

Bastrop Independent School District

Cedar Creek High

2023-2024 Goals, Performance Objectives, and Strategies



Mission Statement

Cedar Creek High School's mission is to prepare students to be successful.

Vision

Our vision is that every student graduates from Cedar Creek High School prepared to pursue their own post-secondary success.

Core Beliefs

Committed

Compassionate

Honorable

Successful

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, Brag Board data, Discipline data

| Strategy 1 Details |
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| <p>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 better understanding of how to appropriately support student needs. Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals</p> |
| Strategy 2 Details |
| <p>Strategy 2: The Academic MTSS team will monitor students using data shared from teachers and classes. Strategy's Expected Result/Impact: The monitoring system will ensure student's have the resources they need to be successful with grade level curriculum. Staff Responsible for Monitoring: Associate Principal, Assistant Principal</p> |
| Strategy 3 Details |
| <p>Strategy 3: The Behavior MTSS team will monitor students using data shared from teachers and discipline referrals. Strategy's Expected Result/Impact: Data from teachers can help the Behavior MTSS team create wrap around support for students. Staff Responsible for Monitoring: Assistant Principal</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 3%.

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

| Strategy 1 Details |
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| <p>Strategy 1: School counselors and family support specialists will provide campus wide guidance and support on student well being to both teachers and students. Strategy's Expected Result/Impact: Consistent guidance and support will help students have a sense of belonging. Staff Responsible for Monitoring: School Counselors, Family Support Specialist</p> |
| Strategy 2 Details |
| <p>Strategy 2: Meet with school counselors and family support specialists weekly to address schoolwide and individual student. Strategy's Expected Result/Impact: Addressing needs individually and holistically will give student's the confidence to continue to seek support. Staff Responsible for Monitoring: School Counselors, Family Support Specialists</p> |
| Strategy 3 Details |
| <p>Strategy 3: Review discipline trends weekly to address new student trends, dis-proportionality, and possible adaptations. Strategy's Expected Result/Impact: Reviewing discipline trends will help school administrators respond more effectively while also developing additional supports for staff. Staff Responsible for Monitoring: Assistant Principals</p> |

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

Performance Objective 3: Copy this into Performance Objective 3 Box:

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 42% and STAAR Reading from 32% to 42%

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

| Strategy 1 Details |
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| <p>Strategy 1: 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: Building capacity within Campus Based Professional Learning Teams will ensure that teachers are confident in delivering grade level curriculum.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals, Instructional Coaches</p> |
| Strategy 2 Details |
| <p>Strategy 2: Provide implementation support to teachers implementing Carnegie and Study Sync curriculum.</p> <p>Strategy's Expected Result/Impact: Continuous support with new curriculum will help teachers become more confident and proficient in their subject area.</p> <p>Staff Responsible for Monitoring: Principal, Instructional Coaches</p> |
| Strategy 3 Details |
| <p>Strategy 3: Implement student goal setting and conferencing in all EOC subject areas to support individual student needs.</p> <p>Strategy's Expected Result/Impact: Student conferences and reviewing of student goals will help students to be focused on their individual growth. Teachers understanding student's individual needs will help drive individual growth.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principal, Instructional Coaches, CBPL Leads</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

