

# **Bastrop Independent School District**

## **Emile Elementary**

### **2024-2025 Goals/Performance Objectives/Strategies**



# Mission Statement

Every child will engage in a learning community to succeed in a global world.

## Vision

Emile Elementary will commit to building relationships that appreciates diversity and cultural awareness empowering all students to become confident lifelong learners and problem solvers.

## Value Statement

1. We believe our students deserve to be successful in a global world, therefore we will work in collaborative teams and take collective ownership for student learning.
2. We believe our students deserve to be successful in a global world, therefore we will implement high quality instructional materials with strong instructional delivery.
3. We believe our students deserve to be successful in a global world, therefore we will monitor student learning through the use of standard aligned assessments while improving individual practice and extending student learning.
4. We believe our students deserve to be successful in a global world, therefore we will provide systematic intervention and enrichment to all students.

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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 2025, increase the percentage of students at Meets Grade Level on STAAR math from 32% to 50% and STAAR Reading from 48% to 55%.





**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 (CBPL) structures.</p> <p><b>Strategy's Expected Result/Impact:</b> Educators will be able to effectively apply the curriculum suitable for their grade level.</p> <p><b>Staff Responsible for Monitoring:</b> District Coaches</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 structured time to include discussion of formative student data, effective instructional strategies, and possible adjustments to instructional delivery.</p> <p><b>Strategy's Expected Result/Impact:</b> Educators can utilize up-to-date student information to implement essential changes in instruction to address the needs of their learners.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</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> Engage all teachers in instructional coaching cycles through teams and/or individually.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will receive feedback on curriculum and instructional delivery to ensure all students have access to appropriate grade level curriculum.</p> <p><b>Staff Responsible for Monitoring:</b> District Coach</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		
<b>Strategy 1:</b> Provide feedback to teaching staff on pacing and adherence to the level of rigor in instructional materials <b>Strategy's Expected Result/Impact:</b> The appropriate rigor will be implemented to increase student achievement. <b>Staff Responsible for Monitoring:</b> District Coach	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Ensure teachers have sufficient planning time to internalize and/or prepare lessons, analyze student work, and collaborate through CBPL time and additional planning days. <b>Strategy's Expected Result/Impact:</b> Teachers knowledge of the curriculum will increase. <b>Staff Responsible for Monitoring:</b> Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Conduct regularly scheduled classroom visits to monitor the implementation of the curriculum. <b>Strategy's Expected Result/Impact:</b> Support for teachers can be provided when needed to ensure appropriate implementation. <b>Staff Responsible for Monitoring:</b> Principal	<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 3:** By May 2025, the percent of all students attaining academic achievement growth at all levels will increase by 50%.

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

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Implement (digital intervention/enrichment resource) to supplement instruction in reading and math. <b>Strategy's Expected Result/Impact:</b> Academic deficient will be addressed in order to increase student understanding. <b>Staff Responsible for Monitoring:</b> RtI Lead Teacher	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Implement evidence-based protocol to review disaggregated data to monitor the progress of all students <b>Strategy's Expected Result/Impact:</b> Accurate academic needs and instructional plans will be developed. <b>Staff Responsible for Monitoring:</b> District Coach	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Regularly schedule Response to Intervention (RtI) meetings will be conducted to review academic data for students. <b>Strategy's Expected Result/Impact:</b> The academic progress will be monitored closely. <b>Staff Responsible for Monitoring:</b> RtI Lead Teacher	<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 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 students will achieve 69% in Math and 62% in Reading.

Special Education students will achieve 58% in Math and 50% in Reading.

Economically Disadvantaged students will achieve 65% in Math and 60% in Reading.





**Evaluation Data Sources:** 2025 Accountability Data

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Professional development provided on specific lesson internalization and academic conversation practices. <b>Strategy's Expected Result/Impact:</b> Teachers will increase their knowledge on instructional practices that support all learners. <b>Staff Responsible for Monitoring:</b> District Coach	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<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> All students will have a rigorous instructional plan based on specific needs. <b>Staff Responsible for Monitoring:</b> Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Provide implementation support for teachers to maintain high expectations, increase engagement, and address the needs of all learners, including special populations <b>Strategy's Expected Result/Impact:</b> All students will have equitable access to the grade level curriculum. <b>Staff Responsible for Monitoring:</b> Principal	<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 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><b>Strategy 1:</b> Conduct regularly scheduled data meetings with teachers supporting emergent bilingual students.  <b>Strategy's Expected Result/Impact:</b> Teachers will be able to progress monitor data to ensure all students are making progress toward goals.  <b>Staff Responsible for Monitoring:</b> Assistant Principal</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> Support integration of Content-Based Language Instruction (CBPLI) instructional methods into Tier I instruction.  <b>Strategy's Expected Result/Impact:</b> Emergent Bilingual students will receive necessary supports to increase language acquisition.  <b>Staff Responsible for Monitoring:</b> Assistant Principal</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 training and support to implement systems to assess proficiency in mastery of writing standards  <b>Strategy's Expected Result/Impact:</b> Students will increase their writing proficiency.  <b>Staff Responsible for Monitoring:</b> District Coach</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 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		
<b>Strategy 1:</b> Provide just in time professional development during CBPL based classroom observations and teacher feedback. <b>Strategy's Expected Result/Impact:</b> Teachers will acquire new skills in a timely manner. <b>Staff Responsible for Monitoring:</b> District Coach	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Create a structure for cross-campus peer observation of HQIM and strategy implementation, to include debrief and action planning <b>Strategy's Expected Result/Impact:</b> Teachers will have the opportunity to collaborate with colleagues throughout the district.	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Develop and implement a campus-based system for creating, practicing, and delivering professional learning <b>Strategy's Expected Result/Impact:</b> Professional learning will be intentionally connected to campus needs based on data. <b>Staff Responsible for Monitoring:</b> Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
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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 93.7% to 95%.





