

Bastrop Independent School District

Bastrop High

2023-2024 Goals, Performance Objectives, and Strategies



Mission Statement

As a leader in innovative, student-centered education, the mission of Bastrop ISD and Bastrop High School is to ignite passion for life-long learning and to successfully motivate and prepare all students to compete globally by ensuring they are engaged in diverse, rigorous, and relevant learning experiences that incorporate 21st Century skills.

Core Beliefs

A diverse and engaging environment contributes to successful learning.

Serving the individual needs of all learners is central to our mission.

Community collaboration directly results in the growth of our schools.

Education empowers everyone.

People feel valued when they are heard.

Involvement beyond the classroom contributes to student success.

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: By May 2024, implement the BISD MTSS Model with 90% fidelity across all campus settings resulting in increased student engagement.

Evaluation Data Sources: Observational data, Discipline data

Strategy 1 Details
<p>Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices</p> <p>Strategy's Expected Result/Impact: decrease student referrals</p> <p>Staff Responsible for Monitoring: Assistant Principals and MTSS Committee</p>
Strategy 2 Details
<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: Reduced Student Referrals</p> <p>Staff Responsible for Monitoring: MTSS Committee</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 3 Details
<p>Strategy 3: Monitor implementation of SEL curriculum</p> <p>Strategy's Expected Result/Impact: Reduce student referrals and increase sense of belonging</p> <p>Staff Responsible for Monitoring: Mr. Jaschek, MTSS Committee, Administration Team</p>

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: By May 2024, student perceptions of their ability to manage their emotions, thoughts, and behaviors will increase by 10%. (or will increase from 61% to 71%)

Evaluation Data Sources: Self-Management indicator on Panorama student survey administered 2x/year, observational data, Discipline data

Strategy 1 Details
Strategy 1: Schedule regular reviews of campus discipline dashboard to identify trends, disproportionality, and possible adaptations Strategy's Expected Result/Impact: Reduce out of classroom placements Staff Responsible for Monitoring: Assistant Principals
Strategy 2 Details
Strategy 2: Schedule recurring conferences with social work and/or counseling staff to address schoolwide or individual student needs Strategy's Expected Result/Impact: Reduce out of classroom placements and increase students attendance Staff Responsible for Monitoring: Chris Kelly, Associate Principal
Strategy 3 Details
Strategy 3: Conduct campus investigations that promote and support a safe and orderly learning environment Strategy's Expected Result/Impact: Reduce out of classroom placements Staff Responsible for Monitoring: Assistant Principals

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: BISS will develop systems and structures that value student ownership of their academic and behavioral success.

Aligned Performance Objective: By May 2024, increase the percentage of students at Meets Grade Level on STAAR Math from 31% to 46% and STAAR Reading from 45% to 50%

Evaluation Data Sources: 2024 Accountability Data, AT data, Interim STAAR Data, formative assessment data

Strategy 1 Details
<p>Strategy 1: Implement grade-appropriate and feasible academic and behavioral processes to ensure student ownership of individual goal setting</p> <p>Strategy's Expected Result/Impact: Increase STAAR scores</p> <p>Staff Responsible for Monitoring: Leadership Team</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>
Strategy 2 Details
<p>Strategy 2: Build capacity in all campus teams to implement and facilitate effective Curriculum-Based Professional Learning Practices (CBPLP) structures</p> <p>Strategy's Expected Result/Impact: Increase STAAR scores</p> <p>Staff Responsible for Monitoring: Leadership Team</p>
Strategy 3 Details
<p>Strategy 3: Implement blended learning strategies to include station rotation model, goal setting, and conferencing</p> <p>Strategy's Expected Result/Impact: Increase STAAR scores</p> <p>Staff Responsible for Monitoring: Leadership Team</p>

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: By May 2024, BHS will implement High-Quality Instructional Materials aligned to Math and Literacy Frameworks with 80% fidelity.