| Strategy 1 Details |
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| <p>Strategy 1: Provide training and follow-up coaching on HQIM lesson internalization and lesson execution</p> <p>Strategy's Expected Result/Impact: Continuous coaching and feedback will help teachers feel supported as they become more comfortable with lesson internalization and lesson execution</p> <p>Staff Responsible for Monitoring: Campus Principal, Associate Principal, Assistant Principals, Instructional Coaches</p> |
| Strategy 2 Details |
| <p>Strategy 2: Provide feedback to teaching staff on pacing and adherence to the level of rigor in instructional materials</p> <p>Strategy's Expected Result/Impact: Feedback on pacing can help ensure teachers are continuing to stay on track with the unit calendar and year at a glance set forth by the district.</p> <p>Staff Responsible for Monitoring: Instructional Coaches</p> |
| Strategy 3 Details |
| <p>Strategy 3: Ensure teachers have sufficient planning time to internalize and/or prepare lessons, analyze student work, and collaborate</p> <p>Strategy's Expected Result/Impact: Sufficient planning and collaboration creates a stronger Content Based Professional Learning environment among teachers, while building confidence and morale.</p> <p>Staff Responsible for Monitoring: Principal, Instructional Coaches</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 |
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| <p>Strategy 1: Utilize Summit K12 as a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing.</p> <p>Strategy's Expected Result/Impact: Monitoring Emergent Bilingual Performance will ensure learning gaps in reading, writing, speaking, and listening are addressed throughout the school year.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals</p> |
| Strategy 2 Details |
| <p>Strategy 2: Utilize the My Path program to provide students with individual intervention for math and reading.</p> <p>Strategy's Expected Result/Impact: Individualized scaffolds and supports through My Path will allow students to reach academic growth targets in Math and Reading EOC areas.</p> <p>Staff Responsible for Monitoring: Intervention Teachers, Instructional Coaches, Associate Principal, Principal</p> |
| Strategy 3 Details |
| <p>Strategy 3: Utilize the implementation of RTI Scheduler to pull students groups for targeted Tier 1 and Tier 2 intervention during SOAR time.</p> <p>Strategy's Expected Result/Impact: Providing consistent Tier 1 and Tier 2 intervention to students will increase student scores to grade level targets.</p> <p>Staff Responsible for Monitoring: SOAR Teachers, Instructional Coaches, Assistant Principals, Associate Principal, Principal</p> |

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 |
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| <p>Strategy 1: Professional Development Learning Portfolios will be reviewed each school year to lessen teachers repeating already attended training and professional development and providing new, relevant training.</p> <p>Strategy's Expected Result/Impact: Providing new and relevant training to teachers will create on going professional growth allowing teachers more opportunities of engagement withing the profession.</p> |
| Strategy 2 Details |
| <p>Strategy 2: As a campus, create dedicated time within the school year for ongoing training and professional development for each content area.</p> <p>Strategy's Expected Result/Impact: Providing ongoing training throughout the year will ensure teachers are engaged with new curriculum and relevant teaching strategies.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principal, Instructional Coaches</p> |
| Strategy 3 Details |
| <p>Strategy 3: Implement opportunities for teachers to visit model classrooms to view the implementation of High-Quality Instructional Materials, debrief on the implementation, and plan for their own implementation.</p> <p>Strategy's Expected Result/Impact: Allowing opportunities for teachers to visit model classrooms, debrief, and plan for implementation will ensure a level of consistency to students while providing professional growth to educators.</p> <p>Staff Responsible for Monitoring: Principals, Associate Principal, Instructional Coaches, Department Heads, CBPL Leads</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 89% to 93%

Evaluation Data Sources: Skyward reports, PEIMS attendance reports

| Strategy 1 Details |
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| <p>Strategy 1: Create a written campus attendance action plan.</p> <p>Strategy's Expected Result/Impact: The written campus attendance plan ensures the proper steps are in place to support students and parents; it also encompasses roles and responsibilities of staff, teachers, counselors, and administrators. Clear roles and responsibilities provides clarity and consistency on how students will be supported in attendance.</p> <p>Staff Responsible for Monitoring: Principal</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: A consistent truancy prevention process ensures that all student's are supported in the removing of attendance barriers.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principal</p> |
| Strategy 3 Details |
| <p>Strategy 3: Provide multiple opportunities and/or modalities for students and families to learn about attendance procedures.</p> <p>Strategy's Expected Result/Impact: Education of attendance through the daily engagement of parent meetings, phone calls, School Status, and Skyward will positively impact students and families understanding campus attendance procedures.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principal</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 6%.

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

| Strategy 1 Details |
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| <p>Strategy 1: Provide safety drill training and debrief for staff and students throughout the year</p> <p>Strategy's Expected Result/Impact: Educating students and staff on emergency drills, while also providing opportunities to practice drills, will provide the knowledge and understanding of how to stay safe in an emergency situation.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals, Teachers</p> |
| Strategy 2 Details |
| <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.</p> <p>Strategy's Expected Result/Impact: Providing students with multiple experiences and perspectives within the realm of routines will provide a sense of consistency and belonging to the campus.</p> <p>Staff Responsible for Monitoring: Teachers, Assistant Principals, Associate Principals, Principal</p> |
| Strategy 3 Details |
| <p>Strategy 3: Create a student-led campus safety team.</p> <p>Strategy's Expected Result/Impact: Providing opportunities for student leadership will create meaningful relationships between students and staff as they work together to help maintain a healthy, safe, and positive environment.</p> <p>Staff Responsible for Monitoring: Teachers, Assistant Principal, Associate Principal, Principal</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 on-boarding experience to prepare every new employee for success in BISD.

