

Bastrop Independent School District

Bluebonnet Elementary

2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

Bluebonnet's mission is to provide a well-rounded education, promote positive social values, and establish a safe and caring environment; where parents and community are partners.

Vision

Bluebonnet Elementary will be an inviting and compassionate school community united with families, in our dedication to children through a commitment of innovative instruction and fostering a desire to learn.

School Motto

A Professional Learning Community with a Big Heart!

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



Goals

Goal 1: Student Success and Well-Being: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 1: Strategic Priority: BISD will address the social, emotional, and behavioral needs of all students through high-quality Multi-Tiered Systems of Support.

Aligned Performance Objective: Implement Social Emotional Learning (SEL) curricular resources focused on building community within our classrooms, addressing students' social and emotional needs, and teaching stress management techniques

Evaluation Data Sources: observational data, Brag Board data, Discipline data, other campus data source





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices</p> <p>Strategy's Expected Result/Impact: Implement campus training resources to ensure meaningful and timely training on MTSS best practices.</p> <p>Staff Responsible for Monitoring: MTSS Coach, MTSS Committee, APs and Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: The MTSS team will meet to review and update current campus expectations for all common areas of the campus to include safe, respectful and responsible actions stated in a positive manner.</p> <p>Strategy's Expected Result/Impact: The campus will function with all staff supporting common goals and expectations. They will also be able to make needed adjustments to ensure our practices are aligned to the current needs of the campus.</p> <p>Staff Responsible for Monitoring: MTSS Coach, MTSS Committee, APs and Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: BES will use common campus expectations through an active MTSS committee, and practices including positive reinforcement systems connected to brag board completion and Positive Office Referrals in order to increase positive behaviors across the campus.</p> <p>Strategy's Expected Result/Impact: Students will further strive to making positive choices when faced with decisions. Teachers will look for the positive behavior they wish to increase across their classrooms and areas.</p> <p>Staff Responsible for Monitoring: MTSS Coach, MTSS Committee, APs and Principal</p> <p>Funding Sources: Supplies for Positive Office Referrals and Brag Board Celebrations - 211 - Title I, Part A - \$1,000</p>	Formative		
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Goal 1: Student Success and Well-Being: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 2: Strategic Priority: BISD will identify work/life skills most important for students to know and create a framework for implementing them.

Aligned Performance Objective: Increase students' positive self perception of self-management and growth mindset skills





Evaluation Data Sources: Panorama student surveys, observational data, discipline data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create a plan to address Social Emotional Learning teacher and student survey data</p> <p>Strategy's Expected Result/Impact: By identifying gaps in success or perceived abilities for teachers and students, we can respond with a more tailored approach to the needs of our students and teachers.</p> <p>Staff Responsible for Monitoring: MTSS Coach, MTSS Committee, APs and Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Regular review of campus discipline dashboard to identify trends, disproportionality, and possible adaptations</p> <p>Strategy's Expected Result/Impact: By identifying trends in of office referred behavior with students, we can respond with a more tailored approach to the needs of our students and teachers.</p> <p>Staff Responsible for Monitoring: MTSS Coach, MTSS Committee, APs and Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Creating a campus based mentor program will allow for all 4th grade students to have an accountability partner in another grade level.</p> <p>Strategy's Expected Result/Impact: Having a campus based mentor program will further engage and encourage students towards academic growth and success.</p> <p>Staff Responsible for Monitoring: ICs, Principal</p>	Formative		
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Goal 1: Student Success and Well-Being: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 3: Strategic Priority: BISD will develop systems and structures that value student ownership of their academic and behavioral success.
 Aligned Performance Objective: Increase the percentage of students at Meets Grade Level on STAAR Math from 23% to 32% and STAAR Reading from 30% to 40%

Evaluation Data Sources: 2023 Accountability Data, Mock STAAR Data





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement ThinkUp and other curricular resources to supplement instruction in math and reading Strategy's Expected Result/Impact: The use of ThinkUp will increased STAAR scores, and provide an alternative source of intervention to meet the needs of our students. Staff Responsible for Monitoring: Principal, RTI Leads, ICs</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement campus-wide expectations and policies ensure that classroom rituals and routines, instructional activities, physical space, and social environment validate multiple experiences and perspectives. Strategy's Expected Result/Impact: Strong PBIS practices supports creating spaces and routines on campus that are conducive to high levels of learning. Staff Responsible for Monitoring: ICs, APs and Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Teachers will engage in extended planning time to create lesson plans for intervention and enrichment. Strategy's Expected Result/Impact: Increased effectiveness and differentiation for small group instruction. Staff Responsible for Monitoring: ICs, Aps, and Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Students will have access to supplemental programs such as Flocabulary, Brain Pop Jr, and Pebble Go to allow them to have visual connections to the essential standards being taught. Strategy's Expected Result/Impact: Students are able to create a deeper understanding of the essential standards being taught and make connections they otherwise could not. Funding Sources: Flocabulary, BrainPop Jr, and Pebble Go - 211 - Title I, Part A - \$4,400</p>	Formative		
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Goal 2: Teaching and Learning Practices: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 1: Strategic Priority: BISD will develop and implement comprehensive teaching and learning practices to advance the academic achievement of every student.

