

Regular Meeting
Monday, February 25, 2019 7:00 AM

Bowie Administration Board Room
404 E Williams St.
Bowie, TX 76230

Agenda

- I. **MEETING CALLED TO ORDER**
 - Roll Call and Establish a Quorum
 - I.A. Opening Prayer
 - I.B. Pledge of Allegiance
- II. **PUBLIC COMMENTS**
- III. **RECOGNITION**
 - III.A. Staff Recognition - Jack Harvey Fellowship Award for Exemplary Teachers
Jennifer Hall, Bowie Junior High
- IV. **INFORMATION AND DISCUSSION**
 - IV.A. Superintendent Report - Steven Monkres
 - IV.A.1. Energy Project Update
 - IV.A.2. School Facilities
 - IV.A.3. School Safety
 - IV.A.4. School Board Training Opportunities
 - IV.A.5. Other Information
 - IV.B. Assistant Superintendent Report- Christie Walker
 - IV.B.1. AVID Program Update
 - IV.B.2. English / Language Arts Instructional Materials Adoption Process
 - IV.B.3. Spring Assessments
 - IV.C. Campus Principal Reports - Steven Valkenaar, Russell Black, Jeneanne Fleming, Blake Enlow
 - IV.D. Finance Report - Jonathan Pastusek
- V. **CONSENT AGENDA**
 - V.A. Approval of Business Reports
 - V.A.1. January Financial Report
 - V.A.2. Investment Report
 - V.A.3. Budget Amendment(s)
 - V.A.4. Tax Levy Adjustment From Montague County Tax Appraisal District for January, 2019
 - V.A.5. Donation(s)
 - V.B. Approval of Minutes
 - V.B.1. Approval of Regular Board Meeting Minutes of January 24, 2019
 - V.B.2. Approval of Called Board Meeting Minutes of February 4, 2019
 - V.B.3. Approval of Called Board Meeting Minutes of February 18, 2019
- VI. **ACTION ITEMS**
 - VI.A. Consider / Approve Student Transfer List Addendum
 - VI.B. Consider / Approve B.I.S.D. Board Activity Calendar

VI.C. Consider / Approve BISD 2019-2020 School Year Calendar

VII. **CLOSED SESSION**

Convene in closed session under Texas Open Meetings Act, Texas Government Code, Chapter 551, section:

