvement, (L)Academic Consultants, (L)Lead4ward, (L)Region 7 ESC, (S)TEKS	09/09/20 - Significant Progress 09/09/20 - On Track 09/09/20 - Significant Progress
8. Implementation of a new curriculum department which consists of the following: Director of Elementary Curriculum and Instruction Elementary Curriculum Specialists Director of Secondary Curriculum and Instruction Secondary Curriculum Specialists Reading Cohort Specialist CTE Coordinator Assistant Superintendent (Title I SW Elements: 1.1,2.5,2.6) (Strategic Priorities: 2)	Assistant Superintendent, Superintendent(s)	2020 Summer	(L)Principals, (L)Professional Development, (L)Region 7 ESC	09/09/20 - Completed (S)
9. Continue support and HMH training for teachers to promote additional strategies. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 2)	Curriculum Team Members	2020-2021 School Year	(F)Title IIA Principal and Teacher Improvement, (L)HMH Curriculum, (S)IMA	09/10/20 - Significant Progress
10. Support administrator leadership walks to support instruction. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 2)	Director of Elementary Curriculum and Instruction, Elementary Curriculum Specialist	Once every six weeks		

# BULLARD ISD

**Goal 1.** (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

**Objective 3.** (Academic Performance) Increase the performance for all students and all demographic groups in English Language Arts and/or Reading, Mathematics, Science and Social Studies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. Continue to support Bullard Early Childhood in the area of Literacy and Reading Intervention. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: K) (Strategic Priorities: 2)	Assistant Superintendent, Curriculum Team Members	2020-2021 School Year	(F)LLI Kits, (F)Title I, (F)Title IIA Principal and Teacher Improvement	
12. The district will purchase MAPS (Measure of Academic Progress) for K-12 progress monitoring. (Title I SW Elements: 2.4,2.5,2.6) (Target Group: K, 1st,2nd,3rd,4th,5th,6th,7th,8th,9th,10th,11th,12th)	Assistant Superintendent, Curriculum Team	September 2020	(F)ESSER Grant	
13. The Curriculum Team will attend training necessary to support teachers in at-home learning and ensure the district meets state requirements. (Title I SW Elements: 1.1,2.4,2.5)	Assistant Superintendent, Curriculum Team	2020-2021 School Year	(L)Lead4ward, (L)Region 7 ESC, (S)TEA guidelines/website, (S)TEA Materials	

# BULLARD ISD

**Goal 1.** (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

**Objective 4.** (SAT, ACT, PSAT) Increase the number of students participating in SAT, ACT, PSAT, and AP exams

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Support and encourage student participation numbers for the SAT/ACT and PSAT of students for all students. (Title I SW Elements: 1.1,2.1,3.1) (Target Group: All) (Strategic Priorities: 3)	Assistant Principal(s), Counselor(s), Principal	2020-2021 School Year	(L)National Clearinghouse, (L)PEIMS Data, (S)CCMR	
2. Support Bullard High School when serving as a testing site for PSAT exams. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3)	Counselor(s), Principal	TBD	(L)College Board, (L)Testing Information	
3. Provide support and training for CCMR data for high school counselors. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Assistant Superintendent, Counselor(s), Director of Secondary Curriculum and Instruction, Principal	2020-2021 School Year	(L)Lead4ward, (L)PEIMS Data, (L)Region 7 ESC, (S)CCMR	10/16/20 - Significant Progress



# BULLARD ISD

**Goal 1.** (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

**Objective 5.** (Special Education) Special Education: Increase progress measures on STAAR assessments for all special education students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Reinforce and support appropriate expectations and achievement for state assessment. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: SPED) (Strategic Priorities: 2)	Director of Special Education, Special Ed Teachers, Teacher(s)	Check point timelines per campus	(L)Region 7 ESC, (L)Special Education Staff, (S)TEA Materials	09/11/20 - Some Progress
2. Evaluate and upgrade technology available for special education students including software. (Title I SW Elements: 1.1,2.2,2.6) (Target Group: SPED) (Strategic Priorities: 2)	Assistive Technology Staff, Director of Special Education, Director of Technology, Principal, Special Ed Teachers	2020-2021 School Year	(F)IDEA Special Education, (L)Researched Based Technology	09/11/20 - Some Progress
3. Training of new special education teachers in dyslexia instruction. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: SPED,Dys) (Strategic Priorities: 2)	Director of Special Education	October 2020	(S)Reading By Design	Criteria: New teachers in special education will receive training in Reading by Design curriculum by October 2020.  09/11/20 - On Track
4. Provide remote learning schedules through amendments and ARDs to ensure all students have an alternate schedule should the parent choose remote learning or there be a need due to school closure. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: SPED) (Strategic Priorities: 2)	Diagnosticians, Principal, Special Ed Teachers, Teacher(s), Teachers	On-going	(L)Schedules, (L)Student data, (L)Success Ed	Criteria: IEP's will reflect a current schedule for in class learning as well as remote asynchronous learning.  09/11/20 - On Track
5. Collaborate to ensure special education students in regular education are receiving the support needed. (Title I SW Elements: 2.2,2.6) (Strategic Priorities: 2)	Diagnosticians, Director of Special Education, Principal, Teacher(s)	September 2020		09/11/20 - On Track

