

Bay City ISD
Educational Improvement Council
September 30, 2021 Meeting Minutes

The Educational Improvement Council held a regular meeting at BCISD Administration Building on September 30, 2021.

Item I.- Welcome and Introductions

- Lisa Moya started the meeting by welcoming everyone to a new school year, introduced herself and allowed everyone in attendance to introduce themselves.
- Ms. Moya provided an overview of EIC and reviewed with those in attendance the welcome letter and EIC Member List that was provided, which includes all the meeting dates.

Item II. – Review of Draft- 2021-2022 Goals and Objectives

- Lisa Moya provided an overview of the *Strategic Design Framework* which was provided to all in attendance.
 - Strategic Design Framework was developed approximately 3 years ago; the committee that assisted in the development included Administrators, Teachers, Board Members, Teachers, Students, and Community Members
- Ms. Moya went over the BCISD District Improvement Plan which includes:
 - ***Mission Statement, Vision, Core Beliefs, (6) Goals, Performance Objectives***
 - These are some of the following items mentioned that will be towards helping with reaching/meeting the goals in addition to continuing with what has been implemented:
 - Working on providing English Language Lab for parents as offered in the past
 - CHAMPS- Behavior Support System
 - Feedback was provided on how successful it has been towards students building relationships
 - Surveys will be sent out to parents to obtain feedback in an effort to build a builder relationship with the community
 - BCISD currently provides every student with a chrome book (some are currently being taken home and some are kept in classroom)
 - Will continue to provide hot spots as needed
 - Continue to provide sign on bonuses, stipends, and the ***Grow Our Own*** program to recruit new teachers to BCISD
 - Assessment Tests
 - Almost all took online tests in the Spring with very few glitches
 - Feedback was provided from a Teacher/Parent/Student Perspective- Writing Section did not provide enough writing space
 - Writing will no longer be included in State of Texas

- CCMR/CTE/ECHS/Enrichment Courses
 - Mrs. Reyes and Mrs. Mosier-Flores provided an overview of what BCHS is currently offering and overall success of programs
 - CTE offers 11 Programs/9 Certifications can be obtained
 - CCMR is at 85% score
 - ECHS currently has 2 Cohorts
 - Enrichment Courses have been very successful
 - Students attending meeting provided feedback
 - Surveys will be given to students in the near future to obtain feedback on courses currently being offered/new interests
 - TSI Testing is offered at no cost to students and can be taken as early as 8th Grade

Item III. – HB4545 Update

Lisa Moya provided an update on HB4545

- Every student that does not pass the required assessment test is required to complete 60 hours of accelerated learning/tutoring
- Campuses have scheduled tutorial periods during school as well as have started after school tutorials and Saturday Academy

Next meeting will be Tuesday, February 1, 2022 at 4:00pm. at the Administration Building Board Room.

No other discussion was brought up and the meeting was adjourned.

Educational Improvement Council

September 30, 2021

Agenda

- I. Welcome and Introductions
- II. Review of Draft – 2021-2022 Goals and Objectives
- III. HB4545 Update



Bay City Independent School District

520 7th Street · Bay City, Texas 77414 · (979) 401-1005 · (979) 245-3175

September 30, 2021

Dear Educational Improvement Council Member,

You have either been nominated or volunteered to participate on our Educational Improvement Council (EIC) for the 2021- 2022 school year. Thank you for taking time out of your busy schedule to assist our district in being committed to quality teaching and rigorous learning for all students. As a member of the EIC committee, you will be involved in reviewing STAAR results, academic programs, staff development and other facets of the school district that have an impact on the success of our students and staff.

Listed below are the EIC meetings that will be held during the school year. The meetings as of now will be in person and held at the Administration Building Board Room. Reminders will be sent out through emails and Google calendar invites will be created for district staff. The following are the meeting dates.

