

Bastrop Independent School District

Bastrop Intermediate

2023-2024 Goals, Performance Objectives, and Strategies

Accountability Rating: C



Bastrop Intermediate School

Mission Statement

Bastrop Intermediate School ensures high levels of learning for all students and staff in a safe and secure environment so that all students are able to be successful at or above grade level.

Vision

Bastrop Intermediate will be known for ensuring high levels of academic achievement in that all students make at least one year's growth from year to year.

Staff Commitments

At Bastrop Intermediate School we are committed to the following:

1. Providing safe learning & positive environment for all students and staff
2. Ensuring high levels of academic achievement for all students and staff
3. Building and maintaining positive and trusting relationships with all stakeholders
4. Holding all students and staff accountable

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: Brag Board Data and Discipline Data

Strategy 1 Details

Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices

Strategy's Expected Result/Impact: Staff will have a greater understanding of Tier 1 systems for student management.

Staff Responsible for Monitoring: MTSS Committee

TEA Priorities:

Improve low-performing schools

- **ESF Levers:**

Lever 3: Positive School Culture

Strategy 2 Details

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.

Strategy's Expected Result/Impact: Staff will be able to teach students the schoolwide expectations to ensure they have a greater understanding.

Staff Responsible for Monitoring: MTSS Committee

TEA Priorities:

Improve low-performing schools

- **ESF Levers:**

Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: Monitor implementation of SEL curriculum

Strategy's Expected Result/Impact: Students will be able to develop their self-awareness, self-control, and interpersonal skills.

Staff Responsible for Monitoring: MTSS Committee and Counselor

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture, Lever 5: Effective Instruction

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: BISSD 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 5%.

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

Strategy 1 Details
<p>Strategy 1: Create a plan to address Social Emotional Learning teacher and student survey data Strategy's Expected Result/Impact: Enhance the positive impact on student's well being Staff Responsible for Monitoring: MTSS Committee and Counselor</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Conduct campus investigations that promote and support a safe and orderly learning environment Strategy's Expected Result/Impact: Decrease rates of recidivism and lost instructional minutes from time out of class. Staff Responsible for Monitoring: MTSS Committee and Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>
Strategy 3 Details
<p>Strategy 3: Schedule regular reviews of campus discipline dashboard to identify trends, disproportionality, and possible adaptations Strategy's Expected Result/Impact: Reduce major disciplinary infractions in order to increase instructional time Staff Responsible for Monitoring: MTSS Committee and Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>

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: By May 2024, increase the percentage of students at Meets Grade Level on STAAR Math from 34% to 45% and STAAR Reading from 37% to 45%.

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 Strategy's Expected Result/Impact: Students will take ownership of their learning and educational needs Staff Responsible for Monitoring: Instructional Coach</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</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 Strategy's Expected Result/Impact: Teachers will provide better instruction and teach on grade level Staff Responsible for Monitoring: Instructional Coach and Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>
Strategy 3 Details
<p>Strategy 3: Implement an adaptive 1:1 math learning platform, Mathia, to supplement instruction in Mathematics Strategy's Expected Result/Impact: Close gaps in students foundational skills in math Staff Responsible for Monitoring: Instructional Coach and Principal</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</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, implement High-Quality Instructional Materials aligned to Math and Literacy Frameworks with 80% fidelity.

Evaluation Data Sources: HQIM-Aligned Measurement Tool and Walkthrough Data

Strategy 1 Details

Strategy 1: Regularly monitor the usage and implementation of provided adopted materials as designed

Strategy's Expected Result/Impact: Increase student accountability through grade level instructional materials

Staff Responsible for Monitoring: Instructional Coach

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments

Strategy 2 Details

Strategy 2: Provide training and follow-up coaching on HQIM lesson internalization and lesson execution

Strategy's Expected Result/Impact: Teachers will be able to implement lessons more effectively by understanding what students will learn in each lesson and how they are assessed

Staff Responsible for Monitoring: Instructional Coach

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

Strategy 3 Details

Strategy 3: Ensure teachers have sufficient planning time to internalize and/or prepare lessons, analyze student work, and collaborate

Strategy's Expected Result/Impact: Builds stronger teachers through collaboration

Staff Responsible for Monitoring: Instructional Coach

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture, Lever 5: Effective Instruction

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: 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: This will help Emergent Bilingual students perform better on TELPAS and STAAR testing

Staff Responsible for Monitoring: Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Implement coordinated and proactive structures to address intervention and/or enrichment for all students

Strategy's Expected Result/Impact: This will help close learning gaps for students in order to meet their individual needs

