

**Bastrop Independent School District**  
**Camino Real Elementary**  
**2024-2025 Goals/Performance Objectives/Strategies**

# Mission Statement

Our mission is to create a safe and respectful learning environment where students explore, grow, and achieve their fullest potential by delivering engaging and meaningful learning opportunities for all students every day.

## Vision

Our vision is for every student to realize their value, take risks, and forge pathways to their future where anything is possible.

## Core Beliefs

Collaboration-Community- Cultural Diversity

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# 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 2024, increase the percentage of students at Meets Grade Level on STAAR Math from 12% to 27% and STAAR Reading from 19% to 30%.

**Evaluation Data Sources:** 2025 Accountability Data

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Build capacity in all campus teams to implement and facilitate effective Curriculum-Based Professional Learning Practices (CBPLP) structures.</p> <p><b>Strategy's Expected Result/Impact:</b> This will lead to teachers taking ownership of their students' performance and being able to communicate that clearly to all stakeholders.</p> <p><b>Staff Responsible for Monitoring:</b> District Instructional Coaches</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	Formative		Summative
	Nov	Feb	Apr





Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Implement a data tracking system within the first grading period for teachers in grades 2-5.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers can make informed decisions about their teaching practices.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Implement supplemental intervention resources such as Zearn and Amplify Boost with 85% fidelity.</p> <p><b>Strategy's Expected Result/Impact:</b> Students identified under HB1416 will show improvement in closing the gap data by 45%.</p> <p><b>Staff Responsible for Monitoring:</b> RTI Lead Teacher</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		<b>Summative</b>
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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 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><b>Strategy 1:</b> Ensure teachers have sufficient planning time to internalize and/or prepare lessons, analyze student work, and collaborate.  <b>Strategy's Expected Result/Impact:</b> This will allow teachers time to internalize the lessons and prepare for student learning.  <b>Staff Responsible for Monitoring:</b> Campus Administration, District Instructional Coaches, and CBPL Leaders</p> <p><b>Title I:</b>                      2.4, 2.6                      - <b>TEA Priorities:</b>                      Build a foundation of reading and math, Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction                      - <b>Superintendent Goals:</b>                      SG 1</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Regularly monitor the usage and implementation of provided adopted materials as designed.  <b>Strategy's Expected Result/Impact:</b> This will ensure HQIM will be used with fidelity in both reading and math instruction.  <b>Staff Responsible for Monitoring:</b> Campus Administration and District Instructional Coaches</p> <p><b>Title I:</b>                      2.4, 4.2                      - <b>TEA Priorities:</b>                      Build a foundation of reading and math, Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 4: High-Quality Instructional Materials and Assessments                      - <b>Superintendent Goals:</b>                      SG 1</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Provide feedback to teaching staff on pacing and adherence to the level of rigor in instructional materials.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure teachers are staying on schedule and addressing the TEKS as required by TEA.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and District Instructional Coaches</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	Formative		Summative
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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 percentage of all students attaining academic achievement growth at all levels will increase by 15%.

**Evaluation Data Sources:** NWEA MAP Growth Data

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Provide implementation support for teachers to maintain high expectations, increase engagement, and address the needs of all learners, including special populations during intervention instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Students in special population groups will be afforded the same support and academic rigor as their grade-level peers not identified in special populations.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and District Instructional Coaches</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Implement coordinated and proactive structures to address intervention and/or enrichment for all students.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure intervention time is meaningful and aligned with HQIM and resources.</p> <p><b>Staff Responsible for Monitoring:</b> RTI Lead and Campus Administration</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>



Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Provide professional development to teachers on NWEA testing and score interpretation.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers are trained and understand the meaning of students' scores and evaluative measures on NWEA testing.</p> <p><b>Staff Responsible for Monitoring:</b> RTI Lead</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	Formative		Summative
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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 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: Math: 69% Reading: 62%

