

Bastrop Independent School District

Cedar Creek High

2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: C



Mission Statement

Our mission at Cedar Creek High School is to inspire and motivate a community of empowered learners through collaboration and technological integration fostering respect, teaching and learning, and high expectations for all.

Vision

Our vision is empowering global and life-long learners to soar now and into the future.

Core Beliefs

At Cedar Creek High School we believe all students can take what they learn and be able to apply it in their next stage of life.

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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, Discipline data, Attendance and tardy data





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices. Result: Staff will have a better understanding of how to appropriately support student needs. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Administrators</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. Result: Reviewing campus expectations can help address unsafe actions taking place. while creating a plan of to properly handle it. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Administrators</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: CCHS utilizes Character Strong to implement Social Emotional Learning strategies to our 9-12 graders. Impact: Students are creating meaningful relationships with their teachers, while developing social emotional strategies to help manage their emotions and behaviors. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Teachers and Admin</p>	Formative		
	Nov	Feb	Apr
<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 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 SEL student surveys administered two times per year, observational data, Discipline data, other campus data source

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create a plan to address Social Emotional Learning teacher and student survey data. Result: Data can help administrators address areas of concern and how SEL is working overall. Strategy's Expected Result/Impact: Low Staff Responsible for Monitoring: Administrators</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Conduct campus investigations that promote and support a safe and orderly learning environment. Result: Communicating to students and parents that the campus will conduct investigations can allow students to feel safe and to continue to want to come to school. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Assistant Principals</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Regular review of campus discipline dashboard to identify trends, disproportionality, and possible adaptations Result: Identifying discipline trends can help administrators target specific training for students and staff. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Assistant Principals</p>	Formative		
	Nov	Feb	Apr
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Regularly review tardy data to identify trends and make adjustments Result: Reviewing data can help administrators understand which periods and areas of the building to address student tardiness. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Assistant Principals</p>	Formative		
	Nov	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

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 34% to 42% and STAAR Reading from 32% to 42%.


Evaluation Data Sources: 2023 Accountability Data, AT data, Mock STAAR Data, Formative assessment data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Build capacity in all campus teams to implement and facilitate effective PLC structures. Result: Effective PLCs will help teachers decipher how to effectively support students in learning. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: ICs and Admin</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Solicit input from campus instructional leaders on grade-appropriate and feasible academic and behavioral measures for individual student goal setting. Result: Feedback from instructional leaders can help the principal create realistic goals, while also guiding on where more support should take place, Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Admin</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement campus-wide expectations and policies ensure that classroom rituals and routines, instructional activities, physical space, and social environment validate multiple experiences and perspectives. Result: Campus wide expectations provide more consistency for our students giving more opportunities for acceleration. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: ICs and Admin</p>	Formative		
	Nov	Feb	Apr
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Required bi-monthly "Just In Time" trainings provided to teachers on how to implement instructional strategies with scaffolding and differentiation. Result: Teachers will be able to implement instructional strategies for students immediately.</p>	Formative		
	Nov	Feb	Apr

Strategy's Expected Result/Impact: High
Staff Responsible for Monitoring: ICs, PLC leads, and Admin

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

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 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		
Strategy 1: Required bi-monthly "Just In Time" trainings provided to teachers on how to implement instructional strategies with scaffolding and differentiation. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, Assistant Principals, ICs	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
Strategy 2: Implement coordinated and proactive structures to address intervention and/or enrichment for all students Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, ICs	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
Strategy 3: Provide support for classroom co-teach models specifically focused on small groups, stations, and parallel teaching Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, ICs	Formative		
	Nov	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

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 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, walk through feedback form, T-TESS data





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create a structure for cross-campus peer observation of Big 3 strategies. Result: Teachers will observe each other to see how strategies are implemented in different areas. Strategy's Expected Result/Impact: Medium Staff Responsible for Monitoring: ICs</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 Result: Teachers will be able to effectively implement strategies with up to date training, resulting in students being taught at a more rigorous level. Strategy's Expected Result/Impact: Medium Staff Responsible for Monitoring: ICs and Admin</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Create a focused, year-long plan for implementation and monitoring of the Big 3 Result: Monitoring a plan will allow for constructive feedback to teachers. Strategy's Expected Result/Impact: Medium Staff Responsible for Monitoring: ICs and Admin</p>	Formative		
	Nov	Feb	Apr
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Required bi-monthly "Just in Time" training that implement instructional strategies to include differentiation and scaffolding of curriculum. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: ICs, PLC leads, and Admin</p>	Formative		
	Nov	Feb	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </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: Student attendance will increase from 88% to 93.8%.

