

Bastrop Independent School District

Cedar Creek Intermediate

2023-2024 Goals, Performance Objectives, and Strategies



Cedar Creek
INTERMEDIATE SCHOOL

Mission Statement

CCI will motivate and encourage students for success, today and tomorrow.

Vision

The mission of the Bastrop Independent School District is to develop and educate every student so they can make a positive impact on their families, the workforce, and the greater community.

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: BISSD 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 BISSD 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
<p>Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices.</p> <p>Strategy's Expected Result/Impact: Reduced students discipline referrals.</p> <p>Staff Responsible for Monitoring: MTSS Team</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</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: All staff members and students will have a full understanding of campus expectations. Staff will utilize positive feedback, resulting in reduced student discipline issues.</p> <p>Staff Responsible for Monitoring: MTSS Team</p>
Strategy 3 Details
<p>Strategy 3: Monitor implementation of SEL curriculum.</p> <p>Strategy's Expected Result/Impact: Teachers will be provided with lesson support and students will grow in social-emotional skills.</p> <p>Staff Responsible for Monitoring: MTSS 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 from 59% to 67%

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

Strategy 1 Details
<p>Strategy 1: Schedule regular reviews of campus discipline dashboard to identify trends, disproportionality, and possible adaptations. Strategy's Expected Result/Impact: Discipline incidents will decrease and proactive, rather than reactive, strategies will be put into place. Staff Responsible for Monitoring: Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Schedule recurring conferences with social work and/or counseling staff to address schoolwide or individual student needs. Strategy's Expected Result/Impact: Students with social work or counseling needs will learn strategies that will keep them in classroom instruction as much as possible, leading to increased student achievement. Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 3 Details
<p>Strategy 3: Create a plan to address Social Emotional Learning teacher and student survey data. Strategy's Expected Result/Impact: The voices of students and staff will directly impact upgrades to campus-wide expectations. Staff Responsible for Monitoring: Counselor</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 19% to 35% and STAAR Reading from 24% to 40%

High Priority

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: Students will have a clear understanding of where they are academically and will be able to create goals based on gaining higher achievement</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: 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: Teachers will deliver on-grade level content with high-quality instructional materials to fidelity</p> <p>Staff Responsible for Monitoring: Principal</p>
Strategy 3 Details
<p>Strategy 3: Implement digital resources to supplement instruction in Reading, Math, Science, and Social Studies</p> <p>Strategy's Expected Result/Impact: Increased student achievement</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: 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.

High Priority

Evaluation Data Sources: HQIM-Aligned Measurement Tool, student achievement data

Strategy 1 Details
<p>Strategy 1: Provide training and follow-up coaching on HQIM lesson internalization and lesson execution</p> <p>Strategy's Expected Result/Impact: Teachers will deliver on grade-level content which will lead to improved student achievement</p> <p>Staff Responsible for Monitoring: District Instructional Coaches</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</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: Teachers will be supported in upgrading teaching methods which will result in increased student achievement</p> <p>Staff Responsible for Monitoring: District Instructional Coaches</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>

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: Teachers will deliver on grade-level content which will lead to improved student achievement

Staff Responsible for Monitoring: District Instructional Coaches

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 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%

High Priority

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: Increased student achievement and language proficiency for Emergent Bilingual students

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 2 Details

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

Strategy's Expected Result/Impact: Increased student achievement

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: Support Special Programs staff in providing exemplar accommodations and co-teaching suggestions to use as a foundation for planning and lesson internalization

Strategy's Expected Result/Impact: Increased student achievement

Staff Responsible for Monitoring: Special Programs 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.