Special Education: Math: 58%, Reading 50%

Economically Disadvantaged: Math: 65%, Reading 60%

**Evaluation Data Sources:** 2025 Accountability Data

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Provide implementation support for teachers to maintain high expectations, increase engagement, and address the needs of all learners, including special populations during Tier 1 instruction</p> <p><b>Strategy's Expected Result/Impact:</b> Students in special population groups will be afforded the same support and academic rigor as their grade-level peers in all academic areas.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and District Instructional Coaches</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 1, SG 2</p>	Formative		Summative
	Nov	Feb	Apr





Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Implement coordinated and proactive structures to address intervention and/or enrichment for all students  <b>Strategy's Expected Result/Impact:</b> This will ensure intervention time is meaningful and aligned with HQIM and resources  <b>Staff Responsible for Monitoring:</b> RTI Lead and Campus Administration</p> <p><b>Title I:</b>            2.4, 2.6  <b>- TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 5: Effective Instruction  <b>- Superintendent Goals:</b>            SG 2</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Campus calendar indicates dedicated time for training and ongoing job-embedded professional development on content-specific teaching practices  <b>Strategy's Expected Result/Impact:</b> This will ensure teachers and staff have dedicated time to reflect on their practices and ensure their professional growth in teaching and learning practices.  <b>Staff Responsible for Monitoring:</b> Campus Administration and District Instructional Coaches</p> <p><b>Title I:</b>            2.4, 2.6  <b>- TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 5: Effective Instruction  <b>- Superintendent Goals:</b>            SG 2</p>	<b>Formative</b>		<b>Summative</b>
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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 the Texas English Language Proficiency Assessment System (TELPAS) to 49%.

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Implement a Dual Language program model for Emergent Bilingual students in grades PK-2.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure fidelity in a language model that aims to build biliteracy among Emergent Bilingual students.</p> <p><b>Staff Responsible for Monitoring:</b> Multilingual Dept. Support Staff, Campus Administration, and Bilingual Teachers in PK-2</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Emergent Bilingual students in grades 2-5 will have consistent access to Summit K-12, an online platform, that focuses on closing the gaps and ensures growth for all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Emergent Bilingual students will increase their English listening and speaking skills.</p> <p><b>Staff Responsible for Monitoring:</b> Multilingual Dept. Support Staff, Campus Administration, and Teachers in 2-5</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	<b>Formative</b>		<b>Summative</b>
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Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> On-going campus professional development focused on sheltered instruction strategies and high-yield teacher moves in working with Emergent Bilingual students.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will build their capacity to work effectively with emergent bilingual students.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	Formative		Summative
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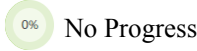
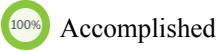
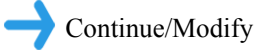

**Goal 2:** Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

**Performance Objective 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		
<p><b>Strategy 1:</b> The campus calendar indicates dedicated time for training and ongoing job-embedded professional development on content-specific teaching practices.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure teachers and staff have dedicated time to reflect on their practices and ensure their professional growth in teaching and learning practices.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Develop and implement a campus-based system that allows teachers to present, demonstrate, or discuss their newly acquired knowledge from recent professional learning.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure teachers have designated time and space to grow in their craft, learn new strategies, and have the opportunity to engage with colleagues.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Create a structure for cross-campus peer observation of HQIM and strategy implementation, including debriefing and action planning.</p> <p><b>Strategy's Expected Result/Impact:</b> This will allow content-specific teachers the opportunity to observe, learn from, and engage in conversations with their colleagues to grow their knowledge and skills as they support their students.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	Formative		Summative
	Nov	Feb	Apr

**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 92.3% to 93.8%.

**Evaluation Data Sources:** PEIMS Attendance Data

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Provide multiple opportunities and/or modalities for students and families to learn about attendance procedures.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents and families will be informed of the state's and district's requirements for student attendance and thus improve students' attendance.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and Attendance Clerk</p> <p><b>Title I:</b> 2.5</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Provide training to campus staff on the district's procedures to address attendance requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be better informed and can communicate accurate information to parents and families.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and Attendance Clerk</p> <p><b>Title I:</b> 2.5</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	Formative		Summative
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Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Send commendation letters to students and parents, guardians, or caregivers for improved and perfect school attendance.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and staff will build positive relationships with students, parents, and families to increase student attendance.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and Attendance Clerk</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	Formative		Summative
	Nov	Feb	Apr