551.071 Private consultation with the Board's attorney

551.072 Discussing purchase, exchange, lease, or value of real property

551.073 Discussing negotiated contracts for prospective gifts or donations

551.074 Discussing personnel or to hear complaints against personnel

551.076 Considering the deployment, specific occasions for, or implementation of security, personnel or devices

551.082 Considering discipline of a public school child or complaint or charge

against personnel

VII.A. B.I.S.D. Administrator Contracts

VII.B. Superintendent Performance Goal Setting

VIII. **OPEN SESSION**

VIII.A. Consider / Approve B.I.S.D. Administrator Contracts

VIII.B. Consider / Approve Superintendent Performance Goals

IX. **ADJOURN**

Recognition

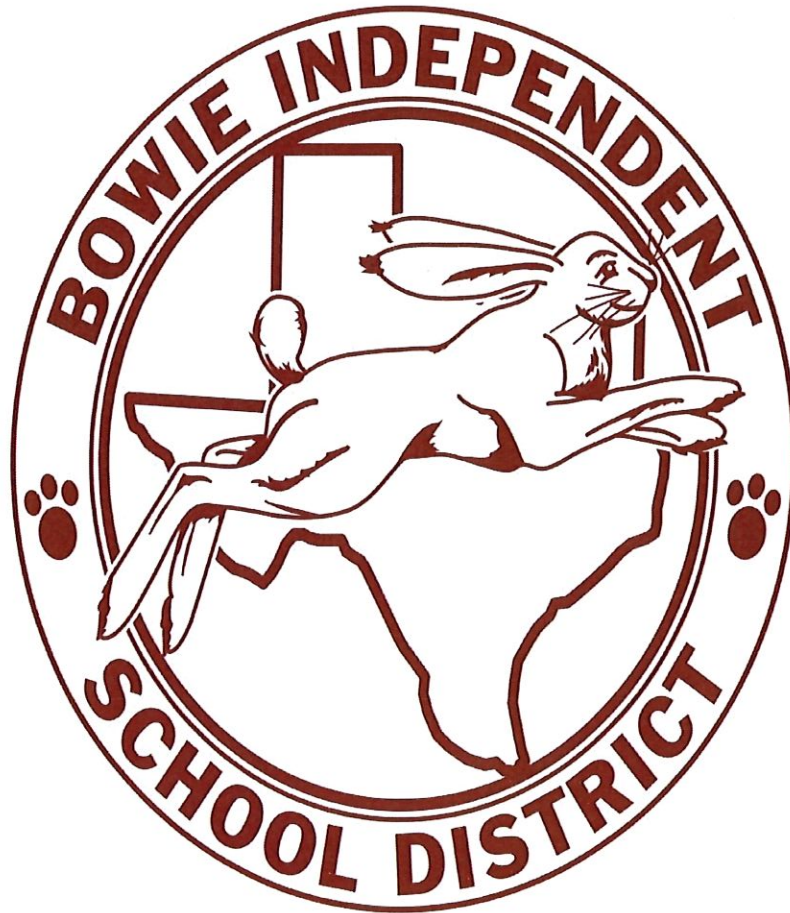
Information and Discussion

Consent

Agenda

BOWIE ISD

FINANCIAL REPORTS THROUGH JANUARY 31, 2019





Bowie Independent School District

January 31, 2019		2019 GENERAL OPERATING			2018 GENERAL OPERATING			SHARS - GENERAL OPER		
		2019 BUDGET	2019 Y-T-D	BUDGET %	2018 BUDGET	2018 Y-T-D	DIFFERENCE (2019-2018)	BUDGET	Y-T-D	BUDGET %
TOTAL ENROLLMENT										
TOTAL REFINED ADA (2013/2014)										
FREE & REDUCED ENROLLMENT										
REVENUES:										
5700	Tax and Other Local Revenue	9,785,195	7,174,782	73%	9,552,075	8,209,797	(1,035,015)	-		
5800	State Program Revenues	4,381,751	2,421,674	55%	4,159,599	3,000,621	(578,948)	-		
5900	Federal Program Revenues	22,426	-	0%	10,000	5,112	(5,112)	375,000	105,771	28%
7990	Other Resources	-	-		-	-		-	-	
TOTAL REVENUES		14,189,371	9,596,456	68%	13,721,674	11,215,530	(1,619,074)	375,000	105,771	
EXPENDITURES BY FUNCTION:										
11	Instructional	8,225,240	3,957,982	48%	8,303,870	3,696,817	261,165			
12	Instr Resources & Media Svcs	161,422	75,690	47%	156,167	77,724	(2,035)			
13	Curr & Instr Professional Dev	126,090	17,127	14%	58,928	11,497	5,630			
21	Instructional Administration	119,262	46,658	39%	99,758	40,196	6,462			
23	School Administration	942,578	408,100	43%	847,625	352,691	55,409			
31	Guidance and Counseling Svcs.	454,683	187,839	41%	452,671	179,913	7,926			
33	Health Services	130,415	63,693	49%	126,256	57,900	5,793			
34	Student Transportation	498,063	217,613	44%	418,265	256,557	(38,944)			
35	Food Service	32,176	14,451	45%	27,764	9,778	4,673			
36	Co-Curricular Activities	805,959	358,059	44%	821,056	360,476	(2,417)			
41	General Administration	759,859	320,124	42%	720,231	299,529	20,594			
51	Plant Maint. and Oper	1,852,180	796,954	43%	1,865,237	860,545	(63,591)			
52	Security & Monitoring Svcs.	119,050	24,626	21%	69,523	13,280	11,347			
53	Data Processing Services	162,179	74,153	46%	164,126	75,638	(1,485)			
71	Debt Service	455,725	-	0%	195,900	-	-			
81	Facilities Acquisition	1,682,000	1,497,583	0%	-	-	1,497,583			
93	Payments to Fiscal Agent	252,000	102,650	41%	260,000	97,972	4,678			
99	Facilities Acquisition	200,500	99,497	50%	198,000	95,541	3,956			
TOTAL EXPENDITURES		16,979,381	8,262,799	49%	14,785,376	6,486,054	1,776,745	-	-	
Excess (Deficiency) Rev Over Expend		(2,790,010)	1,333,657		(1,063,702)	4,729,476		375,000	105,771	
8990	Other Uses	-	-		-	-		-	-	
Excess (Deficiency) Rev Over Expend		(2,790,010)	1,333,657		(1,063,702)	4,729,476		375,000	105,771	
Prior Period Revenue Adjustment										
AUDITED FUND BALANCE AUGUST 31, 2018		\$ 8,526,011			\$ 6,671,420					



