

# Bastrop Independent School District

## Genesis High

### 2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: C



# Mission Statement

Our purpose is to graduate our students and assist them with post-secondary education and workforce options.

## Vision

Our vision is to open doors of opportunity by paving a clear path to graduation for our students at Genesis High School.

## Core Beliefs

Family is the foundation that supports the development of the individual and the community.

Respect for other and self is shown through attitude and action.

Appreciation for diversity strengthens our community.

Investment in optimism leads to success.

Service to others builds community and personal growth.

Collaboration and team work enrich outcomes.

Commitment and strong work ethic are valued qualities.

A Culture of high expectations is a commitment to our future.

Positive character produces positive actions.

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# Goals





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

**Performance Objective 1:** Strategic Priority: BISD will address the social, emotional, and behavioral needs of all students through high-quality Multi-Tiered Systems of Support.

Aligned Performance Objective: Implement Social Emotional Learning (SEL) curricular resources focused on building community within our classrooms, addressing students' social and emotional needs, and teaching stress management techniques.

**Evaluation Data Sources:** Discipline Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Implement campus training resources to ensure meaningful and timely training on MTSS best practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in OSS.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> During intake, the principal will review each student's discipline record with both the student and their parent/guardian. Genesis discipline procedures will be explained to the new student and parent during the intake interview.</p> <p><b>Strategy's Expected Result/Impact:</b> Students and parent will understand Genesis discipline procedures and we will have the lowest per capita OSS and DAEP placements in the school district.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</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 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> The assistant principal's office will be moved to the Genesis wing and teachers will not write referrals.  <b>Strategy's Expected Result/Impact:</b> Administration will deal with discipline issues in real time. Increased student time in class.  <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p> <p><b>ESF Levers:</b>  Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture  - <b>Superintendent Goals:</b>  SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Genesis will conduct threat assessments with ongoing training and implementation of a multi-hazard emergency operations plans.  <b>Strategy's Expected Result/Impact:</b> Genesis will become a safer learning environment.  <b>Staff Responsible for Monitoring:</b> Threat Assessment Team</p> <p><b>ESF Levers:</b>  Lever 3: Positive School Culture  - <b>Superintendent Goals:</b>  SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Genesis will provide guidance on recognizing harmful, threatening, or violent behavior that may pose a threat.  <b>Strategy's Expected Result/Impact:</b> Genesis will become a safer learning environment.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>ESF Levers:</b>  Lever 3: Positive School Culture  - <b>Superintendent Goals:</b>  SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**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: Increase students' positive self perception of self-management and growth mindset skills.

**Evaluation Data Sources:** Panorama SEL Student Survey Data  
 Discipline Data  
 Graduation Rate

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Implement Campus-Wide Behavior and Classroom Management practices including consistent expectations for common areas and classrooms utilizing the BISD Discipline Matrix, Consistency Guide &amp; Positive Behavior Interventions &amp; Supports.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in OSS and DAEP placements.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>ESF Levers:</b>            Lever 3: Positive School Culture  <b>- Superintendent Goals:</b>            SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> All Genesis staff will attend the Trauma-Informed Schools Training as well as training in sexual abuse, human trafficking and other maltreatment of children, during the district PD week at the start school.</p> <p><b>Strategy's Expected Result/Impact:</b> Genesis faculty and staff will understand their role in preventing the abuse of children and increasing their efficacy in managing student behavior.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p> <p><b>Superintendent Goals:</b>            SG 1, SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Conduct campus investigations that promote and support a safe and orderly learning environment.  <b>Strategy's Expected Result/Impact:</b> Decrease in the number of bullying incidents and threat assessments.  <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p> <p><b>ESF Levers:</b>  Lever 3: Positive School Culture  - <b>Superintendent Goals:</b>  SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Assistant principal will code discipline descriptively using local codes and state codes.  <b>Strategy's Expected Result/Impact:</b> Measure implementation and analyze data to share with staff and improve student behavior.  <b>Staff Responsible for Monitoring:</b> Principal and assistant principal</p> <p><b>Superintendent Goals:</b>  SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Genesis teachers and administrators will provide ongoing SEL lessons and support for all Genesis students.  <b>Strategy's Expected Result/Impact:</b> Genesis's low disciplinary referral rate will continue unabated.  <b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>ESF Levers:</b>  Lever 3: Positive School Culture  - <b>Superintendent Goals:</b>  SG 1, SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> All disciplinary data will be reviewed on a monthly basis by the safety committee and administration.  <b>Strategy's Expected Result/Impact:</b> Genesis's low disciplinary referral rate will continue unabated.  <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b>  Lever 3: Positive School Culture  - <b>Superintendent Goals:</b>  SG 1, SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Genesis administration will address bullying in a consistent manner with other campuses in the district per district training.</p> <p><b>Strategy's Expected Result/Impact:</b> Bullying investigations at Genesis will follow district protocols.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal and Principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> All disciplinary infractions will be entered into Skyward by an administrator at Genesis.</p> <p><b>Strategy's Expected Result/Impact:</b> Consistency in use of discipline codes and entry will result in data that is sound.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal and Principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		
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**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: BISSD will develop systems and structures that value student ownership of their academic and behavioral success.