# BULLARD ISD

**Goal 1.** (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

**Objective 6.** (G/T) GT: BISD will continue to serve all eligible students for the gifted and talented program at each grade level.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Review the gifted and talented district plan concerning the identification process to evaluate GT Equity process for the 2020-2021 school year. (Title I SW Elements: 1.1,2.3,2.5) (Target Group: All,GT) (Strategic Priorities: 2)	Assistant Superintendent, Counselor(s), GT Teachers, Principal	September 2020	(L)BISD Policy and Procedures, (L)Region 7 ESC	09/16/20 - Some Progress
2. Continue to provide array of learning opportunities that are commensurate with the abilities of the gifted and talented students and that emphasize content in the four core academic areas. (Title I SW Elements: 1.1) (Target Group: GT) (Strategic Priorities: 2,3)	Director of Special Programs, GT Teachers, Principal	2020-2021 School Year	(L)College Board, (L)Region 7 ESC, (S)TEA Materials, (S)TEKS	
3. Provide parents with information on eligibility, curriculum, learning opportunities, policies and annual program evaluation. (Title I SW Elements: 3.1) (Target Group: GT)	Assistant Superintendent, Counselor(s), GT Teachers, Principal	March 2020	(L)BISD Policy and Procedures, (L)Region 7 ESC, (L)Webpage	
4. Provide training as needed or required for GT teachers. (Target Group: GT) (Strategic Priorities: 2,3)	Assistant Superintendent, GT Teachers, Principal	2020-2021 School Year		

# BULLARD ISD

**Goal 1.** (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

**Objective 7.** (ESL) ESL: BISD will continue to serve all eligible students for the ESL program at each grade level.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Encourage and support communication between regular education and ESL teachers to develop language acquisition strategies for identified ESL students during grade report periods. (Title I SW Elements: 1.1,2.5) (Target Group: ESL) (Strategic Priorities: 2)	ESL District Lead, ESL Teachers, Principal, Teacher(s)	Progress report timeline	(L)ESL Lead Teacher, (L)ESL Survey, (L)ESL Teachers, (L)Teachers	
2. Monitor ESL students' progress toward successful performance on TELPAS and STAAR. (Title I SW Elements: 1.1,2.4,2.5,2.6) (Target Group: ESL) (Strategic Priorities: 2)	Curriculum Team Members, ESL District Lead, ESL Teachers, Principal, Teacher(s)	Progress report timelines	(L)DMAC, (L)ESL Teachers, (L)Teachers, (L)TELPAS Academy	
3. Provide professional development as needed for ESL teachers. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: ESL) (Strategic Priorities: 2)	Assistant Superintendent, Curriculum Team Members, ESL District Lead, ESL Teachers, Principal	2020-2021 School Year	(L)Region 7 ESC	

# BULLARD ISD

**Goal 1.** (Curriculum and Instruction) Provide the district with a supportive and exceptional Curriculum and Instruction Department.

**Objective 8.** (Dyslexia) Dyslexia: BISD will continue to identify and serve all eligible students for the Dyslexia program at each grade level.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide required annual dyslexia training to staff to increase the understanding of identification and dyslexia instruction. (Title I SW Elements: 1.1) (Target Group: Dys) (Strategic Priorities: 2)	Assistant Superintendent, Dyslexia Teachers	Teacher Required Training		
2. Support the campus RTI team in analyzing assessment data. (Title I SW Elements: 1.1,2.5) (Target Group: Dys) (Strategic Priorities: 2)	Counselor(s), Curriculum Team Members, Dyslexia Teachers, Principal, RTI Teachers, Teacher(s)	PLC meetings	(L)DMAC, (L)Success Ed	
3. Professional development for dyslexia teachers and team support meetings throughout the year. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: Dys) (Strategic Priorities: 2)	Assistant Superintendent, Dyslexia Teachers, Principal	2020-2021 School Year	(L)Region 7 ESC, (L)Wilson Language , (S)Dyslexia State Conference	

# BULLARD ISD

**Goal 2.** (Communication) Communicate and collaborate with all stakeholders.

**Objective 1.** (Parent/Community Involvement) Encourage and increase parent and community involvement for all campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Support programs on each campus for parent and community participation, including parents of at-home learners. (Title I SW Elements: 1.1,2.1,2.2,2.3,3.1,3.2) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent, Counselor(s), Director of Human Resources, Director of Security and Safety, Director of Special Education, Director of Special Programs, Director of Teaching and Learning, Director of Technology, Principal, Superintendent(s)	2020-2021 School Year	(L)Dyslexia Parent Nights, (L)Email, (L)ESL Family Night, (L)Facebook, (L)Local Handbook, (L)Parent Involvement, (L)Parent Involvement Meetings, (L)Title I Parent Meetings, (L)Webpage, (O)Blackboard Messenger	08/03/20 - Significant Progress 08/01/20 - Significant Progress
2. Provide a variety of means of communications for parents and community members. (Title I SW Elements: 2.1,2.2,2.3,3.1,3.2) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent, Principal, Superintendent(s)	2020-2021 School Year	(L)District Instructional Newsletter, (L)Facebook, (L)Newsletters, (L)Parent email, (L)Parent Information, (L)Remind 101, (L)Webpage, (O)Blackboard Messenger	