Bowie Independent School District

January 31, 2019		2019 CHILD NUTRITION FUND			2018 CHILD NUTRITION FUND			2019 DEBT SERVICE FUND			2018 DEBT SERVICE FUND		
		2019 BUDGET	2019 Y-T-D	BUDGET %	2018 BUDGET	2018 Y-T-D	DIFFERENCE (2019-2018)	2019 BUDGET	2019 Y-T-D	BUDGET %	2018 BUDGET	2018 Y-T-D	DIFFERENCE (2019-2018)
TOTAL ENROLLMENT													
TOTAL REFINED ADA (2013/2014)													
FREE & REDUCED ENROLLMENT													
REVENUES:													
5700	Tax and Other Local Revenue	148,700	77,100	52%	136,600	59,195	17,905	1,645,247	1,229,112	75%	1,613,624	1,404,501	(175,389)
5800	State Program Revenues	3,000	-	0%	2,800	34	(34)		-			-	-
5900	Federal Program Revenues	544,997	252,513	46%	511,552	258,637	(6,124)	42,047	41,535		37,238	45,762	(4,227)
7990	Other Resources	-	-		-	-	-	-	-		-	-	-
TOTAL REVENUES		696,697	329,614	47%	650,952	317,866	11,748	1,687,294	1,270,647	75%	1,650,862	1,450,263	(179,616)
EXPENDITURES BY FUNCTION:													
11	Instructional						-						-
12	Instr Resources & Media Svcs						-						-
13	Curr & Instr Professional Dev						-						-
21	Instructional Administration						-						-
23	School Administration						-						-
31	Guidance and Counseling Svcs.						-						-
33	Health Services						-						-
34	Student Transportation						-						-
35	Food Service	657,327	329,374	50%	617,952	312,596	16,779						-
36	Co-Curricular Activities						-						-
41	General Administration						-						-
51	Plant Maint. and Oper	39,370	16,501	42%	33,000	12,276	4,226						-
52	Security & Monitoring Svcs.						-						-
53	Data Processing Services						-						-
71	Debt Service						-	1,707,292	1,250	0%	1,703,600	-	1,250
81	Facilities Acquisition						-						-
93	Payments to Fiscal Agent						-						-
99	Facilities Acquisition						-						-
TOTAL EXPENDITURES		696,697	345,876	50%	650,952	324,871	21,005	1,707,292	1,250	0%	1,703,600	-	1,250
Excess (Deficiency) Rev Over Expend		-	(16,262)		-	(7,005)		(19,998)	1,269,397		(52,738)	1,450,263	
8990	Other Uses	-	-		-	-		-	-		-	-	
Excess (Deficiency) Rev Over Expend		-	(16,262)		-	(7,005)		(19,998)	1,269,397		(52,738)	1,450,263	
Prior Period Revenue Adjustment													
AUDITED FUND BALANCE AUGUST 31, 2018		\$ 83,307			\$ 73,826			992,582			976,064		