Aligned Performance Objective: Increase the percentage of students at Meets Grade Level on STAAR Math from 0% to 10% and STAAR Reading from 6% to 10%

**Evaluation Data Sources:** Fall 2022 STAAR EOC Results  
Spring 2023 STAAR EOC Results

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Ensure interventions and supports are provided and document for students to address instructional gaps and deficiencies due to COVID-slide</p> <p><b>Strategy's Expected Result/Impact:</b> EOC Targets:                      E1 and E2 - 30/10/10                      A1 - 50/10/10                      BI - 60/10/10                      US - 70/10/10</p> <p><b>Staff Responsible for Monitoring:</b> Principal and assistant principal</p> <p><b>TEA Priorities:</b>                      Build a foundation of reading and math                      - <b>ESF Levers:</b>                      Lever 5: Effective Instruction                      - <b>Superintendent Goals:</b>                      SG 1</p>	Formative		
	Nov	Feb	Apr

Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement small group instruction with fidelity.</p> <p><b>Strategy's Expected Result/Impact:</b> EOC Targets:            E1 and E2 - 30/10/10            A1 - 50/10/10            BI - 60/10/10            US - 70/10/10</p> <p><b>Staff Responsible for Monitoring:</b> TTESS Appraisers</p> <p><b>TEA Priorities:</b>            Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b>            Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b>            SG 1</p>	Formative		
	Nov	Feb	Apr
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**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 promote a collaborative and adaptable learning environment that gives students opportunities to excel and take risks with their learning.

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

**Evaluation Data Sources:** Number of credits and diplomas earned.  
Number of EOCs met, mastered, and approaching grade level.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> All Genesis teachers will have ESL endorsement.  <b>Strategy's Expected Result/Impact:</b> Growth on TELPAS.  <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p> <p><b>TEA Priorities:</b>            Build a foundation of reading and math  <b>- ESF Levers:</b>            Lever 2: Strategic Staffing, Lever 5: Effective Instruction  <b>- Superintendent Goals:</b>            SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Refine, support, and monitor the ESL program: content-based.  <b>Strategy's Expected Result/Impact:</b> Growth on TELPAS and STAAR EOCs.  <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p> <p><b>TEA Priorities:</b>            Build a foundation of reading and math  <b>- Superintendent Goals:</b>            SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide support by scheduling the special education chair one dedicated period for special education case management to assist teachers in the classroom with special education students, provide the accommodation documentation to the teachers upon enrollment, prepare for ARDs and attend ARDs.</p> <p><b>Strategy's Expected Result/Impact:</b> Case management appraisal.</p> <p><b>Staff Responsible for Monitoring:</b> SPED department chair</p> <p><b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Implement small group instruction and one on one tutorials with fidelity.</p> <p><b>Strategy's Expected Result/Impact:</b> Growth on TELPAS and STAAR EOCs.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide teachers direct access to TAMS for test data on each of their students.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be better able to tailor the tutorials and small group instruction to the individual needs of the students.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**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 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: Increase training and coaching on implementing the teaching and learning strategies of academic conversations, explicit vocabulary instruction, and higher order thinking questions for all grades levels and content areas.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide support and coaching to Genesis teachers.  <b>Strategy's Expected Result/Impact:</b> Increase in the number of credits earned and students graduating.  <b>Staff Responsible for Monitoring:</b> Principal                      Assistant Principaol</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Improve low-performing schools                      - <b>Superintendent Goals:</b>                      SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Support Genesis staff by having monthly staff meetings to coach, support instruction, and work together refine strategies.  <b>Strategy's Expected Result/Impact:</b> Increase in the number of credits earned and students graduating.  <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Improve low-performing schools                      - <b>Superintendent Goals:</b>                      SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>			

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

**Performance Objective 1:** Strategic Priority: BISD will provide a welcoming environment that embraces mutual respect and care and prioritizes healthy relationships with students, families, and colleagues.

Aligned Performance Objective: Student attendance will increase from 40% to 70%.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Communicate with parents and community members through various mediums.  <b>Strategy's Expected Result/Impact:</b> Call logs and emails                      Increased student completion rates  <b>Staff Responsible for Monitoring:</b> All staff</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture                      - <b>Superintendent Goals:</b>                      SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Support students by providing informative links on the website regarding graduation requirements, bell schedule, school application, graduation (foundation high school program and graduation plan).  <b>Strategy's Expected Result/Impact:</b> Accurate information and links on the website  <b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture                      - <b>Superintendent Goals:</b>                      SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Return all calls and emails within 24 hours and ensure a welcoming environment in the front office for parents and visitors.  <b>Strategy's Expected Result/Impact:</b> Genesis will be regarded as a caring school.  <b>Staff Responsible for Monitoring:</b> Front Office Staff and Administration</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture                      - <b>Superintendent Goals:</b>                      SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> During intake, the principal will review each student's attendance record with both the student and their parent/guardian. Genesis attendance procedures will be explained to the new student and parent during the intake interview.</p> <p><b>Strategy's Expected Result/Impact:</b> Student attendance will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Attendance Clerk</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Implement a written process for truancy prevention to monitor students with chronic absences or who are at high risk for not meeting attendance requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student attendance rates.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Attendance Clerk.</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Provide training to Campus staff on the district's procedures to address attendance requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student attendance.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Attendance Clerk</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

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





**Performance Objective 2:** Strategic Priority: BISD will strengthen disciplinary practices and safety protocols to ensure safe, respectful, and responsible schools.