Evaluation Data Sources: HQIM-Aligned Measurement Tool

Strategy 1 Details
<p>Strategy 1: Regularly monitor the usage and implementation of provided adopted materials as designed.</p> <p>Strategy's Expected Result/Impact: Increased STAAR scores</p> <p>Staff Responsible for Monitoring: Leadership Team</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p>
Strategy 2 Details
<p>Strategy 2: Provide training and follow-up coaching on HQIM lesson internalization and lesson execution</p> <p>Strategy's Expected Result/Impact: Increased STAAR Scores</p> <p>Staff Responsible for Monitoring: Leadership Team</p>
Strategy 3 Details
<p>Strategy 3: Provide feedback to teaching staff on pacing and adherence to the level of rigor in instructional materials</p> <p>Strategy's Expected Result/Impact: Increased STAAR Scores</p> <p>Staff Responsible for Monitoring: Leadership Team</p>

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: BISD will promote a collaborative and adaptable learning environment that gives students opportunities to excel and take risks with their learning.

Aligned Performance Objective: By May 2024, Emergent Bilingual, Special Education, and Economically Disadvantaged students will meet Academic Growth targets for STAAR Math and Reading.

Emergent Bilingual Math: 77%, Reading 62%

Special Education Math: 62%, Reading 48%

Economically Disadvantaged Math: 74%, Reading 67%

Evaluation Data Sources: 2024 Accountability Data, AT data, Interim STAAR Data, formative assessment data

Strategy 1 Details
Strategy 1: Implement a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing. Strategy's Expected Result/Impact: Increase EB STAAR Scores Staff Responsible for Monitoring: Leadership Team
Strategy 2 Details
Strategy 2: Provide implementation support for teachers to maintain high expectations, increase engagement, and address the needs of all learners, including special populations Strategy's Expected Result/Impact: Increased STAAR scores Staff Responsible for Monitoring: Leadership Team ESF Levers: Lever 5: Effective Instruction
Strategy 3 Details
Strategy 3: Support Special Programs staff by providing exemplar accommodations and co-teaching suggestions to use as a foundation for planning and lesson internalization. Strategy's Expected Result/Impact: Increased STAAR Scores Staff Responsible for Monitoring: Leadership Team

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: By May 2024, 85% of staff members will report a positive perception of the implementation of the BISD Professional Learning Plan system.

Evaluation Data Sources: Professional Learning Plan evaluation data

Strategy 1 Details
<p>Strategy 1: Create a campus-based system for monitoring professional learning portfolios Strategy's Expected Result/Impact: Administrators will know what teachers have accomplished and what areas of growth are still needing to be addressed. Staff Responsible for Monitoring: Leadership Team</p>
Strategy 2 Details
<p>Strategy 2: Campus calendar indicates dedicated time for training and ongoing job embedded professional development on content specific teaching practices Strategy's Expected Result/Impact: On going professional development throughout the year to support teachers with curriculum and classroom management needs. Staff Responsible for Monitoring: Leadership Team</p>
Strategy 3 Details
<p>Strategy 3: Provide all new teachers (and any teacher interested) an opportunity to visit veteran teachers' classrooms and observe successful curriculum and classroom management implementation . Strategy's Expected Result/Impact: Improvement in instruction and classroom management techniques Staff Responsible for Monitoring: Leadership Team</p>

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: By May 2024, increase student attendance from 91.65% to 93%

Evaluation Data Sources: Skyward reports, PEIMS attendance reports

Strategy 1 Details
<p>Strategy 1: Create a written campus attendance action plan</p> <p>Strategy's Expected Result/Impact: Increased student attendance</p> <p>Staff Responsible for Monitoring: Attendance Clerk and Associate Principal Secretary</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>
Strategy 2 Details
<p>Strategy 2: 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: Increased student attendance</p> <p>Staff Responsible for Monitoring: Associate Principal Secretary, Associate Principal</p>
Strategy 3 Details
<p>Strategy 3: Provide training to campus staff on the district's procedures to address attendance requirements</p> <p>Strategy's Expected Result/Impact: Increased student attendance</p> <p>Staff Responsible for Monitoring: Associate Principal, Attendance Clerk, District PIEMS Department</p>

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: By May 2024, Student positive perceptions of physical and psychological safety at school will increase by 13%, or will increase from 47% to 60%

Evaluation Data Sources: Panorama SEL student surveys administered two times per year (school safety measure)

