V.   Objectives

1. Birdville ISD will use the DOI process to maximize learning for all students based on a mastery learning approach where exposure to content is limitless, not time bound or location specific.

Actions	Who is Responsible	Timeline	Deliverables
1a. Develop and offer more online learning opportunities for acceleration (online and blended), intervention (blended only), credit recovery (online and blended) and enrichment, such as foreign language (online and blended) K–12.	Associate Superintendents for C&I; Finance; and HR, Governance and Support Services Executive Director for Technology Director of Digital Learning Director of Teaching and Learning Director of Federal, State, and Local Programs	Phase 1 will be between 2016–19 and consist of the following: • Identify resource and software solutions • Train teachers • Develop courses at high school/college level • Establish website • Marketing Phase II will be completed in 2020, or sooner if possible, and consist of: • Extending to all middle school and elementary G/T Phase III will be completed by 2021 and consist of: • Extending to all elementary campuses	Course catalog (website) Framework for program that will: ✓ Outline processes ✓ Determine what constitutes successful completion of courses ✓ Technical support ✓ Technology plan ✓ Staffing ✓ Funding ✓ Selection process for students ✓ Student access
1b. Investigate and develop the best model for Birdville students who want to simultaneously complete high school while earning up to 60 post-secondary credit hours (early college high school or a virtual school of choice).	Associate Superintendents of C&I; Finance; and HR, Governance and Support Services Executive Director of Secondary Education & Campus Support Executive Director for Technology Director of Digital Learning Director of Teaching and Learning	Phase I will begin in 2016–17 and will consist of: • Researching • Forming a Higher Ed partnership, considering the rigor and quality of coursework. • Investigate and provide list of which universities will accept course credits • Investigate GPA and course weighting implications and develop a plan for all high schools • Develop the appropriate model by following TEA guidelines and select location, if a face-to-face model is selected • Seek Board approval	✓ Model design ✓ Plan for implementation ✓ MOU approved by both partners

Actions	Who is Responsible	Timeline	Deliverables
	Director of Federal, State, and Local Programs	Phase II will begin in 2017–18 and will consist of: • Staffing • Budgeting • Marketing • Recruiting students Phase III will begin in 2018–19 and will consist of: • Program implementation	

1c. Investigate, design and implement elementary schools of choice, such as:
• Early Childhood Center
• G/T Academy
• Non-Graded School/competency-based
• STEM/STEAM
• Fine Arts Academy
• Humanities
• Language Immersion
	Superintendent and Cabinet
	
	Executive Director of Elementary Education & Campus Support
	
	Executive Director of Student Services
	
	Director of Transportation
	
	Director of Human Resources
	
	Director of Teaching and Learning
		Phase I will begin in 2017 and will consist of:
		• Plan and Implement STEM/STEAM elementary campuses in the Richland feeder cluster (Mullendore, Snow Heights, Holiday Heights, Cheney) that align and support the STEM-Certified campus at North Richland Middle School.
		• Investigate possibility of moving these schools to a Schools of Choice model
		• Investigate other elementary school choice options
		• Investigate possible summer camps of choice options
		
		Phase II will begin 2018–20 and will consist of:
		• Develop a plan that includes school choice options
		• Work in conjunction with Facilities Management and a possible Bond Committee to design appropriate facilities that support the program options
		• Approve a District plan that would include elementary schools of choice
			✓ District Schools of Choice plan, which includes:
			  o Processes
			  o Structures
			  o Facilities
			  o Scheduling
			  o Staffing
			  o Budgeting
			  o Transportation
			✓ Teacher training

Actions	Who is Responsible	Timeline	Deliverables
		Phase III will begin in 2021 and will consist of: • Implementation of elementary schools of choice models	

2. Birdville ISD will embrace, implement, and support innovative approaches that expand the opportunity for students and staff to personalize and enrich learning based on a multi-tiered indicator system that goes beyond state accountability measures.

Actions	Who is Responsible	Timeline	Deliverables
2a. Investigate and develop a plan to purchase a Data Management System that has the following functionality: • Personalizes the learning progression of students/staff based upon multiple metrics • Groups students/staff based upon multiple metrics for programming purposes • Facilitates the construction and use of dynamic dashboards that inform the personalization of learning pathways for students/staff • Integrates with Skyward and Munis so that student and staff information can be utilized more effectively and efficiently	Superintendent & Cabinet Director of Teaching and Learning Director of State, Federal and Local Programs Director of Digital Learning	Phase I will be completed in 2016–17 and will include the following: • Developing a vision, rationale, and goals for a Data Management System • Installing a Data System for Student/Staff Learning • Establishing a Task Force • Developing Requirements • Selecting a vendor • Budgeting • Training Phase II will begin in 2017–18 and will consist of: • A synchronous plan of implementation	✓ Request for Proposal ✓ Selecting appropriate software packages ✓ Budgeting ✓ Board approval ✓ Installation ✓ Training and Implementation Plan that includes parents and other District stakeholders