# BULLARD ISD

**Goal 2.** (Communication) Communicate and collaborate with all stakeholders.

**Objective 2.** (Program Compliance and Staff Support) Support staff to ensure compliance and program effectiveness for Special Education, Federal/State programs, and state mandates.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide and support the understanding of legalities and TEA mandates associated with Special Programs, Special Education and Dyslexia. (Title I SW Elements: 1.1,2.6) (Target Group: All)	Assistant Superintendent, Curriculum Team Members, Director of Special Education, Principal, Superintendent(s)	2020-2021 School Year	(F)ESSA, (L)BISD Policy and Procedures, (L)Operating Guidelines, (L)Principal/Teacher Conference, (L)Region 7 ESC, (S)TEA guidelines/website, (S)THEO	09/11/20 - Some Progress
2. Evaluate special programs including instructional designs that serve special populations. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent, Curriculum Team Members, Director of Special Education, Superintendent(s)	Grade reporting periods	(F)Title I, (L)ESL Progress Reports, (L)Progress Reports, (L)Report Cards, (S)State Comp Ed	
3. Seek professional development opportunities for special program teachers. (Title I SW Elements: 1.1,2.4,2.6) (Target Group: All) (Strategic Priorities: 2,3)	Assistant Superintendent(s), Curriculum Team Members, Director of Special Education, Principal	2020-2021 School Year	(L)Eduhero, (L)Guest speakers, (L)Lead4ward, (L)Local Professional Development, (L)Region 7 ESC, (L)Webinars	

# BULLARD ISD

**Goal 2.** (Communication) Communicate and collaborate with all stakeholders.

**Objective 3.** (College and Career Opporuntities) Inform parents/students concerning college and career opportunities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Support campuses in providing opportunities for students to participate in advanced classes, college test prep and financial aid applications. (Title I SW Elements: 2.1,3.1,3.2) (Target Group: All) (Strategic Priorities: 3)	Counselor(s), Principal	2020-2021 School Year	(L)ACT/SAT Curriculum Prep Class, (L)AP Teacher Training, (L)Career Cruising, (L)Community College and Universities, (L)Higher Education Information, (L)Programs Career Information, (L)TJC, (L)Vocational Certifications	
2. Support and encourage all campuses to promote and provide awareness of college and career opportunities through a variety of programs and initiatives. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 3)	Counselor(s), PRIDE Coordinator, Principal	2020-2021 School Year	(L)Career Cruising, (L)College Visitations, (L)College/Career Fairs, (L)Community College and Universities	
3. Monitor high school students for CCMR requirements. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Assistant Superintendent, Counselor(s), CTE Coordinator	2019-2020 School Year	(F)CTE Cluster, (L)ACT/SAT Curriculum Prep Class, (L)College Board, (L)Military Recruitment, (L)TJC, (L)Vocational Certifications, (O)ACT/SAT, (S)CCMR, (S)PEIMS	

# BULLARD ISD

**Goal 3.** (Technology) Transform through technology

**Objective 1.** (Technology Integration) Increase BISD technology integration on all campuses for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Improve, enhance, and replace the MS and HS 1:1 Chromebook Initiative (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3)	Director of Technology, Principal, Technology Staff	Summer 2020	(L)District funding 410, (L)Teaching and Learning, (L)Technology Director	06/17/20 - On Track 02/04/20 - On Track
2. Use the curriculum department staff and instructional technology staff to support teachers in the implementation of innovative technology usage and at-home learning. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3)	Director of Elementary Curriculum and Instruction, Director of Secondary Curriculum and Instruction, Director of Technology, Elementary Curriculum Specialist, Reading Cohort Specialist, Secondary Instructional Specialist, Technology Staff	2020-2021 School Year	(L)Curriculum Staff, (L)Edgenuity, (L)Google Classroom, (L)Local Professional Development, (L)Researched Based Technology, (L)Technology Director, (L)Technology Staff	09/10/20 - Significant Progress
3. Introduction and implementation of Google tools at all levels for all teachers to have a google classroom created. (Target Group: All)	Teacher(s), Technology Staff	2020-2021 School Year	(L)Curriculum Staff, (L)Local Professional Development, (L)Region 7 ESC, (L)TCEA, (L)Technology Staff	06/17/20 - On Track
4. Increased WIFI power on access points in all parking lots throughout the District. (Target Group: All)	Technology Staff	August 2020	(L)Technology Director	09/11/20 - Completed
5. Provide technology to students in grades K-6 as needed for Virtual Learning. (Target Group: 1st,2nd,3rd,4th,5th,6th)	Technology Staff	August 2020	(L)Technology Staff	09/11/20 - Completed