 No Progress     
  Accomplished     
  Continue/Modify     
  Discontinue

**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><b>Strategy 1:</b> Provide campus-based professional development focused on de-escalation and student misbehaviors.  <b>Strategy's Expected Result/Impact:</b> Teachers can become proactive in mitigating student disruptions to the learning environment.  <b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b>                      2.5, 2.6  <b>- TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Improve low-performing schools  <b>- ESF Levers:</b>                      Lever 3: Positive School Culture, Lever 5: Effective Instruction  <b>- Superintendent Goals:</b>                      SG 3</p>	<b>Formative</b>		<b>Summative</b>
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Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> The Positive Behavior Incentive Systems (PBIS) Committee will meet to review and update current campus expectations for all common areas of the campus to include safe, respectful, and responsible actions stated positively.  <b>Strategy's Expected Result/Impact:</b> Students and staff will be informed of expected behavior thus allowing for a more positive campus environment.  <b>Staff Responsible for Monitoring:</b> Campus Administration and PBIS Committee Members</p> <p><b>Title I:</b>                      2.5, 2.6  <b>- TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Improve low-performing schools  <b>- ESF Levers:</b>                      Lever 3: Positive School Culture, Lever 5: Effective Instruction  <b>- Superintendent Goals:</b>                      SG 3</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Monitor implementation of SEL curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure both fidelity in the program model and that students are receiving instruction to support their development.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	Formative		Summative
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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 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		
<p><b>Strategy 1:</b> Provide opportunities at least twice monthly for students to share their thinking by speaking or writing using digital tools.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student engagement and preparation for their future careers.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and Campus BootUp Committee</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		<b>Summative</b>
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Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Provide equitable opportunities for all students to collaborate and gather evidence digitally to demonstrate students taking responsibility for their learning.</p> <p><b>Strategy's Expected Result/Impact:</b> CRE students will utilize technology as part of their everyday learning as evident in their lessons, projects, and assignments.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and Campus BootUp Committee</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		<b>Summative</b>
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**Strategy 3 Details**

**Reviews**

**Strategy 3:** As evidenced by weekly walk-throughs, CRE teachers are consistently utilizing technology in daily instruction across all content areas.

**Strategy's Expected Result/Impact:** CRE teachers will provide equitable access to digital tools for all students.

**Staff Responsible for Monitoring:** Campus Administration and Teachers

**Title I:**

2.4, 2.6

**- TEA Priorities:**

Improve low-performing schools

**- ESF Levers:**

Lever 5: Effective Instruction

**- Superintendent Goals:**

SG 3

**Formative**

**Summative**

**Nov**

**Feb**

**Apr**



No Progress



Accomplished



Continue/Modify







Discontinue

**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 10%.

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure teachers are provided feedback that is both clear and meaningful to help them develop their teaching skills.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 4</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Assign mentors to both new to the profession and new to BISD teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> New teachers will have another layer of professional support to turn to for questions, planning, and overall help.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 4</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Employ personalized strategies to retain staff.</p> <p><b>Strategy's Expected Result/Impact:</b> This aims to build positive rapport between staff and campus leadership and ensure staff are both supported and have a platform to express their concerns and questions.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 4</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 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 15% increase in participation of parent and family engagement opportunities.

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Develop a plan and schedule for a series of Parent Engagement sessions that include a variety of topics, supports, and available services both within the district and our community at large.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will engage in sessions that meet their specific needs and connect to the supports and services offered.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b> 4.1</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 4</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Implement strategic processes to support the unique needs of families of students experiencing homelessness, foster care students, and migrant students</p> <p><b>Strategy's Expected Result/Impact:</b> Students and their families experiencing situations such as these will have sources to turn to for information and support.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and Counselor</p> <p><b>Title I:</b> 4.1</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 4</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>



Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Create a written process for utilizing volunteers.</p> <p><b>Strategy's Expected Result/Impact:</b> This aims to ensure volunteers are used in areas where they can have the greatest impact on student's academic performance as well as their social-emotional well-being.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and Counselor</p> <p><b>Title I:</b> 4.1</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 4</p>	Formative		Summative
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