Bowie Independent School District

January 31, 2019		2019 CAPITAL PROJECTS			2018 CAPITAL PROJECTS		
		BUDGET	Y-T-D	BUDGET %	BUDGET	Y-T-D	DIFFERENCE (2019-2018)
TOTAL ENROLLMENT							
TOTAL REFINED ADA (2013/2014)							
FREE & REDUCED ENROLLMENT							
REVENUES :							
5700	Tax and Other Local Revenue	-	0	0%	-	167	(167)
5800	State Program Revenues	-	-	0%	-	-	-
5900	Federal Program Revenues	-	-	0%	-	-	-
7990	Other Resources	-	-		-	-	
TOTAL REVENUES		-	0	0%	-	167	(167)
EXPENDITURES BY FUNCTION :							
11	Instructional						-
12	Instr Resources & Media Svcs						-
13	Curr & Instr Professional Dev						-
21	Instructional Administration						-
23	School Administration						-
31	Guidance and Counseling Svcs.						-
33	Health Services						-
34	Student Transportation						-
35	Food Service						-
36	Co-Curricular Activities						-
41	General Administration						-
51	Plant Maint. and Oper						-
52	Security & Monitoring Svcs.						-
53	Data Processing Services						-
71	Debt Service						-
81	Facilities Acquisition	-	-	0	132,531	-	-
93	Payments to Fiscal Agent						-
99	Facilities Acquisition						-
TOTAL EXPENDITURES		-	-	0%	132,531	-	-
Excess (Deficiency) Rev Over Expend		-	0		(132,531)	167	
8990	Other Uses	-	-		-	-	
Excess (Deficiency) Rev Over Expend		-	0		(132,531)	167	
Prior Period Revenue Adjustment							
AUDITED FUND BALANCE AUGUST 31, 2018					\$ 132,531		



Bowie Independent School District

January 31, 2019																
SPECIAL REVENUE	205-9 HEAD START		211-9 TITLE I, PART A		225-9 TITLE I, PART A		255- TITLE II, PART A		288-9 TITLE IV		331-9 SSA CAREER AND TECHNOLOGY		410 INSTRUCTIONAL MATERIALS ALLOTMENT		TOTAL SPECIAL REV FDS	
	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL
REVENUE	165,172	16,537	318,380	151,909	11,125	0	46,485	25,843	20,542	0	29,750	23,335	351,849	98,386	439,209.00	147,564
EXPENDITURE FUNCTION															0.00	0
11	165,172	48,413	318,380	183,871	11,125	0	46,485	31,419	20,542	0	14,537	13,849	351,442	94,170	423,589.16	139,438
12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
13	0	0	0	0	0	0	0	0	0	0	4,500	2,955	407	407	4,906.84	3,362
21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
31	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
35	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
36	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
41	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
51	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
52	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
53	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
71	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
81	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
93	0	0	0	0	0	0	0	0	0	0	10,713	0	0	0	10,713.00	0
TOTAL EXPENDITURES	165,172	48,413	318,380	183,871	11,125	0	46,485	31,419	20,542	0	29,750	16,804	351,849	94,577	439,209.00	142,800



Bowie Independent School District

DEMAND DEPOSITS JANUARY 31, 2019	BANK	CODE	BALANCE	RATE	INTEREST TO DATE
GENERAL OPERATING MONEY MARKET	JNB	1105	10,003,281.79	0.600%	3,889.15
GENERAL OPERATING NOW ACCOUNT	JNB	1104	414,027.92	0.300%	98.57
WORKER'S COMP NOW ACCOUNT	JNB	1107	1,058,514.02	0.300%	264.92
MAINTENANCE TAX NOTE	JNB	1109	329,780.22	0.350%	98.02
TRAVEL ACCOUNT	JNB	1102	10,101.17	0.000%	0.00
ARBITER ACCOUNT	JNB	1110	5,407.80	0.000%	0.00
TOTAL GENERAL OPERATING			\$ 11,821,113.00		\$ 4,382.92
DEBT SERVICE FUND MONEY MARKET	JNB	1103	2,106,482.34	0.600%	797.69
CAPITAL PROJECTS FUND	JNB	1106	28.94	0.410%	0.01
STUDENT ACTIVITY SUPER NOW	JNB	1108	55,680.29	0.300%	17.22
MARTIN FUND	JNB	1810	19,340.80	0.200%	3.29
TOTAL DEMAND DEPOSITS			\$ 14,002,645.37		\$ 5,374.70