Thursday, September 30, 2021	4:00pm
Tuesday, February 1, 2022	4:00pm
Tuesday, June 7, 2022	4:00pm

If for any reason, you are unable to attend a meeting, minutes of the meeting with all documents can be viewed at our district website, www.bcblackcats.net.

If you have any questions you may call (979-401-1006) or email Lucy Lopez, lulopez@baycityisd.org, for assistance.

Again, thank you for serving on our district Educational Improvement Council.

Sincerely,

Lisa Moya
Assistant Superintendent
LM/II

Bay City Independent School District
Educational Improvement Council Members
2021 - 2022

EIC Meeting Dates

Thursday, September 30, 2021	BCISD Administration Building	4:00pm
Tuesday, February 1, 2022	BCISD Administration Building	4:00pm
Tuesday, June 7, 2022	BCISD Administration Building	4:00pm

Classroom Teacher Two (2) Year Term

Benjamin Pfeiffer	Bay City High School
Brandi Liberoni	Bay City Jr. High
Kendall Jernigan	Cherry Elementary
Natalie DeBrock	Holmes Elementary
Melissa Barrera	Roberts Elementary

Classroom Teacher One (1) Year Term

Eloina Magallan	Bay City High School
Victoria Rutledge	Bay City Jr. High
Jessica Lagner	Cherry Elementary
Mandi Ressman	Holmes Elementary
Victoria Sparks	Roberts Elementary

Nonteaching Professional One (1) Year Term

Mary Lynn Mosier Flores	Bay City High School
Yamilet Arroyo	Bay City Jr. High
Marsha Brown	Cherry Elementary
Stephanie Kucera	Holmes Elementary
Patricia Gardner	Roberts Elementary

Parents

Carmen Rodriguez
Kim Shneider

Community/Business

Samantha Denbow
Elizabeth Huitt
Nancy Rodriguez

Student Representative

Kevin Patel
Franklin Miller
Alyssa Gonzales

Special Education

Selina Garcia

Central Office

Lisa Moya
Dr. Marshall Scott

Bay City Independent School District

District Improvement Plan

2021-2022 Performance Objectives



Mission Statement

All BCISD Learners are equipped to pursue their limitless futures in an ever changing, global society.

Vision

Academic Growth

Each learner will achieve academic growth through setting goals that are measured by threshold, target, and stretch outcomes annually.
100% of students will achieve academic growth each year by participating in purposeful and individualized learning on a daily basis
Every student will execute personal goals within an individualized success plan.

Positive Relationships

100% of students will demonstrate respectful behavior towards their peers and adults daily.

Community

All BCISD students will participate in community service each year.

Learning Experiences

All students will be engaged through hands-on learning, problem-solving, and critical thinking each day.
Each student will communicate effectively in collaborative settings weekly.
All students will demonstrate effective use of instructional technology daily.

Core Beliefs

We Believe.....

Each student deserves and education comprised of high-quality staff in a safe and inclusive environment.

All students are worthy of opportunities that offer multiple pathways which are individually and clearly communicated.

All students have the ability to learn, when provided the appropriate relationships and options that are suitable to their needs.

Every student deserves a place where their needs are met, both academically and emotionally.

Every student has responsibility in laying a foundation in building their goals and visions that will lead to their success.

Teachers that focus on students' understanding of material instead of preparing for a test increase student achievement.

Positive student-teacher relationships and interaction are critical for student success.

We believe that collaboration among all stakeholders, which honors all voices, creates ownership that drives personal accountability toward education and lifelong opportunities.

We believe that a district that works in partnership with its community is synergistic.

We believe that it is necessary to empower families to build a strong personal, educational, and social foundation for learners' success.

Parental involvement in the schools changes the climate of the community as a whole.

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Goals

Goal 1: We will engage parents and community members by providing opportunities for developing positive relationships in academic and non-academic settings.

Performance Objective 1: We will implement a professional development plan for parents to provide resources and educational opportunities.

Performance Objective 2: BCISD will increase community partnerships and community involvement opportunities by 5% throughout the district.