# BULLARD ISD

**Goal 4.** (Security) Secure and ensure a safe learning environment.

**Objective 1.** (Personnel) BISD will employ the necessary personnel to keep schools, students, and staff safe.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to support the BISD Police Department and Director of School Safety as needed. (Title I SW Elements: 1.1) (Target Group: All)	Superintendent(s)	2020-2021 School Year	(L)BISD Policy and Procedures, (L)Texas Commission on Law Enforcement	
2. Create and nourish a healthy relationship between local, county and state law enforcement agencies and the Bullard ISD Police Department and Director of Safety and Security. (Title I SW Elements: 1.1) (Target Group: All)	Director of Security and Safety, District Police Chief, Superintendent(s)	2020-2021 School Year	(L)Bullard Police Dept, (L)Cherokee County Sheriff's Office, (L)Dept. of Public Safety, (L)Private security firms, (L)Smith County Sheriff's Office	09/10/20 - On Track
3. The Director of Safety and Security will advise and direct the district of COVID requirements based on the Smith County Health Department, CDC and the Governor's order. (Target Group: All)	Director of Security and Safety	August 2020	(L)Director of Safety and Security	08/10/20 - Completed 07/27/20 - Significant Progress

# BULLARD ISD

**Goal 4.** (Security) Secure and ensure a safe learning environment.

**Objective 2.** (Provide a Safe Environment) Maintain a safe environment for students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue safety related training based on the Standard Response Protocol as recommended by the Texas School Safety Center. (Target Group: All)	Campus and district administrators, Director of Security and Safety	2020-2021 School Year	(L)ALICE, (L)Texas School Safety Center, (S)TASB	09/02/20 - Completed 08/13/20 - Completed 08/12/20 - Completed
2. Provide drug awareness sessions. (Title I SW Elements: 1.1) (Target Group: All)	Campus and district administrators, Counselor(s), Director of Student Safety, District Police Chief	2020-2021 School Year	(L)Area intervention resources, (L)Cherokee County Crisis Center , (L)Medical centers	11/07/19 - Some Progress
3. Continue the district's anti-bullying program. (Title I SW Elements: 2.1) (Target Group: All)	Assistant Superintendent(s), Counselor(s), District Police Chief, Principal	2020-2021 School Year	(L)Cherokee County Crisis Center , (L)H.S. Student Council, (L)Region 7 ESC	11/07/19 - Some Progress
4. Create and implement a district internet safety program. (Title I SW Elements: 1.1) (Target Group: All)	Campus and district administrators, Counselor(s), Director of Technology, Technology Staff	2020-2021 School Year	(L)Cherokee County Crisis Center , (L)Guest speakers, (L)Online Curriculum, (L)Region 7 ESC	
5. Provide dating/violence awareness information to MS and HS students that includes resources on mental health issues. (Title I SW Elements: 3.1) (Target Group: 7th ,8th,9th,10th,11th,12th)	Counselor(s), Director of Special Education, Principal	Spring 2021	(F)Just Say Yes - Youth Equipped to Succeed, (F)Title IV Safe and Drug Free, (L)Cherokee County Crisis Center , (L)Guest speakers, (L)Region 7 ESC	12/12/19 - Some Progress
6. Train all new staff on stop-the-bleed and CPR (Target Group: All)	Director of Security and Safety	2020-2021 School Year		09/02/20 - Completed 08/13/20 - Completed
7. Train all teachers and administrators on teen dating violence. (Title I SW Elements: 1.1) (Target Group: All)	Director of Human Resources	2020-2021 School Year	(L)Director of Human Resources, (L)Eduhero	
8. The Director of Safety and Security will advise and direct the district of COVID requirements based on the Smith County Health Department, CDC and the Governor's order.	Director of Security and Safety, Superintendent(s)	2020-2021 School Year	(L)Director of Safety and Security, (L)Medical centers, (S)TEA guidelines/website, (S)TEA Materials	
9. Covid and Vaping Student Awareness (Target Group: 5th,6th,7th ,8th,9th,10th,11th,12th)	Director of Security and Safety	2020-2021 School Year	(O)SHAC Committee	10/16/20 - Some Progress

# BULLARD ISD

**Goal 4.** (Security) Secure and ensure a safe learning environment.

**Objective 3.** (Security of Buildings) Secure all buildings.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain and evaluate video surveillance cameras in all areas. (Target Group: All)	Director of Security and Safety, Director of Technology, District Police Chief, Technology Operations	2020-2021 School Year	(L)Board of Trustees, (L)Local funding	09/10/20 - On Track
2. Continue to improve the fencing security system throughout the district. (Target Group: All)	Deputy Superintendent, Director of Security and Safety, District Police Chief	2020-2021 School Year		01/22/20 - Some Progress

# BULLARD ISD

**Goal 4.** (Security) Secure and ensure a safe learning environment.

**Objective 4.** (Mental Health) BISD will put in place best practices to promote mental health awareness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue Next Step Counseling Services and add an additional day of services. (Title I SW Elements: 1.1,2.2,2.3,2.6) (Target Group: All)	Counselor(s), Director of Student Services, PRIDE Coordinator, Principal	2020-2021	(S)Local Funds	09/10/20 - On Track
2. Purchase SEL curriculum. (Target Group: All)	Director of Student Services	Fall 2020	(F)Title IV Safe and Drug Free	09/10/20 - On Track
3. Conducting monthly counselor meetings for all district counselors to support each other and all staff. (Strategic Priorities: 1)	Counselor(s), Director of Student Services	Monthly	(S)Local Funds	09/10/20 - On Track
4. Add position of Director of Student Services to coordinate counselors for the District.	Superintendent(s)	July 2020	(S)Local Funds	09/11/20 - Completed
5. Implementation of a comprehensive school counseling program. (Target Group: All)	Counselor(s), Director of Student Services, Principal		(F)Title IV Safe and Drug Free, (L)Counselor Presentations, (L)Guidance Sessions, (L)Online Curriculum, (S)Local Funds	