We the approved Investment Officers of Bowie ISD hereby certify that the following Investment Report represents the investment position of the district as of the above date in compliance with the Board approved Investment Policy, the Public Funds Investment Act Texas Government Code 2256, and Generally Accepted Accounting Principals (GAAP).

Steven Monks

INVESTMENT OFFICER

Jonathan Roberts

INVESTMENT OFFICER



Bowie Independent School District

2018 TAX LEVY REPORT JANUARY 31, 2019

Collected to Date	M & O	I & S	TOTAL
BEGINNING 2016 LEVY MCTAD	9,674,457.38	1,674,425.53	11,348,882.91
Y-T-D NET ADJUSTMENTS AND SUPPLEMENTS	(12,328.64)	(2,133.81)	(14,462.45)
TOTAL MCTAD ADJUSTED LEVY	\$ 9,662,128.74	\$ 1,672,291.72	\$ 11,334,420.46
BEGINNING CED - County Education District 1991-1992)	7.71	-	7.71
Y-T-D NET ADJUSTMENTS AND SUPPLEMENTS	-	-	-
TOTAL MCTAD ADJUSTED LEVY	\$ 7.71	\$ -	\$ 7.71



DONATIONS JANUARY 2019

General Fund	Douglass Distributing	\$4,705.86
Track Warm Up Suits	Booster Club	\$ 2,694.20
Tables	PTO	\$ 445.64
TOTAL		\$ 7,845.70

The Regular Board Meeting of the Bowie ISD Board of Trustees was held **JANUARY 24, 2019 @ 5:30 P.M.**, in the Board Room of the Administration Office at 100 West Wichita Street, Bowie, TX. Those present were: President Jacky Betts, Secretary Brenda Ogle, Vice President Kenny Miller(arrived 6:00 P.M.), Trustee Debbie Leonard, Trustee Guy Green, Trustee Warren Price, Trustee Shea Brown, Superintendent Steven Monkres, Assistant Superintendent Christie Walker and Chief Financial Officer Jonathan Pastusek.

Also Present: High School Principal Blake Enlow, Junior High Principal Jeneanne Fleming, Intermediate Principal Russell Black, Elementary Principal Steven Valkenaar, Bowie Intermediate Counselor Cindy Benton and Barbara Green from the Bowie News.

AGENDA ITEM I. READ THE OPEN MEETINGS NOTICE

President Jacky Betts opened the January 24, 2019 meeting at @ 5:30 P.M. by reading the Open Meetings Notice.

- I.A.** Opening Prayer by Trustee Warren Price
- I.B.** Pledge Led by Bowie Elementary Principal Steven Valkenaar

AGENDA ITEM II. PUBLIC COMMENTS

AGENDA ITEM III. RECOGNITION

- III.A.** Bowie Junior High Duke Talent Search 6th and 7th Grade Honorees
- III.B.** School Board Recognition Month

ACTION ITEMS

AGENDA ITEM IV. ACTION ITEMS

IV.A. Discussion and Approval of the Bowie Independent School District Audit for the 2017-2018 School Year; Delivered by Stephen Gilland, C.P.A.

