

Bastrop Independent School District

Cedar Creek Middle

2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

The mission of Bastrop Independent School District, a leader in innovative student centered education, is to motivate and ignite passion for life-long learning and successfully prepare all students to compete globally by ensuring engagement in a diverse, rigorous, and relevant learning experience that incorporates 21st Century Skills.

Vision

Cedar Creek Middle School students will be independent and life-long learners.

Table of Contents

Goals 4

Goal 1: Student Success and Well-Being Goal: We will support skill-building opportunities that encourage responsible choices and adaptable competence. 4

Goal 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners. 8

Goal 3: Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections. 11

Goal 4: Collaborative Partnerships Goal: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders. 14





Goals

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

Performance Objective 1: By May 2025, increase the percentage of students at Meets Grade Level on STAAR math from (12% to 40%) and STAAR Reading from (25% to 50%)

Evaluation Data Sources: 2025 Accountability Data





Strategy 1 Details	Reviews		
<p>Strategy 1: Explicit Training and modeling of Triple C to ensure consistent implementation of Triple C when students are completing writing of SCRs and ECRs.</p> <p>Strategy's Expected Result/Impact: Zero scores on ECR significantly impact students RLA score, decreasing zeros and increasing scores 4 or above will improve student achievements</p> <p>Staff Responsible for Monitoring: DCs, CBPL leads, and Administrators</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: Weekly Writing during Eagle Time (alternate SCR and ECR)!</p> <p>Strategy's Expected Result/Impact: Zero scores on ECR significantly impact students RLA score, decreasing zeros and increasing scores 4 or above will improve student achievements</p> <p>Staff Responsible for Monitoring: DCs, CBPL leads, and Administrators</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: Use Title 1 funds to order Amplify consumables for students in on level ELA (supplemental)</p> <p>Strategy's Expected Result/Impact: Equity in materials like Springboard (Honors classes) to result in higher passing rate on Reading STAAR test for students in on level courses.</p> <p>Staff Responsible for Monitoring: ELA DC and Assistant Principal</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 4 Details	Reviews		
<p>Strategy 4: Build capacity in all campus teams to implement and facilitate effective Curriculum-Based Professional Learning (CBPL) structures</p> <p>Strategy's Expected Result/Impact: Increase teacher content knowledge and consistency from classroom to classroom to ensure that all students are receiving high quality instruction with best practices.</p> <p>Staff Responsible for Monitoring: District Coaches and Administrators</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 5 Details	Reviews		
Strategy 5: Conduct Monthly Instructional Framework Walks Strategy's Expected Result/Impact: Teachers and campus leaders use frameworks for content specific pedagogical practices that reflect research based instructional strategies and are aligned to campus instructional materials." Staff Responsible for Monitoring: Administrators and DCs	Formative		Summative
	Nov	Feb	Apr
Strategy 6 Details	Reviews		
Strategy 6: All students keep data in data folders and set goals. Strategy's Expected Result/Impact: Increase student accountability and increase STAAR scores across contents. Staff Responsible for Monitoring: DCs, CBPL leads, and Administrators	Formative		Summative
	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 Goal: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 2: By May 2025, implement High-Quality Instructional Materials aligned to Math, Literacy, and Science Frameworks with 85% fidelity.





Evaluation Data Sources: BISD Walkthrough Form, CBPL agendas, coaching cycles

Strategy 1 Details	Reviews		
<p>Strategy 1: Assist with lesson planning and execution to ensure high fidelity in material use and regularly monitor the usage and implementation of provided adopted materials as designed. Provide training and follow-up coaching on HQIM lesson internalization and lesson execution and plan regular follow-up coaching sessions to support teachers in applying what they've learned. Provide actionable feedback to teachers on their pacing, the level of rigor in their instruction, and following the YAG. Ensure teachers have sufficient planning time to internalize and/or prepare lessons, analyze student work, and collaborate and allow for flexibility in scheduling to accommodate different needs and teaching styles.</p> <p>Strategy's Expected Result/Impact: By implementing this plan, we'll be able to support teachers effectively in using HQIM with high fidelity, provide valuable training and coaching, and ensure ongoing improvement in instructional practices. Staff Responsible for Monitoring: Principal, assistant principal, and district instructional coaches</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: Campus leaders regularly monitor the usage and implementation of provided adopted materials as designed.</p> <p>Strategy's Expected Result/Impact: Increase in student performance on formative and summative assessments. Staff Responsible for Monitoring: DCs, CBPL Leads, and Administrators</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: Instructional materials connect within and across grade levels, resulting in a strategic progression of learning so that new understandings are built on previous foundations</p> <p>Strategy's Expected Result/Impact: Increase in student performance on formative and summative assessments. Staff Responsible for Monitoring: Administrators and DCs</p>	Formative		Summative
	Nov	Feb	Apr
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Goal 1: Student Success and Well-Being Goal: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 3: By May 2025, the percent of all students attaining academic achievement growth at all levels will increase by (25%).

