

**Spring Branch Independent School District
Agenda Item Information**

Date of Board Meeting: December 14, 2007

Subject: Update on Five-Year Educational Plan

Administrator Responsible:

Name: Duncan F. Klussmann, Ed.D.

Position: Superintendent of Schools

Purpose of Agenda Item:

- Information only Action needed Report

ADDITIONAL INFORMATION AND/OR BACK-UP:

Dr. Klussmann will be providing an update on the Third Review of the Five-Year Educational Plan. The documents for the goals will be listed in your folder for the Five-Year Plans - Third Review of Five-Year Plan 11-2007 on your sharepoint.

Elaine Say will be attending the meeting in case you have other questions.

Spring Branch ISD Five Year Educational Plan Summary of Third Review of Action Plan Activities – July-September, 2007 November 19, 2007

Senior staff members prepared a status report reflecting activities that were scheduled for completion between July and September. In some instances status reports are provided for activities that have a completion date outside that range to reflect progress toward accomplishing the activity. These status reports are prepared quarterly to reflect the work completed on the Five Year Educational Plan activities. In many cases the status of the activities and/or outcomes will have been previously disseminated to the Board, staff and community as a part of the regular work functions of the district.

To help communicate the status of the Action Plan activities, a summary of the work completed is provided by goal and objective. A copy of the 18 month Action Plans, including the status of the activities scheduled for completion from January to September is available from the Superintendent's Office.

Goal: Student Performance (SPA) – SBISD will be an exemplary school district with an enriched and relevant PK-12 curriculum that promotes creativity, critical thinking and achievement.

*SPA 1 – Improve access to curriculum that engages students and promotes critical thinking and creativity at all levels and in all student groups; and
SPA 4 – Improve district and campus performance in state and national accountability systems*

- Differentiated staff development provided in a conference style plan that focused on problem based learning and other training needs as identified through analysis of state and local assessments and through the language arts program evaluation.
- Focused support provided for school specific learning gaps as well as student gaps; ongoing staff development provided by content directors.
- Content Management System that delivers student data to teachers more efficiently and effectively is being studied by staff.
- Requirement of grade 10 college essay writing project added to current requirements at grades 11 and 12.
- AYP appeals prepared for SWHS and SOC.

SPA 2 - Improve use of technology in the classroom by teachers and students to promote student learning

- Guidelines provided for creation of campus technology committees; campuses submitted keyboarding plans
- Staff development provided for PK-8 technology applications adoption; scope and sequence for grades 1-5 on Ed Tech web site.
- Student and parent access added to the online learning tool, *Atomic Learning*, when the year two subscription was renewed.

SPA 3 – Improve student success rates for all students, including struggling learners.

- AIMS plan includes monthly guiding questions referencing students at risk of not meeting the DRA requirements and students at risk of dropping out at middle school
- DRA performance included in all elementary Campus Improvement Plans (CIPs); promotion requirements of the Student Success Initiative (SSI) included in all elementary and middle school CIPs.
- 504 population identified via SASI and training for staff completed in August.

SPA 5 – Improve performance of grade level students

- Focus groups of parents conducted to investigate the challenge, engagement and relevance of programs and services
- Program evaluation of middle school language arts program being conducted

SPA 6 – Improve the performance of special education students

- Campuses with lower rates of inclusion identified
- Post ARD parent survey identified and will be implemented in January as a part of every ARD meeting.

SPA 7 – Improve the performance of English Language Learners

- Walk-through protocols developed that integrate DDI/SIP/GLAD strategies for ELL students
- One-Way Dual Language Institute held for PK-1 teachers at bilingual campuses; program implemented

SPA 8 – Improve the performance of Gifted and Talented Students

- New Teacher Inventory adopted to use in identification process; GT matrix being modified to incorporate new inventory and subject area identification.
- Implementation of Advanced Academic Studies Improvement Plan

Goal: Student Performance (SPB) – SBISD will be the premier college focused district in the State of Texas and will prepare all students for success after high school graduation.

SPB 1 – Improve the preparation of students for college level coursework

- Communication plan to inform parents of rigorous course offerings included website, Program of Studies, parent meetings, and student meetings. Data on number of students completing rigorous coursework gathered and shared with campus staff.
- Data on college readiness analyzed and used by content directors in design of staff development.

SPB 2 – Improve student opportunities to participate in an enriched high school

- POS subcommittee working to define “academy” and survey work underway to establish a baseline of what people know, understand and want from such programs. Business community survey will be developed first, followed by surveys of parents and students
- Teacher and student survey in development to determine why students are not completing certifications.

Goal: Student Performance (SPC) - SBISD will insure that all students have a strong foundation in ethics and character development

SPC - Develop a character education program to provide a strong foundation in ethics and character development

- Staff development conducted on social and emotional learning models in August and will continue throughout the fall.
- Preliminary work on task force for PK-12 Discipline Management System included setting agendas and collecting resources.
- Service learning opportunities identified and published for dissemination to campuses; advisory periods used for dissemination and discussion with students.
- Campuses surveyed regarding incentives to support improved attendance rates.