Strategy 1 Details
Strategy 1: Provide safety drill training and debrief for staff and students throughout the year Strategy's Expected Result/Impact: Increase in student perception of safety on campus Staff Responsible for Monitoring: Assistant Principal
Strategy 2 Details
Strategy 2: Implement a monitoring system for locked fidelity checks Strategy's Expected Result/Impact: Increase in student perception of safety on campus Staff Responsible for Monitoring: Campus Police Officers
Strategy 3 Details
Strategy 3: Implement campus-wide expectations and policies to ensure that classroom rituals, routines, instructional activities, physical space, and social environments are validated to multiple experiences and perspectives. Strategy's Expected Result/Impact: Increase in student perception of safety on campus Staff Responsible for Monitoring: Leadership Team

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: By May 2024, reduce teacher turnover from 22% to 14%

Evaluation Data Sources: Staff retention data reports, Mentor/Mentee meetings

Strategy 1 Details
<p>Strategy 1: Provide ongoing support for teacher leaders in adult facilitation and team dynamics</p> <p>Strategy's Expected Result/Impact: Reduce teacher turnover rate</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>
Strategy 2 Details
<p>Strategy 2: Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice.</p> <p>Strategy's Expected Result/Impact: Reduce teacher turnover rate</p> <p>Staff Responsible for Monitoring: Leadership Team</p>
Strategy 3 Details
<p>Strategy 3: Develop and strategically deploy marketing materials that present the school as an attractive place to work</p> <p>Strategy's Expected Result/Impact: Reduce teacher turnover rate</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 2: Strategic Staffing</p>

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: By May 2024, Survey data will show an 8% increase in positive perceptions of family engagement.

Evaluation Data Sources: Stakeholder surveys, staff/family newsletters, agendas, meeting notes, sign-in sheets, Volunteer registration platform

Strategy 1 Details
Strategy 1: Administer customized surveys for parents and families to determine specific engagement needs Strategy's Expected Result/Impact: Increase family engagement Staff Responsible for Monitoring: Principal
Strategy 2 Details
Strategy 2: Send out weekly parent newsletter. Strategy's Expected Result/Impact: Keep parents informed of campus events Staff Responsible for Monitoring: Principal
Strategy 3 Details
Strategy 3: Send out weekly communication to parents from teachers concerning their child's grades and performance in their class. Strategy's Expected Result/Impact: Increase parent involvement in their student's academics. Staff Responsible for Monitoring: Leadership Team

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: By May 2024, the number of community and business members participating in campus committees and events will increase by 8%

Evaluation Data Sources: Event listings, staff/family newsletters, agendas, meeting notes, sign-in sheets, Volunteer registration platform

Strategy 1 Details
Strategy 1: Engage community and business partners in meaningful opportunities to participate Strategy's Expected Result/Impact: Increase community and business partner involvement Staff Responsible for Monitoring: Principal
Strategy 2 Details
Strategy 2: Recognize community and business participation and/or sponsorship in campus newsletters and on social media Strategy's Expected Result/Impact: Increase community and business partner involvement Staff Responsible for Monitoring: Principal
Strategy 3 Details
Strategy 3: Establish an inclusive campus welcoming system that engages all visitors Strategy's Expected Result/Impact: Increase community and business partner involvement Staff Responsible for Monitoring: Principal Secretary

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

Performance Objective 3: Strategic Priority: BISD will strengthen external partnerships to help students attain industry certifications, work experience, and/or sponsorship opportunities.

Aligned Performance Objective: By May 2024, we will maintain the percentage of graduates that are college, career, and/or military ready (CCMR) at 94%.

Evaluation Data Sources: 2024 Accountability Data, other campus data source

Strategy 1 Details
<p>Strategy 1: Maintain a campus-based CCMR committee Strategy's Expected Result/Impact: Maintain CCMR percentage. Staff Responsible for Monitoring: CCMR committee</p> <p>TEA Priorities: Connect high school to career and college</p>
Strategy 2 Details
<p>Strategy 2: Conduct quarterly tracking and reporting of CCMR indicators by cohort. Strategy's Expected Result/Impact: Maintain CCMR percentage Staff Responsible for Monitoring: CCMR Committee</p>
Strategy 3 Details
<p>Strategy 3: Offer post secondary planning information sessions to encourage higher parent participation rates. Strategy's Expected Result/Impact: Maintain CCMR percentage Staff Responsible for Monitoring: College and Career Center Staff</p>