Goal 2: We will develop a systematic approach that builds relationships between students, staff, and parents through a collaborative effort to accomplish our call to action.

Performance Objective 1: We will create a needs assessment to identify gaps in building collaborative relationships.

Goal 3: We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.

Performance Objective 1: We will create a behavior management system that will be used consistently at every school level to establish a positive classroom environment.

Performance Objective 2: We will reduce disproportionality of out of school disciplinary placements by 5%, (ISS, OSS, DAEP)

Performance Objective 3: The district will increase School safety equipment and school safety training as needed throughout the district.

Goal 4: We will integrate the most up to date technology district-wide, to enhance student development, growth, and learning.

Performance Objective 1: We will continue to update technology resources across the district so that all classrooms can facilitate 21st century learning communities.

Performance Objective 2: We will implement a professional continuous ontime training program for all staff to ensure the effective integration of technology throughout the district.

Goal 5: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

Performance Objective 1: We will increase the number of students who graduate with College, Career, Military Readiness for all subgroups as outlined in Board adopted HB3 goals.

Performance Objective 2: We will increase the number of third graders achieving "Meets" level of mastery on STAAR Reading and Math for all subgroups as outlined in Board adopted HB 3 Goals.

Performance Objective 3: We will increase percentage of students achieving one year academic growth on STAAR Reading and Math Grade 4-8 and EOC Eng. II and Algebra I from 68% to 100%.

Performance Objective 4: We will increase component score for Science and Social Studies (Grade 5,8, and EOC's) by 7%.

Goal 6: We will recruit, attract, retain, and train diverse, high quality staff to carry out the district's beliefs, goals, and call to action.

Performance Objective 1: We will create a comprehensive plan to recruit staff.

Performance Objective 2: We will increase professional growth opportunities for all staff : (teachers, paraprofessionals, and administrators)



Our Community Inspired
**Strategic Design
FRAMEWORK**



www.bcblackcats.net



Call to Action:
All BCISD Learners are equipped to pursue their
limitless futures in an ever-changing, global society.

Beliefs:

Our beliefs about education in Bay City ISD.

- Each student deserves an education comprised of high-quality staff in a safe and inclusive environment.
- All students are worthy of opportunities that offer multiple pathways which are individually and clearly communicated.
- All students have the ability to learn when provided the appropriate relationships and options that are suitable to their needs.
- Every student deserves a place where their needs are met, both academically and emotionally.
- Every student has responsibility in laying a foundation in building their goals and visions that will lead to their success.
- Teachers that focus on students' understanding of material instead of preparing for a test increase student achievement.
- Positive student-teacher relationships and interaction are critical for student success.
- We believe that collaboration among all stakeholders, which honors all voices, creates ownership that drives personal accountability towards education and lifelong opportunities.
- We believe that a district that works in partnership with its community is synergistic.
- We believe that it is necessary to empower families to build a strong personal, educational and social foundation for learners' success.
- Parental involvement in the schools changes the climate of the community as a whole.

Learner Profile:

Our vision for every Bay City ISD learner.

- **Advocate:** Persistent, Inclusive, Determined, Persuasive, Courageous, Defender, Humble, Supportive, Selfless, Motivated, Righteous, Character, Organized, Conscientious
- **Innovative:** Situationally aware, Growth mindset, Open-minded, Persistent, Grit, Deductive, Desire, Collaborative, Curious, Risk-taker, Adaptive, Analytical, Courageous, Reflective, Creative, Demonstrates solution-based performance, Problem solver
- **Communication:** Communicates effectively using all types of media, Communicates effectively verbally and nonverbally, Networks and collaborates with others, Open-minded, Receives and provides constructive criticism, Listens, Confidentiality, Respectful, Seeks clarification, Transparency
- **Teamwork:** Collaborative, Cooperative, Stays connected, Sympathize, Goal oriented, Approachable, Open-minded, Responsible, Listens to others, Respectful, Flexible, Communicative, Partnership, Sympathetic
- **Work Ethic:** Presentation, Uses diverse language, Collaborative, Flexible, Open-minded, Forecasts, Strategic thinker, Accountable, Punctual, Dependable, Completes tasks, Respectful, Responsible, Persistent, Integrity, Meets commitments, Meets deadlines
- **Attitude:** Adaptable, Respectful, Intellectually curious, Lifelong learner
- **Equipped for Life:** Focused, Self-disciplined, Confident, Integrity, Perseverance