Actions	Who is Responsible	Timeline	Deliverables
2b. Develop a Community-Based Accountability System that includes indicators of student success, including the following: • Indicators that support Birdville ISD's Portrait of a Graduate and Strategic Plan • Authentic assessments that reflect real-world applications, such as Project-Based Learning and Capstone products • Student participation in community-based service learning projects • Measures for student creativity and innovation	Superintendent and Cabinet Director of Planning, Assessment, and Research	Involve community members, parents, and stakeholders across the District in the planning and development process. This will be completed and approved by the Board in the Summer of 2018 for implementation in 2018–19 school year.	✓ Community-based Accountability System and Indicators ✓ Training for community members, parents, and stakeholders across the District
2c. Develop learning modules for students and staff that can be installed into a Learning Management System and/or Online Virtual School	Associate Superintendent for C&I Director of Teaching and Learning Director of State, Federal, and Local Programs Executive Director of Technology Director of Digital Learning	Phase I will begin in 2016 and will continue each year	Learning modules based on the following: ✓ Curriculum for student use based on a cycle of development ✓ Learning opportunities for teachers based on the District Learning Platform, teachers' professional goals, and other established priorities and certifications ✓ Catalog of available courses ✓ Training for students and parents

Actions	Who is Responsible	Timeline	Deliverables
2d. Construct a Professional Learning Center that will provide professional learning to staff including the following features: • a classroom of the future • examples of digital/blended learning • collaboration space for staff • storage • flexible meeting/training rooms • flexible hours	Board and Superintendent	Phase I will be completed in 2016 which will consist of an approved concept design and funding source. Phase II will be completed in 2016 which will consist of selecting an architectural firm. Phase III will be completed in 2017 which will be the completion of the facility.	✓ Concept design work ✓ Bidding process and approved architectural firm with a completed set of drawings ✓ Facility

3. Birdville ISD will operate efficiently to maximize resources and empower teachers to address student-identified needs that produce optimal learning.

Actions	Who is Responsible	Timeline	Deliverables

3a. Establish mini-mester course offerings to coincide with the conclusion of the Dual Credit College Schedule	Department of Advanced Academics
	
	Executive Director of Secondary Education & Campus Support
		Spring and Summer of 2017	✓ Course Catalog
			✓ Process which includes:
			  ✓ Staffing
			  ✓ Funding
			  ✓ Registration
			  ✓ Resources
			  ✓ Plan for GPA and course weighting implications

3b. Develop a plan to support teachers in implementing a school of choice that is non-graded and based on mastery with pathways for elementary students to progress through a standards-based curriculum based on mastery rather than seat time or chronological age (Mastery vs. Seat time)	Associate Superintendent of C&I Director of Teaching and Learning Director of State, Federal, and Local Programs	Phase I will begin in 2017 and will consist of: • Investigate mastery models in elementary and secondary schools Phase II will begin 2018–20 and will consist of: • Develop a plan that includes a mastery school choice option, possibly with a secondary option	Proposed plan which includes: ✓ Process of selecting students ✓ Campus(es) ✓ Definitions of success/mastery ✓ Professional learning ✓ Purchase of a data system that allows for tracking

Actions	Who is Responsible	Timeline	Deliverables
	Executive Director of Elementary Education & Campus Support Executive Director of Secondary Education & Campus Support	Phase III will begin in 2021 and will consist of: • Implementation of a mastery elementary school of choice model, possibly with a secondary option	student mastery of standards ✓ Use of student data for progression ✓ Transportation ✓ Funding ✓ Staffing
3c. Establish alternate start times for high schools, including Shannon High School, as a pilot in the Raise Your Hand Texas *Blended Learning Initiative^SM demonstration site grant*	Superintendent and Cabinet Executive Director of Secondary Education & Campus Support Blended Learning Initiative Grant Team	Phase I will begin in 2016–17 and will consist of: • Develop plan Phase II will begin in 2017–18 and will consist of: • Implementation at Shannon High School Phase III will begin in 2018–19 and will consist of: • Establish alternate start times for all other BISD high schools	Program Plan Includes: ✓ Transportation ✓ Food Service ✓ Staffing ✓ Master Schedule
3d. Establish local qualification requirements and guidelines to have the option to issue a local teacher certification for any CTE non-core, CTE core academic and, or CTE/STEM course	Superintendent and Cabinet HR Director CTE Director	Spring of 2018	Guidelines

Amended by the District Site-Based Decision-Making Committee: November 13, 2017
Approved by the Board of Trustees: December 14, 2017