Aligned Performance Objective: Increase the percentage of students in grades PK-2 performing on or above grade level in reading from 46% to 65%.

Evaluation Data Sources: Amplify, Instructional Reading Level Checkpoints

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement small group instruction in grade K-2 classrooms that focuses on transferring explicit phonics skills. Strategy's Expected Result/Impact: A stronger Tier 1 foundation in explicit phonics skills will translate into on level readers, and proficiency in grade levels to come. Staff Responsible for Monitoring: ELAR IC, ELT</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide coaching for PLC teams in grades PK-2nd to monitor and intervene on BISD Essential Standards. Strategy's Expected Result/Impact: A stronger Tier 1 foundation on essential standards in PreK-2 will translate into student success and proficiency. Staff Responsible for Monitoring: ELAR IC, ELT</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement an explicit, systematic phonics routine in grade K-2 classrooms. Strategy's Expected Result/Impact: Increasing the effectiveness of the systematic phonics routine in the classroom will allow for a stronger Tier 1 foundation. Staff Responsible for Monitoring: ELT, IC</p>	Formative		
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



Goal 2: Teaching and Learning Practices: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 2: Strategic Priority: BISSD will promote a collaborative and adaptable learning environment that gives students opportunities to excel and take risks with their learning.

Aligned Performance Objective: Emergent Bilingual, Special Education, and Economically Disadvantaged students will meet Closing the Gaps targets for STAAR Math and Reading

Evaluation Data Sources: 2023 Accountability Data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement coordinated and proactive structures to address intervention and/or enrichment for all students. Strategy's Expected Result/Impact: Students will benefit from the coordinated efforts to allow for explicit intervention measures and enrichment as needed for their individual success. Staff Responsible for Monitoring: ICs, RTI Leads, Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement Simultaneous Word Study structures to support English language proficiency of Emergent Bilingual students Strategy's Expected Result/Impact: These efforts will assist in improving language development, increased TELPAS measures in all domains (listen, speaking, reading and writing), and closing gaps with our emergent bilingual students. Staff Responsible for Monitoring: ICs, ELT Funding Sources: Notebooks - 211 - Title I, Part A - \$500</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement a formative assessment process for monitoring Emergent Bilinguals in grades 1-4 using Summit K12. Strategy's Expected Result/Impact: Emergent bilingual students will have a greater success on TELPAS (listening, speaking, reading, and writing). Staff Responsible for Monitoring: Assistant Principal, Principal Funding Sources: Headphones - 211 - Title I, Part A - \$2,000</p>	Formative		
	Nov	Feb	Apr





Strategy 4 Details	Formative Reviews		
<p>Strategy 4: BES will have intervention blocks for all students in the areas of reading and math. The intervention blocks will be focused on essential standards and student reading levels.</p> <p>Strategy's Expected Result/Impact: These groups will be based on student data and focused on specific student achievement on essential standards.</p> <p>Staff Responsible for Monitoring: RTI Leads, Principal</p> <p>Funding Sources: Tutors - 199 - State Compensatory Education - \$15,000</p>	Formative		
	Nov	Feb	Apr
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Provide support for classroom co-teach models specifically focused on small groups, differentiation, using manipulatives and educational tools, and parallel teaching.</p> <p>Strategy's Expected Result/Impact: Strong co-teach practices will allow students with disabilities equitable access to the curriculum.</p>	Formative		
	Nov	Feb	Apr
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Goal 2: Teaching and Learning Practices: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 3: Strategic Priority: BISD will enhance professional learning with opportunities for teachers to visit/observe model classrooms that successfully blend the teaching of academic content, practical work skills, and critical thinking.

Aligned Performance Objective: Increase training and coaching on implementing the teaching and learning strategies of academic conversations, explicit vocabulary instruction, and higher order thinking questions for all grades levels and content areas.

Evaluation Data Sources: Training Resources, T-Tess Data





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create a focused, year-long plan for implementation and monitoring of the Big 3 Strategies (HOTQ, Vocab, Academic Conversations).</p> <p>Strategy's Expected Result/Impact: The routine professional development and monitoring of the Big 3 will increase the efficacy of teachers and successful outcomes for students.</p> <p>Staff Responsible for Monitoring: ICs, Admin</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide training and ongoing support for the effective use of techniques that encourage critical thinking skills, differentiation, and scaffolded supports.</p> <p>Strategy's Expected Result/Impact: Providing continued professional learning will increase teacher efficacy and student outcomes.</p> <p>Staff Responsible for Monitoring: ICs, Admin</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: BES will engage in team learning walks and peer observations to increase the capacity of our teachers.</p> <p>Strategy's Expected Result/Impact: When engaging in similar classrooms, teachers will be able to take back best practices and examples of lesson delivery</p> <p>Staff Responsible for Monitoring: ICs, Admin</p> <p>Funding Sources: Subs for Coverage for Peer Observations - 211 - Title I, Part A - \$10,145</p>	Formative		
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Goal 3: Organizational Culture: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 1: Strategic Priority: BISD will provide a welcoming environment that embraces mutual respect and care and prioritizes healthy relationships with students, families, and colleagues.