The outcomes we desire for students at the end of their time in Bay City ISD.

Learner Outcomes:

- **Academic Growth:**
 - Each learner will achieve academic growth through setting goals that are measured by threshold, target, and stretch outcomes annually.
 - 100% of students will achieve academic growth each year by participating in purposeful and individualized learning on a daily basis.
 - Every student will execute personal goals within an individualized success plan.
- **Positive Relationships:**
 - 100% of students will demonstrate respectful behavior towards their peers and adults daily.
- **Community:**
 - All BCISD students will participate in community service each year.
- **Learning Experiences:**
 - All students will be engaged through hands-on learning, problem solving, and critical thinking each day.
 - Each student will communicate effectively in collaborative settings weekly.
 - All students will demonstrate effective use of instructional technology daily.

What we will accomplish together.

Goals & Specific Results

- 1 **Parent and Community Engagement**
We will engage parents and community members by providing opportunities for developing positive relationships in academic and non-academic settings.
 - 1.1 Create opportunities for parent and community engagement in a low-risk setting.
 - 1.2 Implement a professional development plan for parents to provide resources and educational opportunities.
 - 1.3 Establish a comprehensive system to communicate with parents.
 - 1.4 Expand and facilitate volunteer opportunities.
- 2 **Systematic Approach**
We will develop a systematic approach that builds relationships between students, staff, and parents through a collaborative effort to accomplish our call to action.
 - 2.1 Create a needs assessment to identify gaps in building collaborative relationships.
 - 2.2 Create a comprehensive plan that involves stakeholders.
 - 2.3 Develop ongoing training and learning experiences that foster positive relationships between stakeholders.

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Goals & Specific Results continued...

3 Positive Culture

We will establish a positive school and classroom culture by continuously teaching and modeling respect among all students, personnel and community.

- 3.1 Create a behavior management system that will be used consistently at every school level to establish a positive classroom environment.
- 3.2 Provide targeted professional learning opportunities to regulate effective classroom discipline.
- 3.3 Implement a character development plan to establish a positive culture throughout the district.

4 Technology

We will integrate the most up-to-date technology district-wide to enhance student development, growth, and learning.

- 4.1 Create a plan to increase students' access to technology and become a 1:1 district.
- 4.2 Implement a professional, continuous, on-time training program for all staff to ensure the effective integration of technology throughout the district.
- 4.3 Expand course offerings to include advanced courses and technology-based extra-curriculars.

5 Instructional Practices

We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

- 5.1 External Learning: Provide authentic off-campus experiences that expose all students to real-world opportunities.
- 5.2 Community Education: Implement a collaborative-learning partnership that integrates real-world experiences from the community at all grade levels.
- 5.3 Internal Learning: Create curriculum based on real-world challenges and applications.
- 5.4 Career Pathways: Design specific instructional models aligned to the local career pathways.

6 High Quality Staff

We will recruit, attract, retain, and train diverse, high-quality staff to carry out the district's beliefs, goals, and call to action.

- 6.1 Create a comprehensive plan to recruit staff.
- 6.2 Establish a partnership network that will create community benefits to prospective and current employees.
- 6.3 Implement a comprehensive mentorship program for new and continuing staff.
- 6.4 Implement feedback tools for existing staff to continually monitor and measure engagement.
- 6.5 Provide quality training to meet the professional needs of all staff.