MOTION Motion was made by Vice President Kenny Miller and seconded by Trustee Warren Price to Approve the Bowie Independent School District Audit for the 2017-2018 School Year, as presented. **(Exhibit A)**

Motion approved 7 – 0

IV.B. Texas Association of School Boards Policy Update 112, Affecting Local Policies

MOTION Motion was made by Trustee Guy Green and seconded by Trustee Debbie Leonard to Approve the Texas Association of School Boards Policy Update 112, Affecting Local Policies BJA, CCG, CCGA, CH, CV, DCB, DH, DIA, FMA, FNG, GF, GKA, GKB, as presented. **(Exhibit B)**

Motion approved 7 – 0

AGENDA ITEM V. PUBLIC HEARING

V.A. Public Hearing Concerning the Bowie Independent School District Texas Academic Performance Report (TAPR); Presented by Assistant Superintendent, Christie Walker

(Exhibit C)

AGENDA ITEM VI. INFORMATION AND DISCUSSION

VI.A. Superintendent – Steven Monkres

VI.A.1. Energy Project Update (Exhibit D)

VI.A.2. Discussion of Possible Future Meeting Dates

Regular Board Meeting - February 21, 2019 @ 5:30P.M.

Regular Board Meeting - March 21, 2019 @ 5:30P.M.

VI.A.3. Enrollment Report

VI.A.4. Board Training Opportunities (Exhibit E)

VI.A.5. Board Activity Calendar Revision

VI.A.6. Other

AGENDA ITEM VII. CONSENT AGENDA

VII.A. APPROVAL OF FINANCIAL REPORTS:

VII.A.1. December Financial Report

VII.A.2. Investment report

VII.A.3. Budget amendment(s)

VII.A.4. Tax levy adjustment from Montague County Tax Appraisal District for December 2018

VII.A.5. Donation(s)

MOTION Motion was made by Trustee Shea Brown and seconded by Trustee Debbie Leonard to approve the Consent Agenda VII.A.1-5, as presented. **(Exhibit F)**

Motion approved 7- 0

VII.B. APPROVAL OF MINUTES:

VII.B.1. Approval of Regular Board meeting minutes of December 17, 2018,

MOTION Motion was made by Trustee Warren Price and seconded by Secretary Brenda Ogle to approve the Regular Board Minutes of December 17, 2018, as presented.

Motion approved 7- 0

AGENDA ITEM VIII. CLOSED SESSION **Time 8:18 P.M.**

VIII.A. Superintendent’s Contract

VIII.B. Personnel

AGENDA ITEM IX. OPEN SESSION **Time 10:17 P.M.**

IX.A. Superintendent’s Contract

MOTION Motion was made by Trustee Guy Green and seconded by Vice President Kenny Miller to extend Superintendent Steven Monkres, as presented.

Motion approved 7 - 0

IX.B. Personnel

MOTION Motion was made by Trustee Debbie Leonard and seconded by Trustee Warren Price to accept Superintendent Steven Monkres retirement letter effect August 31, 2019, as presented. **(Exhibit G)**

Motion approved 7 - 0

AGENDA ITEM X. ADJOURN

MOTION Motion was made by Vice Kenny Miller and seconded by Trustee Shea Brown to adjourn at **10:20 P.M.**

Motion approved 7 - 0

Jacky Betts PRESIDENT

Brenda Ogle SECRETARY

Action Items

Bowie Independent School District

Student Transfer(s)

February 21, 2019

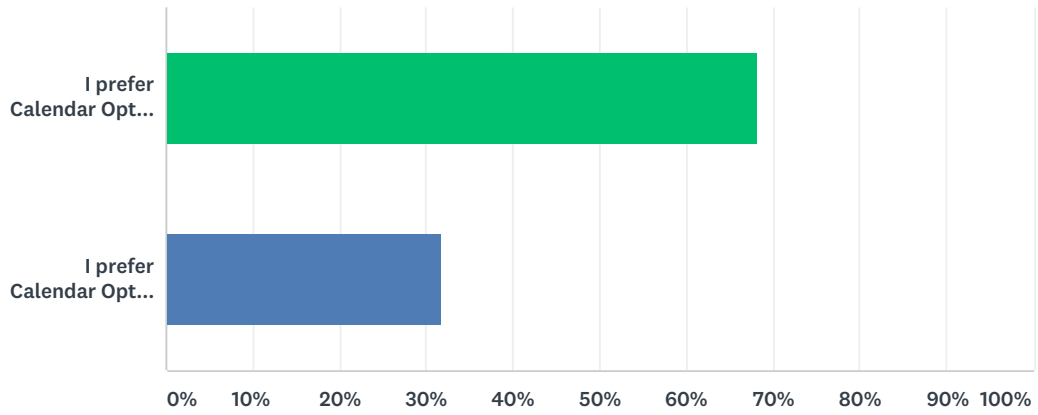
Merritt, Rileigh J.