Evaluation Data Sources: NWEA MAP Growth Data

Strategy 1 Details	Reviews		
<p>Strategy 1: Coach and support teaching staff based on data. Strategy's Expected Result/Impact: Teachers will gain a better understanding of the data and where we are moving. Once they internalize expectation and understand the data they will be able to provide more support for students. Staff Responsible for Monitoring: Principal, Assistant Principals, and District Coaches</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: Add data analysis dates aligned to major assessments to campus calendar Strategy's Expected Result/Impact: Increased awareness of where our scores are currently and consistent reviewing of data in order to meet goals. This may occur as we take small steps (improvements) to reach our end goal. After analyzing data teachers could form small groups and give students more focused assistance. Staff Responsible for Monitoring: Principal, Assistant Principals, and District Coaches</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: Analyze and sort student work: categorize student work into high, medium, and low levels of mastery, and analyze to look for trends in student misconceptions. Strategy's Expected Result/Impact: Through collaboration and teamwork staff will become more aware of student levels/trends as well as share ideas on what methods can be used to help students gain mastery. After viewing work in each level, teachers can share what they do that works to reach students on each level. Info from these sessions could help teachers group students for small group assisted learning. Staff Responsible for Monitoring: Principal, Assistant Principals, and District Coaches.</p>	Formative		Summative
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.





Performance Objective 1: By May 2025, Emergent Bilingual, Special Education, and Economically Disadvantaged students will meet Closing the Gaps targets for STAAR Math and Reading.

Emergent Bilingual: (Middle: M: 62%, R: 57%)

Special Education: (Middle: M: 50%, R: 43%)

Economically Disadvantaged: (Middle: M: 62%, R: 58%)





Evaluation Data Sources: 2025 Accountability Data

Strategy 1 Details	Reviews		
<p>Strategy 1: Provide implementation support for teachers to maintain high expectations, increase engagement, and address the needs of all learners, including special populations.</p> <p>Strategy's Expected Result/Impact: Increase in student performance on formative and summative assessments.</p> <p>Staff Responsible for Monitoring: Principal, APs, DCs, CBPL leads</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: Implement coordinated and proactive structures to assess student mastery with formative and summative assessments in order to address intervention and/or enrichment for all students.</p> <p>Strategy's Expected Result/Impact: Increase in student performance on formative and summative assessments compared to past performance.</p> <p>Staff Responsible for Monitoring: Principals, APs, DCs, CBPL leads</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: Monitor the implementation of HQIMs, RBIS, and district frameworks (Literacy and ESL) in CBPLs and classroom instruction on a regular basis.</p> <p>Strategy's Expected Result/Impact: Increase in student performance on formative and summative assessments.</p> <p>Staff Responsible for Monitoring: Principals, APs, DCs, CBPL leads</p>	Formative		Summative
	Nov	Feb	Apr
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Goal 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 2: By May 2025 Increase the percentage of Emergent Bilingual students showing growth on Texas English Language Proficiency Assessment System (TELPAS) to 50%.





Evaluation Data Sources: 2025 Accountability data, ECR/SCR data, Summit K-12 data

Strategy 1 Details	Reviews		
<p>Strategy 1: Structure Eagle Time to include weekly log in to Summit K-12 for students rating a Composite score of Intermediate and Advanced on TELPAS.</p> <p>Strategy's Expected Result/Impact: Increase in students growing at least 1 level on TELPAS</p> <p>Staff Responsible for Monitoring: LPAC Administrator Eagle Time Teachers</p> <p>TEA Priorities: Improve low-performing schools</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: Place Emergent Bilingual students close to exiting and reclassifying with RLA teachers in grades 7 and 8 for Eagle Time.</p> <p>Strategy's Expected Result/Impact: Increase in number of students reclassifying in 2025.</p> <p>Staff Responsible for Monitoring: RLA teachers Administrators Counselors</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: Students will review 2024 TELPAS scores and set goals for each domain for the 2025 TELPAS test.</p> <p>Strategy's Expected Result/Impact: Increase student awareness of performance and increase student performance on each domain.</p> <p>Staff Responsible for Monitoring: Eagle Time teachers LPAC Administrator</p>	Formative		Summative
	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 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 3: By May 2025, 85% of staff members engaged in BISD professional development sessions will be prepared to apply new learning in a short time frame.





Evaluation Data Sources: Professional Learning Plan evaluation data gathered at district- or campus-based professional learning sessions.

Strategy 1 Details	Reviews		
Strategy 1: Campus leaders regularly monitor the usage and implementation of provided adopted materials as designed. Strategy's Expected Result/Impact: Increase in student performance on formative and summative assessments. Staff Responsible for Monitoring: Administrators, District Coaches, CBPL leads	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Create a structure for cross-campus peer observation of HQIM and strategy implementation, to include debrief and action planning. Strategy's Expected Result/Impact: Teachers can learn from one another by observing their colleagues' strategies, allowing them to incorporate new ideas and techniques into their own classrooms. This collaborative approach fosters the exchange of valuable practices and innovative methods, enhancing teaching effectiveness and student engagement. Staff Responsible for Monitoring: Administrators, District Coaches, CBPL leads	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
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 have dedicated time for professional development, ensuring they receive ongoing training that enhances both their teaching practices and student learning throughout the school year. Staff Responsible for Monitoring: Administrators, District Coaches, CBPL leads	Formative		Summative
	Nov	Feb	Apr
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Goal 3: Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 1: By May 2025, increase student attendance from (90% to 94%).