Aligned Performance Objective: Student attendance will increase from 91% to 94%

Evaluation Data Sources: Skyward attendance reports





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement a written process for truancy prevention to monitor students with chronic absences or who are at high risk for not meeting attendance requirements</p> <p>Strategy's Expected Result/Impact: Addressing the most chronically absent will improve the academic success of those students</p> <p>Staff Responsible for Monitoring: Assistant Principal, Attendance Clerk</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide training to Campus staff on the district's procedures to address attendance requirements</p> <p>Strategy's Expected Result/Impact: Staff will increase their knowledge of district procedures to better support the needs of the campus in regards to attendance.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Attendance Clerk</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: BES PreK families will be invited to a parent meeting to educate them on the importance of student attendance.</p> <p>Strategy's Expected Result/Impact: BES PreK parents will have an opportunity to foundationally develop proactive and positive attendance habits.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p>	Formative		
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<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 3: Organizational Culture: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 2: Strategic Priority: BISD will strengthen disciplinary practices and safety protocols to ensure safe, respectful, and responsible schools.

Aligned Performance Objective: Survey data will show increased positive perceptions of physical and psychological safety at schools

Evaluation Data Sources: Panorama SEL Student Survey





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Improve facility infrastructure to positively impact campus safety Strategy's Expected Result/Impact: All staff have been trained on the BISD safety protocols. Increased student safety will ensure our scholars are in an environment that learning can take place. Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Create a student-led campus safety patrol to assist on campus. Strategy's Expected Result/Impact: Our student safety patrol will support arrival and dismissal, as well as act as role models for other students. Staff Responsible for Monitoring: MTSS Coach</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide safety drill training and debrief for staff and students throughout the year Strategy's Expected Result/Impact: Staff and students will be more educated in safety expectations and procedures therefore they are more primed to successfully demonstrate these skills in the event it was needed. Staff Responsible for Monitoring: Assistant Principal</p>	Formative		
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Goal 3: Organizational Culture: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 3: Strategic Priority: BISD will enhance its onboarding experience to prepare every new employee for success in BISD.

Aligned Performance Objective: Retain 85% of teachers.

Evaluation Data Sources: Staff Retention Data Reports





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Employing personalized strategies to retain staff such as mentoring programs and new teacher support. Strategy's Expected Result/Impact: Supporting new staff increases their connection to the campus and affords them opportunities for personal relationships. Staff Responsible for Monitoring: Principal, Mentors</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Develop and strategically deploy marketing materials that present the school as an attractive place to work Strategy's Expected Result/Impact: One aspect of a desired workplace is a comfortable and attractive work condition. Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice. Strategy's Expected Result/Impact: When teachers receive consistent and actionable feedback they are able to immediately impact student learning with adjustments to their instructional practices. Staff Responsible for Monitoring: ICs, Admin Team, MTSS</p>	Formative		
	Nov	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Collaborative Partnerships: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

Performance Objective 1: Strategic Priority: BISD will expand family/community engagement and parent education activities to support and accelerate student outcomes.

Aligned Performance Objective: Survey data will show increased positive perceptions of parent and community engagement opportunities

Evaluation Data Sources: Staff/Family Newsletters, Agendas, Meeting Notes





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Collaborate with campus PTA to provide support and increase parent engagement efforts. Strategy's Expected Result/Impact: Involving our families more heavily into the fabric of the school will increase the support we receive, and improve relationships between school and community. Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide capacity-building events for parents and families on critical aspects of student learning Strategy's Expected Result/Impact: Increased knowledge for parents will support the needs of our students and add an increased level of support between school and home. Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Schedule monthly Principal Chat meetings Strategy's Expected Result/Impact: Parents will have an opportunity to engage with the Principal, these meetings have monthly themes (safety, attendance, STAAR, etc) and offer another avenue for families to connect to the school. Staff Responsible for Monitoring: Principal</p>	Formative		
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Goal 4: Collaborative Partnerships: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

Performance Objective 2: Strategic Priority: BISD will create multiple pathways for students to acquire communication and interpersonal skills through positive interaction and networking within the business community.

Aligned Performance Objective: Increase in business and community member participation in campus committees and events

Evaluation Data Sources: Staff/Family Newsletters, Agendas

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Establish an inclusive campus welcoming system that engages all visitors. Strategy's Expected Result/Impact: The foundation of teacher and student relationships is the trust between the families and the school, when families are comfortable and welcomed they are more likely to engage. Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Engage community and business partners in meaningful opportunities to participate at BES. Strategy's Expected Result/Impact: Allowing our students to see success within our community will invite community members to create relationships at the elementary level and support our students future goals and dreams. Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: BES will have a variety of volunteer opportunities for families to participate in. Strategy's Expected Result/Impact: A strong home to school connection increases the overall academic achievement and attendance of all learners. Staff Responsible for Monitoring: Principal, School Secretary</p>	Formative		
	Nov	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			