Evaluation Data Sources: Skyward Attendance reports, PEIMS Reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide training to Campus staff on the district's procedures to address attendance requirements Result: Teachers understanding student attendance requirements will help them understand their role in helping get students to school and understand how to report chronic absences.</p> <p>Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Send commendation letters to students and parents, guardians, or caregivers for improved school attendance and perfect attendance Result: Educating parents will help them understand why students should come to school</p> <p>Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Assistant Principal, Attendance Clerk</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Create a system to meet with parents and students who are approaching the 90% attendance rule.</p> <p>Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Assistant Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Implement a written process for truancy prevention to monitor students with chronic absences or who are at high risk for not meeting attendance requirements Result: The written process communicates to all stakeholders their role of helping students get back on track with their attendance.</p> <p>Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, Assistant Principal, Truancy Officer</p>	Formative		
	Nov	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			





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

Performance Objective 2: Strategic Priority: BISSD 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: Possible Data Source: Panorama SEL student surveys administered two times per year (school safety measure)

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide safety drill training and debrief for staff and students throughout the year Result: Practicing drills regularly allows staff and students to be prepared in an actual emergency. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Analyze visitor check-in/check-out practices to determine possible training and/or resource needs. Result: Reduce the number of unauthorized visitors on campus. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Create a campus safety team made up of skilled teachers based on their background and skill sets Result: An increase in staff that are a trained in safety across campus will in a faster response time in an emergency situation. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative		
	Nov	Feb	Apr
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Improve facility infrastructure to positively impact campus safety Impact: Deter negative situations on campus with an increase in safety structures. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative		
	Nov	Feb	Apr





Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Create a student-led campus safety patrol led that can partner with the campus safety team</p> <p>Impact: Students take ownership of creating a safe atmosphere.</p> <p>Strategy's Expected Result/Impact: High</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative		
	Nov	Feb	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

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: Reduce new teacher turnover to 16%.

Evaluation Data Sources: Staff retention data reports





Strategy 1 Details	Formative Reviews		
Strategy 1: Provide ongoing support for teacher leaders in adult facilitation and team dynamics Impact: Ongoing support will allow teachers to feel apart of a team. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, Assistant Principal, ICs	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
Strategy 2: Employing personalized strategies to retain staff Result: Increased teacher retention Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, Assistant Principal	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
Strategy 3: Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice Result: Teachers are able to deliver sound instructional strategies yielding a higher student achievement Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, Assistant Principal	Formative		
	Nov	Feb	Apr
Strategy 4 Details	Formative Reviews		
Strategy 4: Provide on going training throughout the year for new teachers (Year 1-2) through the New Teacher Academy Result: Lower teacher turnover Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Instructional Coach, Assistant Principal	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: Possible Data Source(s): Stakeholder surveys, staff/family newsletters, agendas, meeting notes, sign-in sheets





Strategy 1 Details	Formative Reviews		
Strategy 1: Schedule monthly Principal Chat meetings, at various dates and times. Impact: Increased parent involvement Strategy's Expected Result/Impact: Medium Staff Responsible for Monitoring: Principal and Principal's Secretary	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
Strategy 2: Collaborate with campus PTA to provide support and increase parent engagement efforts. Result: Increase in parent support of staff and students Strategy's Expected Result/Impact: Medium Staff Responsible for Monitoring: Admin	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
Strategy 3: Administer customized surveys for parents and families to determine specific engagement needs Result: Understand the needs of parents and families to help in targeted engagement Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Principal, Admin	Formative		
	Nov	Feb	Apr
Strategy 4 Details	Formative Reviews		
Strategy 4: Provide capacity-building events for parents and families on critical aspects of student learning Result: Increase in student achievement outcomes Strategy's Expected Result/Impact: Medium Staff Responsible for Monitoring: Principal and Leadership Team	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 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: Possible Data Source(s): Event listings, staff/family newsletters, agendas, meeting notes, sign-in sheets





Strategy 1 Details	Formative Reviews		
Strategy 1: Partner with community banking to increase financial literacy among high school students. Result: Students develop life long skills. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Admin	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
Strategy 2: Recognize community and business participation and/or sponsorship in campus newsletters and on social media Result: Continued support from businesses and sponsorships Strategy's Expected Result/Impact: Medium Staff Responsible for Monitoring: Admin and Social Media Teacher	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
Strategy 3: Establish an inclusive campus welcoming system that engages all visitors. Result: Increase in visitors wanting to volunteer at the campus level. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Admin and Front Office Staff	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 3: Strategic Priority: BISD will strengthen external partnerships to help students attain industry certifications, work experience, and/or sponsorship opportunities.

Aligned Performance Objective: Increase the percentage of graduates that are college, career, and/or military ready (CCMR) from 54% to 58%.

Evaluation Data Sources: Possible Data Source(s): 2023 Accountability Data

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide training and support for SAT, ACT, TSI readiness and differentiation in Pre-AP and AP coursework. Result: Increase in student achievement and higher test scores; students are college ready. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Admin and CTC	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
Strategy 2: Offer post secondary planning information sessions to encourage higher parent participation rates. Result: More students will go to college if parents have an understanding of what is offered post-secondary. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: Admin and College and Career Access Specialist	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
Strategy 3: Conduct quarterly tracking and reporting of CCMR indicators by cohort. Result: Tracking will allow principals and counselors the ability to identify students who have not met a CCMR indicator. Strategy's Expected Result/Impact: Medium Staff Responsible for Monitoring: Counselors	Formative		
	Nov	Feb	Apr
Strategy 4 Details	Formative Reviews		
Strategy 4: Increase student participation in PTECH pathway. Result: Students will have an earlier opportunity to take college courses. Strategy's Expected Result/Impact: High Staff Responsible for Monitoring: PTECH Teacher	Formative		
	Nov	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			