Aligned Performance Objective: Survey data will show increased positive perceptions of physical and psychological safety at schools.

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

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Work with all community, campus and district partners (advisers, social workers, parent liaisons, truancy officers, SROs, etc.) to ensure student needs are met.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student completion rates</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Teachers</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide safety drill training and debrief for staff and students throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> All required safety drills will be conducted.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal and BISD PD</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>- Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>







Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Improve facility infrastructure to positively impact campus safety. Submit maintenance requests in a timely manner on all door and gate/fence issues.</p> <p><b>Strategy's Expected Result/Impact:</b> Building will be safer.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Principal's Secretary</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Ensure students have a learning environment where their physical and emotional well being and safety are prioritized daily.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student attendance.</p> <p><b>Staff Responsible for Monitoring:</b> All Staff</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Administration will ensure that Genesis students have access to social worker to provide for mental health needs ad supports.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have access to counselors when needed.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p> <p><b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**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: Retain 100% of teachers.

Strategy 1 Details	Formative 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> Increased effectiveness in TTESS appraisals.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</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 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Connect new teachers with experienced mentors.</p> <p><b>Strategy's Expected Result/Impact:</b> New teachers will stay with Genesis and BISD.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Teacher Mentors</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 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>





Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Ensure that all teachers have the necessary tools and supplies to conduct their classrooms and teach.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of Genesis teachers will return next year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</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 3</p>	Formative		
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**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: BISSD will expand family/community engagement and parent education activities to support and accelerate student outcomes.

Aligned Performance Objective: Survey data will show increased positive perceptions of parent and community engagement opportunities.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Implement strategic processes to support the unique needs of families of students experiencing homelessness, foster care students, and migrant students. Principal will connect all incoming students with the services they need during the intake interview.</p> <p><b>Strategy's Expected Result/Impact:</b> New Genesis students and their parent/guardian will regard Genesis as a caring school.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Matriculate students from BHS and CCHS that have been placed at DAEP if their placements are greater than 45 days.</p> <p><b>Strategy's Expected Result/Impact:</b> Long term DAEP students will graduate from high school faster and the perception of BISSD will be positive.</p> <p><b>Staff Responsible for Monitoring:</b> Genesis and DAEP Principals</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Implement mandatory student improvement on STAAR EOC exams for the IGC (Individual Graduation Committee) process. The process will be explained to the student and parent/guardian by the principal during the intake process.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement on STAAR EOC and a positive student/parent perception regarding Genesis.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- <b>Superintendent Goals:</b> SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Conduct a comprehensive transcript and testing history audit during the intake process. Timelines will be discussed as well.</p> <p><b>Strategy's Expected Result/Impact:</b> Every Genesis student and their parent/guardian will know exactly what the student needs to do to graduate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Connect high school to career and college</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>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**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: BISD will create multiple pathways for students to acquire communication and interpersonal skills through positive interaction and networking within the business community.

Aligned Performance Objective: Increase in business and community member participation in campus committees and events.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Engage community and business partners in meaningful opportunities to participate.  <b>Strategy's Expected Result/Impact:</b> Increase in business and community member participation in campus committees and events.  <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b>                      Lever 3: Positive School Culture                      - <b>Superintendent Goals:</b>                      SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Recognize community and business participation and/or sponsorship in campus newsletters and on social media.  <b>Strategy's Expected Result/Impact:</b> Increase in business and community member participation in campus committees and events.  <b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture                      - <b>Superintendent Goals:</b>                      SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





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

**Performance Objective 3:** Strategic Priority: BISSD will strengthen external partnerships to help students attain industry certifications, work experience, and/or sponsorship opportunities.

Aligned Performance Objective: Increase the percentage of graduates that are college, career, and/or military ready (CCMR) from 18% to 25%.

**Evaluation Data Sources:** Notes regarding discipline and facilities to see correlations

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Increase student participation in youth career day opportunities and industry-specific job fairs.</p> <p><b>Strategy's Expected Result/Impact:</b> More Genesis students will land jobs.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>TEA Priorities:</b> Connect high school to career and college</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>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Increase the number of Genesis students taking the TSIA2.</p> <p><b>Strategy's Expected Result/Impact:</b> More Genesis students will be college ready in reading, writing and mathematics upon graduation.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- <b>Superintendent Goals:</b> SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Implement transition planning in Genesis.</p> <p><b>Strategy's Expected Result/Impact:</b> More Genesis students will pursue post-secondary education and /or job training opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> Coordinator of Work Based Learning and Principal</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 4</p>	Formative		
	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>			