Goal: Student Performance (SPD) - SBISD will offer all students a wide range of school sponsored activities outside the classroom.

SPD – Students will be engaged in school life and participate in school sponsored activities

- Yearly Program Plan containing recommendations for additional athletic program offerings/activities or restructuring current offerings to increase participation is in development.

Goal: Safety (S) – SBISD will have a pervasive culture of safety and respect

S 1 – Improve student discipline with a focus on a positive climate of respect.

- Results of climate surveys used by SEL collaborative and administrative staff to plan staff development in areas of concern

S 2 – Improve district safety

- 99% of safety fencing completed; fire suppression systems in 27 kitchens installed and all system up to code.
- Guidelines on reporting accidents have been developed and staff training on use of the reporting system has been completed through the use of PowerPoint presentations at campuses and departments.

Goal: People (P) – SBISD, as the employer of choice, will recruit and retain the best people by rewarding excellence and providing opportunities for continual growth.

P 1 – Improve recruitment and retention of staff.

- SBISD staff survey in progress to identify reasons teachers stay in the district; exit interviews used to identify reasons for leaving; new hires surveyed to determine their reason for choosing SBISD.
- Recruiting efforts evaluated and a revised plan and calendar have been developed; principals rated applicants on multiple criteria
- Employee benefits presentation provided at all campuses and departments; benefit providers attended presentations to answer staff questions.

P 2 – Improve employee excellence through appraisal and development.

- Teacher appraisal committee members and administrator appraisal committee members invited to participate in development work; resources collected for other districts, meetings dates set and agenda created.

Goal – Community (C): Students, parents and community will be active partners with educators in students' education

C 1 – Improve the quality of engagement of all stakeholders through stronger partnerships and communication.

- Administrative workshop conducted for principals on Good Neighbor program with result of increased inquiries and promotion; more applications received compared to prior year.
- W3 Advertising Company engaged on pro-bono basis to develop public service announcements and promotional programming for the mentor program; over 200 new mentors trained
- Collegiate Challenge Exemplar Program grant of \$42,500 received to expand program to SHS and SWHS; to develop website for mentors supporting students through the college application process and to develop recruitment materials to attract more mentors and replicate model.
- Math tutor program implemented at NHS with 10 tutors serving seniors who have failed TAKS math exit test
- 2,000+ FLASH subscribers added as a result of the online Volunteer registration site

C 2 – Improve the involvement of parents in school life by providing support and encouragement

- Hispanic Advisory Committee parent liaisons provided input on parent engagement; attended A+ Challenge meetings to identify best practices in parental engagement
- Investigating relationship of effectiveness of campus communication and student achievement

Goal: Operations (O) – SBISD will use strategic plans to be fiscally responsible and efficiently use all resources – human, time, and monetary – to support student achievement.

- O 1 – *Improve the condition of district facilities*
 - Customer satisfaction survey on cleanliness of buildings and areas needing improvement finalized
 - 8 schools with fall material replaced; cleaning of roofs and gutters at 3 campuses; carpet replacement at 4 sites; sanding and sealing of 17 gym floors; re-stripping student crosswalk areas at 13 schools; Tully Dressing and Administration at 90% complete; Police Building at 95% complete.
 - Preventive maintenance and building inspections conducted for: play equipment; pesticide management; mechanical and fire alarms; air quality, drinking fountains, water heaters, exterior lighting, fire marshal/fire extinguishers; auditorium dimmer lights, electrical service; child nutrition service areas
 - Bond Committee work completed; bond recommendations approved by Board and election called; factual information provided to community and campuses.
- O 2 – *Improve the financial condition of the district.*
 - Staff received in-depth training in ERG software; comparison groups considered but not identified
 - Senior staff reviewed budget allocations for 07-08
 - Creation of process maps for key financial services has been postponed to occur during the first 60 days of financial software implementation.
- O 3 – *Improve the use of technology through implementation of the district technology plan to increase district efficiency and effectiveness*
 - 50 additional ACTIV classrooms completed for a total of 200
 - Implementation plans in development for new laptops for teachers and campus administrators
 - Investigation of an online learning management system started
 - Event notification implementation completed and being well received
 - Contract negotiations in process for approved purchase of Tyler MUNIS (new HR/Financial system)
 - New generator, SAN server, and Commvault backup system implemented
 - Funds approved for contract help to fix Spam and firewall issues

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Position: Superintendent of Schools

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Information only **Action needed** **Report**

ADDITIONAL INFORMATION AND/OR BACK-UP:

Please reference the 2007 Bond Plan for discussion on this item. The key outcomes for this discussion include the selection process for architects, the procurement process for contractors and the use of commissioning the Leadership in Energy and Environmental Design (LEED) certification.