5th grade

Midway ISD

Q1 Which Calendar Option do you prefer for the 2019-2020 School year?

Answered: 157 Skipped: 0



ANSWER CHOICES	RESPONSES	
I prefer Calendar Option A	68.15%	107
I prefer Calendar Option B	31.85%	50
TOTAL		157

BISD District of Innovation Calendar (Calendar Option A)

2019

AUGUST						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	{14	15	16	17
18	19	20	{21	22	23	24
25	26	27	{28	29	30	31

SEPTEMBER						
S	M	T	W	T	F	S
1	2	3	{4	5	6	7
8	9	10	{11	12	13	14
15	16	17	{18	19	20	21
22	23	24	{25	26}	27	28
29	{30					

OCTOBER						
S	M	T	W	T	F	S
		1	{2	3	4	5
6	7	8	{9	10	11	12
13	14	15	{16	17	18	19
20	21	22	{23	24	25	26
27	28	29	{30	31		

NOVEMBER						
S	M	T	W	T	F	S
					1	2
3	4	5	{6	7}	8	9
10	{11	12	{13	14	15	16
17	18	19	{20	21	22	23
24	25	26	27	28	29	30

DECEMBER						
S	M	T	W	T	F	S
1	2	3	{4	5	6	7
8	9	10	{11	12	13	14
15	16	17	{18	19	20}	21
22	23	24	25	26	27	28
29	30	31				

	School Holiday
	PD/WD/Student Holiday
	PD/Comp/Student Holiday
	STAAR Testing
	Early Release (Half Day)/ Tchr PD/WD
	Reporting Period Begins/Ends
	Inclement Weather Day
	*BES, BIS, BJH 30 minute early release
	*BHS 30 minute late start
	*Buses run at regular times

August 12; Meet the Teacher Night
Total Teacher Days = 187
Total Student Days = 170

2019-2020



P. O. Box 1168
Bowie, Texas 76230
(940) 872-1151

Steven Monkres, Superintendent
Christie Walker, Assistant Superintendent
Jonathan Pastusek, Chief Financial Officer

Bowie High School
 Instructional Day 8:00 a.m.-3:45 p.m.
 341 East Highway 287 North
 Bowie, Texas 76230
 (940) 872-1154
 Blake Enlow, Principal

Bowie Junior High School
 Instructional Day 8:00 a.m.-3:45 p.m.
 501 East Tarrant Street
 Bowie, Texas 76230
 (940) 872-1152
 Jeneanne Fleming, Principal

Bowie Intermediate School
 Instructional Day 7:55 a.m.-3:40 p.m.
 800 North Mill Street
 (940) 872-1153
 Russell Black, Principal

Bowie Elementary School
 Instructional Day 7:50 a.m.-3:35 p.m.
 405 Lovers Lane
 Bowie, Texas 76230
 (940) 689-2950
 Steven Valkenaar, Principal

1st Six Weeks=31 days	14,010 Minutes
2nd Six Weeks=28 days	12,615 Minutes
3rd Six Weeks=25 days	11,025 Minutes
4th Six Weeks=27 days	12,150 Minutes
5th Six Weeks=27 days	12,375 Minutes
6th Six Weeks=32 days	14,445 Minutes
TEA PD Waiver Minutes	2,100 Minutes
TOTAL BISD MINUTES	78,720 Minutes
First Day of School	Aug. 14
Thanksgiving	Nov. 25-29
Christmas Break	Dec. 23- Jan. 6
Spring Break	Mar. 9-13
Inclement Weather Days	Mar. 6, Apr. 13
High School Graduation	May 22