# BULLARD ISD

**Goal 4.** (Security) Secure and ensure a safe learning environment.

**Objective 5.** (SB 1707) BISD will adhere to the requirements of SB 1707

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Bullard Police Department will follow the guidelines set forth by SB 1707. (Target Group: All)	District Police Chief	2020-2021 School Year		

# BULLARD ISD

**Goal 5.** (Recruit and Retain) Recruit and Retain Highly Effective Staff

**Objective 1.** (Recruiting) Recruit highly effective teachers and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide information to administrators to use while in the interviewing process and follow state certification guidelines to comply with ESSA. (Strategic Priorities: 1)	Director of Human Resources, Principal	2020-2021 School Year	(S)TEA guidelines/website	09/11/20 - On Track
2. Complete highly qualified status forms upon employment of paraprofessionals. (Strategic Priorities: 1)	Director of Human Resources, HR Administrative Assistant	2020-2021 School Year	(L)Highly Qualified Forms, (S)TEA guidelines/website, (S)TEA Materials	09/11/20 - On Track
3. Attend university and college job fairs (virtually as provided) to recruit teachers. (Strategic Priorities: 1)	Director of Human Resources, HR Administrative Assistant	Fall 2020 and Spring 2021	(L)Community College and Universities, (L)Region 7 ESC	
4. Continue use of Talent Ed for application and hiring procedures. (Strategic Priorities: 1)	Director of Human Resources, HR Administrative Assistant	2020-2021 School Year	(L)Webpage	09/01/20 - Completed

# BULLARD ISD

**Goal 5.** (Recruit and Retain) Recruit and Retain Highly Effective Staff

**Objective 2.** (Retaining) Retain highly effective staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish an effective mentoring system in order to retain highly effective staff. (Strategic Priorities: 1)	Director of Human Resources, Director of Teaching and Learning, Principal	2020-2021 School Year	(L)Region 7 ESC	08/10/20 - On Track
2. Continue to analyze means to pay competitive salaries for teachers and staff. (Strategic Priorities: 1)	Deputy Superintendent, Director of Human Resources, Superintendent(s)	Spring 2021		09/10/20 - Some Progress
3. Partner with alternative education certification programs. (Strategic Priorities: 1)	Director of Human Resources, HR Administrative Assistant, Principal	2020-2021 School Year	(L)I Teach Texas, (L)Teach for Texas	09/10/20 - On Track
4. Schedule and provide high-quality professional development in district. (Title I SW Elements: 1.1) (Strategic Priorities: 1,2)	Deputy Superintendent, Director of Human Resources, Director of Special Education, Director of Special Programs, Director of Teaching and Learning	2020-2021 School Year	(L)Academic Consultants, (L)Curriculum Staff, (L)Local Professional Development, (L)Region 7 ESC, (S)Local Funds	08/11/20 - On Track 08/05/20 - On Track 08/01/20 - On Track
5. Analyze ways to support staff for virtual learning. (Strategic Priorities: 1)	Campus and district administrators	Fall 2020	(S)Local Funds	09/10/20 - Some Progress
6. Adjusting roles of curriculum department to offer more support to teachers for virtual learning. (Strategic Priorities: 1)	Curriculum Team Members	Fall 2020	(S)Local Funds	09/10/20 - Completed
7. Offer staff retention bonus. (Strategic Priorities: 1)	School Board	December 2020	(S)Local Funds	
8. An option of local Covid leave days was added to leave policy to be used if an employee might need. (Strategic Priorities: 1)	School Board, Superintendent(s)	Fall 2020	(S)Local Funds	09/10/20 - Completed

# Resources

Resource	Source
Carl Perkins	Federal
IDEA Special Education	Federal
Title I	Federal
Title IIA Principal and Teacher Improvement	Federal
Title IV Safe and Drug Free	Federal
State Comp Ed	State



## 2020-21 Priority for Service (PFS) Action Plan for Migrant Students

As part of the Every Student Succeeds Act (ESSA), the Priority for Service (PFS) Action Plan is a required program activity for the Migrant Education Program. In providing services with funds received under this part, each recipient of such funds shall give priority to migratory children who have made a qualifying move within the previous 1-year period and who are failing, or most at risk of failing, to meet the challenging State academic standards; or have dropped out of school. [§1304 [20 U.S.C. 6394](d)].