**Evaluation Data Sources:** PEIMS Attendance Data

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Inform and update parents regularly about campus attendance policies and procedures <b>Strategy's Expected Result/Impact:</b> Parents will understand the importance of attendance. <b>Staff Responsible for Monitoring:</b> Assistant Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Offer individual students and classroom incentives in recognition of exceptional and/or improved attendance <b>Strategy's Expected Result/Impact:</b> Enhanced enthusiasm among students to consistently participate in school. <b>Staff Responsible for Monitoring:</b> Assistant Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Enhance staff knowledge about chronic absenteeism and implement strategies to compensate for lost instructional time. <b>Strategy's Expected Result/Impact:</b> The effect on student learning will be reduced. <b>Staff Responsible for Monitoring:</b> Assistant Principal	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 2:** By May 2025, the percentage of students who receive three or more disciplinary referrals will decrease by 5%.





**Evaluation Data Sources:** Skyward Discipline Reports

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Review discipline data monthly at the MTSS faculty meeting using the discipline dashboard data. <b>Strategy's Expected Result/Impact:</b> All staff will understand the discipline data and appropriate adjustments can be made. <b>Staff Responsible for Monitoring:</b> Assistant Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Implement campus-wide expectations and policies ensure that classroom rituals and routines, instructional activities, physical space, and social environment validate multiple experiences and perspectives. <b>Strategy's Expected Result/Impact:</b> The learning environment will set up to allow students to be successful. <b>Staff Responsible for Monitoring:</b> Assistant Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Conduct campus investigations that promote and support a safe and orderly learning environment <b>Strategy's Expected Result/Impact:</b> Investigation will help identify the root cause of the behavior <b>Staff Responsible for Monitoring:</b> Assistant Principal	<b>Formative</b>		<b>Summative</b>
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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> Grades 3-5 will utilize the Learn Smart application in the Science McGraw Hill curriculum.  <b>Strategy's Expected Result/Impact:</b> Students will review skills from previous grade levels in an interactive platform.  <b>Staff Responsible for Monitoring:</b> District Coach</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> In grades kindergarten through 5th grade, students will complete their required number of minutes in Amplify and Zearn to supplement the tier 1 reading and math instruction.  <b>Strategy's Expected Result/Impact:</b> Students will receive additional practice in skills in order to increase their achievement levels.  <b>Staff Responsible for Monitoring:</b> District Coach</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> In grades 3-5, students utilized the My Path intervention program to assist with the acceleration of their learning.  <b>Strategy's Expected Result/Impact:</b> Students will accelerate their learning in order to close any achievement gaps.  <b>Staff Responsible for Monitoring:</b> District Coach</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
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**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> Teachers will feel support and acquire additional skills to increase ability to support all students. In turn, teachers will be successful and feel a sense of accomplishment.</p> <p><b>Staff Responsible for Monitoring:</b> District Coach</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> Provide ongoing support for teacher leaders in adult facilitation and team dynamics</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will have opportunities to grow as leaders and increase collaboration among peers.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</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 opportunities for staff to work together in collaborative environments and foster professional connections.</p> <p><b>Strategy's Expected Result/Impact:</b> Educators will feel valued and assisted.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>		<b>Summative</b>
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**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 10% 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> Collaborate with campus PTA to provide support and increase parent engagement efforts</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will engage with the school community and contribute positively to their children's educational experience.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</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> Provide capacity-building events for parents and families on critical aspects of student learning</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will gain insight into the teaching methods and skills that students learn in the classroom. This knowledge will enable them to assist with their child's learning at home.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</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> Teachers will use district-sanctioned communication tools to discuss students' academic and social-emotional development and any associated needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents and teachers can collaborate with the school to support students' success.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p>	<b>Formative</b>		<b>Summative</b>
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