Staff Responsible for Monitoring: Principal

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

Strategy 3 Details

Strategy 3: 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: This will boost productivity and performance in the classroom as well as on assessments

Staff Responsible for Monitoring: Principal

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

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 structure for cross-campus peer observation of High-Quality Instructional Materials and strategy implementation, to include debrief and action planning</p> <p>Strategy's Expected Result/Impact: This will build stronger teachers by allowing for reflection on their own teaching practices</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</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</p> <p>Strategy's Expected Result/Impact: This gives teachers the ability to view education from the lens of the learner as opposed to the instructor</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>
Strategy 3 Details
<p>Strategy 3: Develop and implement a campus-based system for creating, practicing, and delivering professional learning</p> <p>Strategy's Expected Result/Impact: Creates teachers that are life-long learners and continue to grow as educators</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</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 94.2% to 95%

Evaluation Data Sources: Skyward reports, PEIMS attendance reports

Strategy 1 Details

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

Strategy's Expected Result/Impact: This will help students attend school more frequently therefore increasing student achievement

Staff Responsible for Monitoring: Attendance Committee

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Provide multiple opportunities and/or modalities for students and families to learn about attendance procedures

Strategy's Expected Result/Impact: Increases family's understanding of the importance of educational foundations for students

Staff Responsible for Monitoring: Attendance Committee

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 5: Effective Instruction

Strategy 3 Details

Strategy 3: Provide training to campus staff on the district's procedures to address attendance requirements

Strategy's Expected Result/Impact: This will help staff help communicate with students and families the importance of attending school

Staff Responsible for Monitoring: Attendance Committee

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture, Lever 5: Effective Instruction

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 5%.

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: This will help to increase student safety Staff Responsible for Monitoring: Safety Assistant Principal
Strategy 2 Details
Strategy 2: Analyze visitor check-in/check-out practices to determine possible training and/or resource needs Strategy's Expected Result/Impact: This will help increase students safety Staff Responsible for Monitoring: Principal and Office Staff
Strategy 3 Details
Strategy 3: Implement a monitoring system for door lock fidelity checks Strategy's Expected Result/Impact: This will help increase student safety Staff Responsible for Monitoring: Safety Team and BISD PD

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 to 10%

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

Strategy 1 Details
<p>Strategy 1: Employ personalized strategies to retain staff Strategy's Expected Result/Impact: Teachers are eager to come to work and join the school community Staff Responsible for Monitoring: Principal and Mentors</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Develop and strategically deploy marketing materials that present the school as an attractive place to work Strategy's Expected Result/Impact: This will help to attract highly qualified teachers Staff Responsible for Monitoring: Principal and Webmaster</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>
Strategy 3 Details
<p>Strategy 3: Provide ongoing support for teacher leaders in adult facilitation and team dynamics Strategy's Expected Result/Impact: This will create an inclusive environment for teams to create trust and collaboration practices Staff Responsible for Monitoring: Principal and Instructional Coach</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - 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 (VOLY)

Strategy 1 Details
<p>Strategy 1: Collaborate with campus PTA/PTSA to provide support and increase parent engagement efforts</p> <p>Strategy's Expected Result/Impact: This will contribute to positive student outcomes, including improved child and student achievement, decreased disciplinary issues, improved parent-teacher and teacher-student relationships, and improved school environment.</p> <p>Staff Responsible for Monitoring: Principal and PTA</p>
Strategy 2 Details
<p>Strategy 2: Integrate multiple communication strategies with families into teacher roles and responsibilities</p> <p>Strategy's Expected Result/Impact: This will open the lines of communication between our parents and teachers to help support the students in their academic success</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 3 Details
<p>Strategy 3: Schedule monthly Principal Chat meetings, at various dates and times</p> <p>Strategy's Expected Result/Impact: This will help parents and caregivers support each other by sharing resources and knowledge</p> <p>Staff Responsible for Monitoring: Principal</p>

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: BISSD 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 (VOLY)

Strategy 1 Details
<p>Strategy 1: Engage community and business partners in meaningful opportunities to participate Strategy's Expected Result/Impact: This will establish long term effective partnerships for greater sense of community ownership Staff Responsible for Monitoring: Principal and PTA</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Recognize community and business participation and/or sponsorship in campus newsletters and on social media Strategy's Expected Result/Impact: This will increase shareholder communication and partnerships Staff Responsible for Monitoring: Principal</p>
Strategy 3 Details
<p>Strategy 3: Establish an inclusive campus welcoming system that engages all visitors Strategy's Expected Result/Impact: This will increase parent participation which in turn increases student achievement Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>