The Priority for Service Report on NGS must be used to determine who to serve first and foremost with MEP funds. Students are identified as PFS if they meet the following criteria:

<b>Priority for Service Criteria</b>	
Grades 3-12,  Ungraded (UG) or  Out of School (OS)	<ul style="list-style-type: none"> <li>• Who have made a qualifying move within the previous 1-year period;</li> </ul> <p style="text-align: center;"><u>AND</u></p> <ul style="list-style-type: none"> <li>• Have failed one or more of the state assessments (TAKS/STAAR), or were granted a TAKS LEP Postponement, were Absent, Not Tested or were not enrolled in a Texas school during the state assessment testing period for their grade level.</li> </ul>
Grades K-3	<ul style="list-style-type: none"> <li>• Who have made a qualifying move within the previous 1-year period;</li> </ul> <p style="text-align: center;"><u>AND</u></p> <ul style="list-style-type: none"> <li>• Have been designated LEP in the Student Designation section of the New Generation System (NGS) Supplemental Program Component; <u>or</u></li> <li>• For students in grades K-2, who have been retained, or are over age for their current grade level.</li> </ul>

The following document is provided by TEA for districts to help document efforts that are being conducted on behalf of Priority for Service students. It contains all of the required components as described in Part 4 of the ESSA Application in the Provisions and Assurances, but also allows room for districts to add additional activities. Each district’s plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.

**NOTE:** This document can be obtained electronically in MS Word format from the regional ESC MEP Coordinator.

<b>School District: Bullard Independent School District</b>
<b>Region: 7</b>

## Priority for Service (PFS) Action Plan

<b>Filled Out By: Cheryl Hendrix</b>
<b>Date:</b>

**School Year: 2020-21**

*Note: Title I, Part C Coordinator or MEP staff will include the PFS Action Plan in the District Improvement Plan as a separate section appropriately labeled or identified (e.g., “Migrant PFS Action Plan Section”), rather than integrating the action plan elements with other DIP sections that focus on other student population groups (e.g., bilingual, ESL, economically disadvantage).*

<b>Goal(s):</b> 100% of eligible migratory, Priority For Service Students will be entered in to the NGS data system by the NGS data technician. These students will be monitored and needs will be assessed and addressed throughout the school year and in the summer school program.	<b>Objective(s):</b> To ensure 100% of the PFS students are prepared to transition to the next grade level through supports offered at the campus level.
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Required Strategies	Timeline	Person(s) Responsible	Documentation
<b>Monitor</b> the progress of MEP students who are on PFS.			
<ul style="list-style-type: none"> <li>Monthly, run NGS Priority for Service (PFS) reports to identify migrant children and youth who require priority access to MEP services.</li> </ul>	Before the end of each month, August 2018- July 2019	NGS Specialist	PFS tracking report
<ul style="list-style-type: none"> <li>Before the first day of school, develop a PFS Action Plan for serving PFS students. The plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.</li> </ul>	Before 1 <sup>st</sup> Day of School	MEP contact	PFS report
Additional Activities			
<ul style="list-style-type: none"> <li></li> </ul>			
Required Strategies	Timeline	Person(s) Responsible	Documentation
<b>Communicate</b> the progress and determine needs of PFS migrant students.			
<ul style="list-style-type: none"> <li>During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide campus principals and appropriate campus staff information on the Priority for Service criteria and updated NGS Priority for Service reports.</li> </ul>	ongoing	district migrant contact, principal, teacher or district assigned personnel	PFS reports/ completed student reviews
<ul style="list-style-type: none"> <li>During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide parents of PFS information on the Priority for Service criteria.</li> </ul>	end of each grading period	district staff	emails, posts, flyers, parent meeting sign-ins, report cards, state assessment letters
<ul style="list-style-type: none"> <li>During the academic calendar, the district's Title I, Part C Migrant Coordinator or MEP staff will make individualized home and /or community visits to update parents on the academic progress of their children.</li> </ul>	ongoing	MEP staff	calendars, meeting notes

Additional Activities			
▪			
<b>Provide services to PFS migrant students.</b>			
▪ The district's Title I, Part C Migrant Coordinator or MEP staff will use the PFS reports to give priority placement to these students in migrant education program activities.	ongoing as student enrolls in school	MEP staff	Bright Beginning documentation, class rosters
▪ The district's Title I, Part C Migrant Coordinator or MEP staff will ensure that PFS students receive priority access to instructional services as well as social workers and community social services/agencies.	ongoing	MEP staff	PFS student review forms, attendance reports, appointment documentation
▪ The district's Title I, Part C migrant coordinator or MEP staff will determine what federal, state, or local programs serve PFS students.	ongoing	MEP staff	PFS student review forms
Additional Activities			
▪			

**Cheryl Hendrix**  
LEA Signature

**9-30-20**  
Date Completed

**Strategy 1: Professional Development** Districts will participate in effective professional development activities in order to accurately and effectively identify and recruit migrant students and out of school youths.

<b>Required Activity</b>	<b>Method</b>	<b>Responsible Staff</b>	<b>Estimated Time Frame</b>	<b>Materials</b>	<b>Method of Evaluation</b>
Meet federal requirements for annual Identification and Recruitment (ID&R) training	Participate in training	Migrant Contact	Before TEA deadline	State ID&R training, ID&R manual	Certificate
ID&R training for any new ESC or district Migrant staff and other non-migrant staff	Participate in training	Migrant Contact	As requested	State ID&R training, ID&R manual	Certificate
Updates from TEA and Education Service Center (ESC)	Receive updated information	ESC Migrant Specialist	As updates become available	Emails	Copies of updates
Migrant Education Program Advisory Council	Required activity to develop: Needs Assessment Plan, Priority for Service Action Plans, Review Statewide Delivery Plan, ID&R Planning and quality control plan	BISD and ESC Migrant Contacts	September, 2020 and April, 2021	District data, plan	Certificate, Needs Assessment Plan, PFS Action Plan, ID&R Plan
Migrant Education Program Advisory Council will develop Priority for Service Action Plan Template, ID&R Action Plan Template and Needs Assessment Plan.	ESC 7 MEP Advisory Council Workshop	BISD and ESC Migrant Contacts	September, 2020 and April, 2021	Action Plan Templates, PowerPoint	Certificate, Needs Assessment Plan, PFS Action Plan Template and ID&R Action Plan Template

**Strategy 2: Identification and Recruitment Process** ESC 7 and districts will actively, accurately and effectively identify and recruit migrant students and out of school youths.

Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
Actively and safely recruit Out of School Youth (OSY)	Meeting community members, churches, Chambers of Commerce, businesses	ESC OSY Recruiter, ESC Migrant Specialist, ESC Migrant Recruiter	Ongoing	Flyers, Newspapers	Agendas, flyers, newspaper
	Employers surveyed	ESC OSY Recruiter	Ongoing	Employer survey	Completed surveys
	ESC Recruiters follow ESC7 Safety Procedures	ESC Recruiters	Ongoing	ESC7 Procedures	Procedures reviewed with Recruiters
	Contact potentially eligible migrant families by conducting family surveys during school registration and throughout the year.	BISD and ESC	Year round	Family survey	NGS district reports, completed surveys
Identification of children and youth who are under the age of 22, moved across school district lines alone or with parents in order to obtain temporary or seasonal agricultural employment due to economic necessity.	Screening family surveys	BISD and ESC	Upon enrollment or identification	Family survey	NGS district reports, completed surveys
	Use New Generation System and Migrant Student Interstate Exchange (NGS and MSIX) to verify previously eligible Migrant	Project districts and ESC	Upon enrollment or identification	Family survey	NGS district reports, completed surveys
	Tracking late enrollment, early withdrawal	BISD and ESC	Upon enrollment and withdrawal	Family surveys and withdrawals	NGS district reports, completed surveys

**Identification and Recruitment  
Action Plan 2020-2021**

<b>Required Activity</b>	<b>Method</b>	<b>Responsible Staff</b>	<b>Estimated Time Frame</b>	<b>Materials</b>	<b>Method of Evaluation</b>
Complete Certificate of Eligibility (COE)	Recruiter completes COE and Supplemental Documentation Form (SDF) during family interview. Submit completed COE and SDF to designated reviewer for review.	ESC Recruiters	Within 5 days of parent signatures	COEs	Completed COE
Review COEs	Reviewer reviews COE and SDF, returns COE and SDF to recruiter if additional information is needed, then submits to New Generation System (NGS) Terminal Site for entry into to NGS.	Recruiter, Reviewer, NGS data entry personnel	Within 7 days of parent signature.	COEs	Completed COE with 2 signatures and NGS report.
Conduct Residency Verification	Verify continued residency for all currently eligible migrant children who have not made a new qualifying move during the current reporting period. Recruiter will request school record to verify enrollment and/or obtain parent signature for unenrolled youth.	District Migrant Contact, ESC Migrant Department	September 1, 2020- November 1, 2020. For 2 yr old turning 3, on or after 3rd birthday	COEs, School records	Updated COE, parent signature, NGS residency verification report
Notify the school district when students qualify for the Migrant Education Program	Letter and a copy of the COE is sent to District Migrant Contact and to PEIMS Coordinator	ESC7 Migrant Department	Within 7 days of entry into NGS.	COE, letter	District's receipt of letter

**Identification and Recruitment  
Action Plan 2020-2021**

Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
Maintain a strong system of Quality Control	Eligibility Review-Forward COEs with more than one comment to ESC for review. Follow protocol for COEs that warrant further review by the ESC and/or State MEP as outlined in the ID&R Manual. Project Districts send a copy of COEs to ESC.	Recruiters, Reviewers, MEP administrators, ESC MEP contact	Ongoing	Documentation forms, re-interview documentation	Completed documentation forms, Re-interview documentation
	Work with the ESC to provide training support to MEP recruiters, designated reviewers and other MEP staff as specific needs are observed throughout the	All MEP staff	Ongoing	Manual, Documentation forms	Certificate
Annual Evaluation of ID&R Program	Analyze data	ESC and districts	May, 2021	NGS forms	Completed NGS forms
Maintain up-to-date records on file	Maintain updated active and inactive records. Retain records for seven (7) years.	ESC and districts	Ongoing	COEs	COE records
Coordinate with ESC for annual eligibility validation	Validate eligibility through re-interview process according to instructions set forth by TEA	ESC, MEP staff, previously identified children selected by State MEP	January - June, 2021	COEs, TEA guidance	TEA report