Aligned Performance Objective: By May 2024, reduce teacher turnover to 15%

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

| Strategy 1 Details |
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| <p>Strategy 1: Develop normed tools and processes to conduct observations, capture trends, and track progress over time.</p> <p>Strategy's Expected Result/Impact: Cedar Creek High School will use the T-TESS model and BISD walkthrough form to conduct observations and provide ongoing feedback to teachers throughout the school year.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principal</p> |
| Strategy 2 Details |
| <p>Strategy 2: Provide ongoing support for teacher leaders in adult facilitation and team dynamics.</p> <p>Strategy's Expected Result/Impact: The revamped campus New Teacher Academy will provide ongoing support through face to face interactions throughout the year; this opportunity will help new to BISD teachers interact with campus leaders in a more personal environment.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principal, Instructional Coaches</p> |
| Strategy 3 Details |
| <p>Strategy 3: 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: Providing clear actionable feedback will help teachers focus on one strategy at a time; this approach will create a more meaningful relationship between the teacher and appraiser.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principal</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 |
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| <p>Strategy 1: Collaborate with campus PTA/PTSA to provide support and increase parent engagement efforts.</p> <p>Strategy's Expected Result/Impact: Collaboration with PTA/PTSA can help parents engage more positively with the campus.</p> <p>Staff Responsible for Monitoring: Principal</p> |
| Strategy 2 Details |
| <p>Strategy 2: Provide capacity-building events for parents and families on critical aspects of student learning</p> <p>Strategy's Expected Result/Impact: Events centered around campus-wide opportunities that link directly to a student receiving a high school diploma will result in parent support and the academic and personal growth of the student.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals</p> |
| Strategy 3 Details |
| <p>Strategy 3: Implement strategic processes to support the unique needs of families of students experiencing homelessness, foster care students, and migrant students</p> <p>Strategy's Expected Result/Impact: Individualized support for the unique needs of students and families can create a more trusting relationship with the campus</p> <p>Staff Responsible for Monitoring: Principal, School Counselors, Family Support Specialists</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

| Strategy 1 Details |
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| Strategy 1: Recognize community and business participation and/or sponsorship in campus newsletters and on social media Strategy's Expected Result/Impact: Recognition of community partners can result in gaining more community partners Staff Responsible for Monitoring: Principal |
| Strategy 2 Details |
| Strategy 2: Engage community and business partners in meaningful opportunities to participate Strategy's Expected Result/Impact: Inviting community and business partners to campus activities and events will create a more meaningful relationship for the campus and the partner. Staff Responsible for Monitoring: Principal |
| Strategy 3 Details |
| Strategy 3: Provide opportunities for students to visit community partners and business. Strategy's Expected Result/Impact: Providing opportunities for students to visit business can support a shared vision and workforce opportunities between the campus and partner, Staff Responsible for Monitoring: Principal, PTECH Staff, PTA/PTSA |

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, Increase the percentage of graduates that are college, career, and/or military ready (CCMR) from 40% to 55%.

Evaluation Data Sources: 2024 Accountability Data

| Strategy 1 Details |
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| <p>Strategy 1: Conduct quarterly tracking and reporting of CCMR indicators by cohort.</p> <p>Strategy's Expected Result/Impact: Quarterly tracking will help identify students who have not met CCMR and allow for planning on how more students can reach college and career readiness.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, School Counselors, College & Career Specialist</p> |
| Strategy 2 Details |
| <p>Strategy 2: Offer post secondary planning information sessions to encourage higher parent participation rates.</p> <p>Strategy's Expected Result/Impact: Information sessions beginning when students enter high school will result in parents understanding the multiple avenues to become college, career, or military ready and meet the CCMR indicator.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, School Counselors, College & Career Specialist</p> |
| Strategy 3 Details |
| <p>Strategy 3: Partner with outside organizations and individuals to offer individualized test prep for TSI, PSAT, and SAT tests.</p> <p>Strategy's Expected Result/Impact: Targeted, structured, individualized test prep will individually support students in their highest needs area.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, College Access Specialist</p> |