Evaluation Data Sources: PEIMS Attendance Data

Strategy 1 Details	Reviews		
Strategy 1: Offer individual students and classroom incentives in recognition of exceptional and/or improved attendance Strategy's Expected Result/Impact: Increase student attendance has a direct impact on student's academic performance. Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Inform and update parents regularly about campus attendance policies and procedures Strategy's Expected Result/Impact: Students attendance is a direct impact on student's academic performance. Staff Responsible for Monitoring: Attendance clerk and Administrators	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Build capacity with staff to understand chronic absenteeism, to include systems to make up lost instruction Strategy's Expected Result/Impact: Students attendance is a direct impact on student's academic performance. Staff Responsible for Monitoring: Administrators, Counselors, and Attendance Clerk	Formative		Summative
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

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

Performance Objective 2: By May 2025, the percentage of students who receive disciplinary actions resulting in loss of classroom time will decrease by 5%.





Evaluation Data Sources: Skyward Discipline Reports

Strategy 1 Details	Reviews		
<p>Strategy 1: 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: Consistent implementation will increase the amount of time that students are in the classroom for instruction.</p> <p>Staff Responsible for Monitoring: Administrators and Counselors</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: Schedule regular reviews of campus discipline dashboard to identify trends, disproportionality, and possible adaptations</p> <p>Strategy's Expected Result/Impact: Administrators address the trends with teachers and come up with campus wide ways to be proactive in addressing discipline issues.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: Conduct campus investigations that promote and support a safe and orderly learning environment</p> <p>Strategy's Expected Result/Impact: To ensure that campus is consistently safe and orderly for all students and staff members</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative		Summative
	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 3: Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 3: By May 2025, 80% of classrooms will regularly use at least three district-approved educational technology tools.





Evaluation Data Sources: Digital Learning aligned walkthrough data, BISD Walkthrough Form, CBPL Agendas

Strategy 1 Details	Reviews		
Strategy 1: Provide ongoing professional learning for teaching staff to effectively integrate technology into their instruction Strategy's Expected Result/Impact: Increase student engagement on their 1:1 devices Staff Responsible for Monitoring: CBPL leads and DCs	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Develop digital learning ambassadors where experienced teachers support their peers in technology integration Strategy's Expected Result/Impact: Increase student engagement on their 1:1 devices and empowers students to be leaders by supporting their peers Staff Responsible for Monitoring: Administrators and Librarian	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Implement blended learning strategies to include station rotation model, goal setting, and conferencing Strategy's Expected Result/Impact: Increase student engagement on their 1:1 devices Staff Responsible for Monitoring: DCs, CBPL leads, and teachers	Formative		Summative
	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 4: Collaborative Partnerships Goal: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

Performance Objective 1: By May 2025, reduce teacher turnover to 30%.





Evaluation Data Sources: Human Resources and Texas Performance Reporting System (TPRS) retention data

Strategy 1 Details	Reviews		
Strategy 1: Develop normed tools and processes to conduct observations, capture trends, and track progress over time. Strategy's Expected Result/Impact: Reduce teacher turnover to 30% by May 2025. Staff Responsible for Monitoring: Principal, APs, DCs	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: 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: Increase teacher effectiveness with student learning Staff Responsible for Monitoring: Administrators, DCs, and CBPL leads	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Develop normed tools and processes to conduct observations, capture trends, and track progress over time. Strategy's Expected Result/Impact: Increase teacher effectiveness and growth with student learning Staff Responsible for Monitoring: DCs	Formative		Summative
	Nov	Feb	Apr
Strategy 4 Details	Reviews		
Strategy 4: Develop and strategically deploy marketing materials that present the school as an attractive place to work Strategy's Expected Result/Impact: Recruitment tool for more experienced teachers Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

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

Performance Objective 2: By May 2025, survey data will show an 25% increase in participation of parent and family engagement opportunities.

Evaluation Data Sources: Volunteer platform registration, campus sign-in sheets

Strategy 1 Details	Reviews		
Strategy 1: Collaborate with campus PTA/PTSA to provide support and increase parent engagement efforts Strategy's Expected Result/Impact: Increase parent engagement with supporting campus with student learning Staff Responsible for Monitoring: Administrators and PTA members	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Integrate multiple communication strategies with families into teacher roles and responsibilities Strategy's Expected Result/Impact: Increase parent engagement with supporting campus with student learning Staff Responsible for Monitoring: Administrators and Counselors	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Provide capacity-building events for parents and families on critical aspects of student learning Strategy's Expected Result/Impact: Increase parent engagement with supporting campus with student learning Staff Responsible for Monitoring: Administrators and Counselors	Formative		Summative
	Nov	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			