2020

JANUARY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	{7	{8	9	10	11
12	13	14	{15	16	17	18
19	20	21	{22	23	24	25
26	27	28	{29	30	31	

FEBRUARY						
S	M	T	W	T	F	S
						1
2	3	4	{5	6	7	8
9	10	11	{12	13}	14	15
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22	23	24	{25	26	27	28
29	30	31				

APRIL						
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12	13	14	{15	16	17	18
19	20	21	{22	23	24	25
26	27	28	{29	30		

MAY						
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17	18	19	{20	21}	22	23
24	25	26	27	28	29	30
31						

JUNE						
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21	22	23	24	25	26	27
28	29	30				

JULY						
S	M	T	W	T	F	S
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Revised Superintendent Performance Goals 2019-2020

STRATEGIC PLAN GOAL 1: STUDENT OUTCOMES

Provide a culture of high expectations for individual and collective excellence.

Performance Goal 1

Goal:

The Superintendent will ensure implementation of strategies to increase writing proficiency across the District at all grade levels to increase BISD passing percentages to meet or exceed state averages in three school years.

Measurement:

Develop a baseline from 2017 STAAR testing data that will be used to measure student performance growth during the 2018, 2019 and 2020 school years. Set benchmark for student improvement after receiving 2018 testing data in summer, 2018. Compare BISD student performance data to state averages when developing performance goals for upcoming years.

Evidence of Implementation:

- Meet with curriculum director, campus administrators, and campus level ELA teachers to discuss needs in the areas of writing instruction at the campus and district levels.
- Evidence of full implementation of the writing plan for each campus and the school district that reflects the individual needs at each grade level..
- Further evidence of implementation will include Professional Learning Community agendas and Professional Developments logs.
- Growth in 2019 testing data evidenced by the gap is being closed in reaching state average.

STRATEGIC PLAN GOAL 2: LEARNING ENVIRONMENT

Provide the necessary support to foster an optimal teaching and learning environment that develops student and teacher excellence.

Performance Goal 2

Goal:

The Superintendent will facilitate the development of a school safety committee and comprehensive school safety/emergency operations plan.

Measurement:

Have the school safety and emergency management plan fully implemented by the end of the 2019-2020 school year.

Evidence of Implementation:

- Conduct school safety survey in Fall 2019.
- Fully implement and drill the plan by the end of the 2019-2020 School Year.

STRATEGIC PLAN GOAL 3: COMMUNITY AND PARENT ENGAGEMENT

Provide a culture of high expectations for individual and collective excellence.

Performance Goal 3

Goal: Through the implementation of High Reliability Schools training, the Superintendent will provide high quality professional development opportunities for Bowie I.S.D. administrators and selected elementary and secondary teacher teams with full implementation by the end of the 2019-2020 school year.

Measurement: The fourth round of Bowie ISD teachers and administrators will be trained in HRS by the end of the 2019-2020. A third group of teachers will also receive the HRS leadership training during the 2019-2020 school year.

Evidence of Implementation:

- Survey results disseminated to Board
- Implementation of Professional Learning Communities
- Implementation of Instructional Rounds
- Comparison of Marzano's benchmarks and BISD implementation schedule.

STRATEGIC PLAN GOAL 4: DISTRICT OPERATIONS

Provide a culture of high expectations for individual and collective excellence.

Performance Goal 4

Goal:

The Superintendent will work with department heads and the Bowie I.S.D. Board of Trustees to develop and maintain a multi-year financial plan to keep revenues and expenditures in line with Bowie ISD Board goals.

Measurement:

Development of capital asset and facility inventory, Development of strategic replacement plans, Budget allocations based on the strategic replacement plans, and Development of long-range facility needs plan.

Evidence of Implementation:

- Collection of local data related to maintenance, operations, and facilities,
- Consultation with outside sources who are experts in the field of facility and operations planning.
- Work with Board of Trustees to develop written strategic facilities and operations plan.