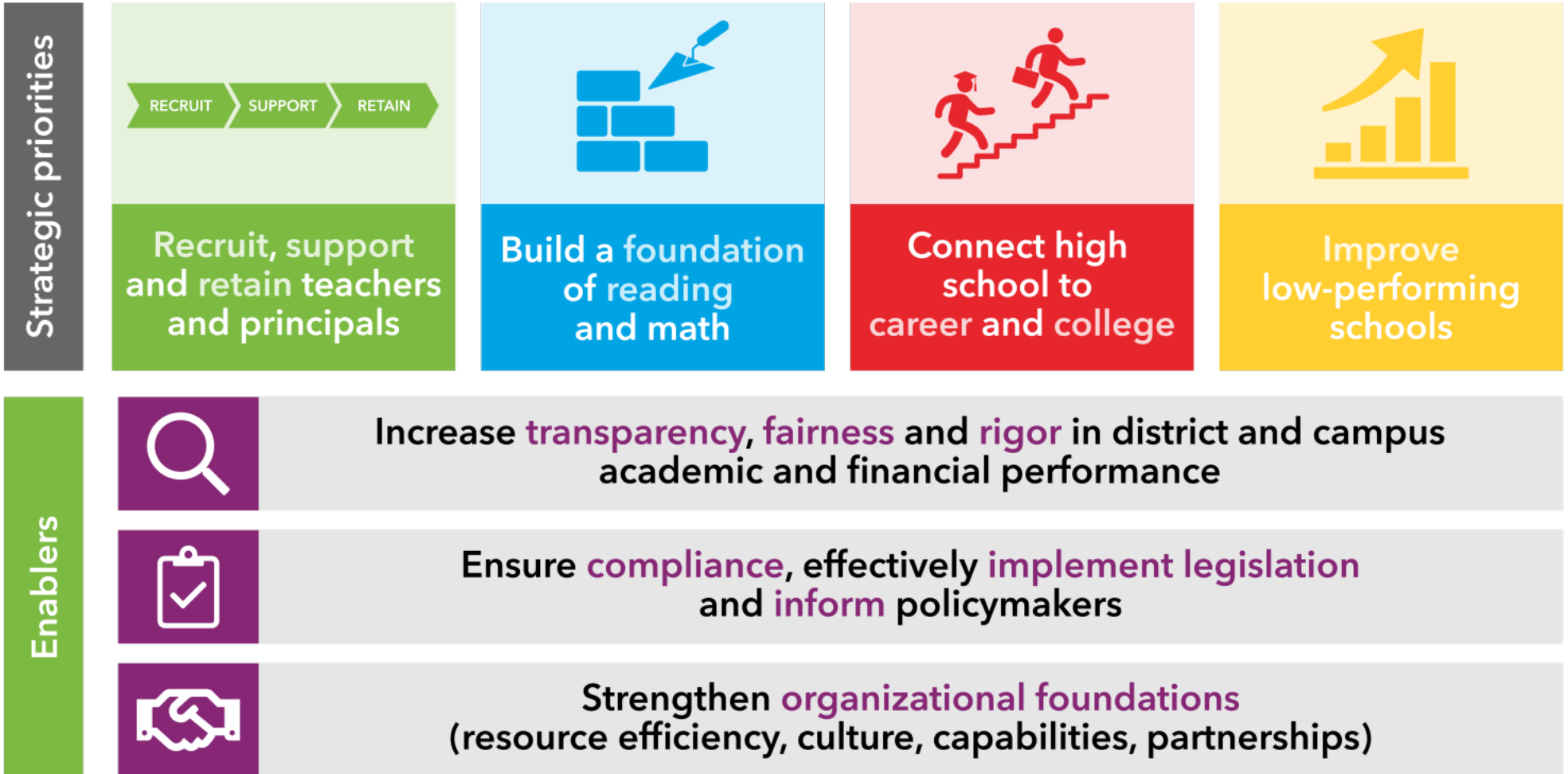
**Identification and Recruitment  
Action Plan 2020-2021**

Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
Maps, intraregional networking and interagency coordination	Recruiter is in contact with growers regarding hiring practices, crops and growing seasons.	OSY Recruiter	Ongoing	Data	Data
	Develop maps for recruiters	All MEP staff	Ongoing	Map	Map
	Coordinate/network with local/regional organizations that provide services to migrant workers and their families by meeting with staff and sharing information with entities listed on the back of the COE.	MEP staff	Ongoing	List of entities	Calendars, agendas, data

**Strategy 3: Family and Community Relations and Coordination** Region 7 Project and SSA districts will actively, accurately and effectively work with families and community members.

Required Activities	Activity	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
Parent Advisory Committee (PAC)	Parent questionnaire	ESC and BISD	September - October 2020	Questionnaire and listserv	Completed questionnaire
	Gather data	ESC and BISD	November, 2020	Documentation	Completed documentation
	Provide appropriate meeting based on data	ESC and BISD	Fall Semester and Spring Semester	Data, determined by needs, invitations, announcements	Agenda, sign in sheets, invitations
Business Relations and Coordination	Meet with Chambers of Commerce, churches, community members and businesses	ESC Migrant staff	Ongoing	Determined by needs, invitations, announcements	Documentation of meeting, time accounting
	Invite Community and Businesses to PAC	ESC and BISD	Fall Semester and Spring Semester	Determined by needs, invitations, announcements	Agenda, sign in sheets, invitations
Services	Provide school supplies and Summer Education Program materials as determined by needs assessment to Migrant Students.	ESC Migrant staff	Ongoing	NGS enrollment report, supplies, books	Signature on Delivery form

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



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