High Priority

Evaluation Data Sources: Professional Learning Plan evaluation data, staff surveys

Strategy 1 Details

Strategy 1: Create a campus-based system for monitoring professional learning portfolios

Strategy's Expected Result/Impact: All staff will receive assigned training and will effectively be able to deliver high-quality instruction, resulting in increased student achievement

Staff Responsible for Monitoring: Principal

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Strategic Staffing

Strategy 2 Details

Strategy 2: Create a structure for cross-campus peer observation of High-Quality Instructional Materials and strategy implementation, to include debrief and action planning

Strategy's Expected Result/Impact: Teachers will be able to upgrade their lesson execution, resulting in increased student achievement

Staff Responsible for Monitoring: District Instructional Coaches

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Strategic Staffing

Strategy 3 Details

Strategy 3: Campus calendar indicates dedicated time for training and ongoing job embedded professional development on content specific teaching practices

Strategy's Expected Result/Impact: Teachers will receive just-in-time training and support to upgrade lesson execution, resulting in increased student achievement.

Staff Responsible for Monitoring: District Instructional Coaches

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Strategic Staffing

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 92% to 94%

High Priority

Evaluation Data Sources: Skyward reports, PEIMS attendance reports, student achievement data

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: increased student attendance, resulting in increased student achievement

Staff Responsible for Monitoring: Principal

TEA Priorities:

Improve low-performing schools

- **ESF Levers:**

Lever 3: Positive School Culture

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: Increased student attendance, resulting in increased student achievement

Staff Responsible for Monitoring: Counselor

TEA Priorities:

Improve low-performing schools

- **ESF Levers:**

Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: Send commendation letters to students and parents, guardians, or caregivers for improved school attendance and perfect attendance

Strategy's Expected Result/Impact: Increased student attendance, resulting in increased student achievement

Staff Responsible for Monitoring: Counselor

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture

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: By May 2024, Student positive perceptions of physical and psychological safety at school will increase by 10%.

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

Strategy 1 Details
<p>Strategy 1: Analyze visitor check-in/check-out practices to determine possible training and/or resource needs Strategy's Expected Result/Impact: The campus will remain free from interruptions, leading to full use of instructional minutes Staff Responsible for Monitoring: Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Implement a monitoring system for door lock fidelity checks Strategy's Expected Result/Impact: The campus will remain free from interruptions, leading to full use of instructional minutes Staff Responsible for Monitoring: Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>
Strategy 3 Details
<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 Strategy's Expected Result/Impact: Staff, students, and families will feel supported and instructional time will be uninterrupted. Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: 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 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 14%

High Priority

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

Strategy 1 Details

Strategy 1: Employ personalized strategies to retain high-performing teachers

Strategy's Expected Result/Impact: Reduced teacher turnover

Staff Responsible for Monitoring: Principal

TEA Priorities:

Recruit, support, retain teachers and principals, Improve low-performing schools

- **ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: Develop and strategically deploy marketing materials that present the school as an attractive place to work

Strategy's Expected Result/Impact: Reduced teacher turnover

Staff Responsible for Monitoring: Principal

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 2: Strategic Staffing, Lever 3: Positive School Culture

Strategy 3 Details

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: Increased number of high-performing teachers

Staff Responsible for Monitoring: District Instructional Coaches

TEA Priorities:

Recruit, support, retain teachers and principals, Improve low-performing schools

- **ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing

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.

High Priority

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: Meaningful parent and family activities will result in increased engagement

Staff Responsible for Monitoring: Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: Collaborate with campus PTA/PTSA to provide support and increase parent engagement efforts

Strategy's Expected Result/Impact: Meaningful parent and family activities will result in increased engagement

Staff Responsible for Monitoring: Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: Provide capacity-building events for parents and families on critical aspects of student learning

Strategy's Expected Result/Impact: Meaningful parent and family activities will result in increased engagement

Staff Responsible for Monitoring: Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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: BISS 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
<p>Strategy 1: Create and communicate specific volunteer opportunities within our online volunteer platform</p> <p>Strategy's Expected Result/Impact: Increased support and volunteers from the community</p> <p>Staff Responsible for Monitoring: Social Worker</p> <p>TEA Priorities: Improve low-performing schools</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</p> <p>Strategy's Expected Result/Impact: Increased support and volunteers from the community</p> <p>Staff Responsible for Monitoring: Campus Digital Media Representative</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>

Strategy 3 Details

Strategy 3: Create a written process for utilizing volunteers

Strategy's Expected Result/Impact: Volunteers will effectively support campus activities

Staff Responsible for Monitoring: Social Worker

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture