

**Bastrop Independent School District**  
**District Improvement Plan**  
**2024-2025 Goals/Performance Objectives/Strategies**



# Mission Statement

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

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## Vision

Our vision is that every student graduates from Bastrop Independent School District prepared for life's challenges and ready for tomorrow's opportunities.

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## Strategic Priorities

### Student Success and Well-Being:

- BISD will address the social, emotional, and behavioral needs of all students through high-quality Multi-Tiered Systems of Support.
- BISD will identify work/life skills most important for students to know and create a framework for implementing them.
- BISD will develop systems and structures that value student ownership of their academic and behavioral success.

### Teaching and Learning Practices:

- BISD will develop and implement comprehensive teaching and learning practices to advance the academic achievement of every student.
- BISD will promote a collaborative and adaptable learning environment that gives students opportunities to excel and take risks with their learning.
- 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.

### Organizational Culture:

- BISD will provide a welcoming environment that embraces mutual respect and care and prioritizes healthy relationships with students, families, and colleagues.
- BISD will strengthen disciplinary practices and safety protocols to ensure safe, respectful, and responsible schools.
- BISD will enhance its onboarding experience to prepare every new employee for success in BISD.

### Collaborative Partnerships:

- BISD will expand family/community engagement and parent education activities to support and accelerate student outcomes.
- BISD will create multiple pathways for students to acquire communication and interpersonal skills through positive interaction and networking within the business community.
- BISD will strengthen external partnerships to help students attain industry certifications, work experience, and/or sponsorship opportunities.

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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 and STAAR Reading to 50%.

**Evaluation Data Sources:** 2025 Accountability Data

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Provide instructional leaders with ongoing coaching to support implementation of instructional leadership systems. <b>Strategy's Expected Result/Impact:</b> Campus leaders will engage in a partnership to address critical leadership systems resulting in increased student engagement. <b>Staff Responsible for Monitoring:</b> Directors of Elementary/Secondary  <b>Funding Sources:</b> - 211 - Title I, School Improvement Grant, - 255 - Title II	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Provide campus instructional leaders with best practice resources to promote student ownership toward measurable academic and behavioral goals. <b>Strategy's Expected Result/Impact:</b> Students will understand how to track personalized qualitative and quantitative data, resulting in increased student achievement. <b>Staff Responsible for Monitoring:</b> Directors of Elementary/Secondary  <b>Funding Sources:</b> - 211 - Title I, School Improvement Grant	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Create a structure for cross-district model classroom observation of the implementation of High Quality Instructional Materials. <b>Strategy's Expected Result/Impact:</b> Teachers and leaders will use classroom observation and debrief to upgrade classroom instruction. <b>Staff Responsible for Monitoring:</b> Directors of Elementary/Secondary  <b>Funding Sources:</b> - 429, LASO	Formative		Summative
	Nov	Feb	Apr



No Progress



Accomplished



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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 training and follow-up coaching on High-Quality Instructional Materials (HQIM) lesson internalization and execution. <b>Strategy's Expected Result/Impact:</b> Teaching staff will thoroughly understand lesson content and delivery strategies prior to lesson execution. Following lessons, feedback on lesson success or upgrades will be provided in order to inform future lessons. <b>Staff Responsible for Monitoring:</b> Directors of Elementary/Secondary  <b>Funding Sources:</b> - 429, LASO	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Support campus instructional leaders in providing feedback on teacher pacing and adherence to the level of rigor in instructional materials. <b>Strategy's Expected Result/Impact:</b> Students will be provided with on grade-level content and will progress through curriculum at a pace that will ensure coverage of grade level TEKS in one school year. <b>Staff Responsible for Monitoring:</b> Directors of Elementary/Secondary	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Utilize curriculum implementation rubrics to measure High-Quality Instructional Materials (HQIM) implementation. <b>Strategy's Expected Result/Impact:</b> Leaders will be able to provide specific feedback based on agreed upon systems and teaching staff will have a clear understanding of implementation expectations. <b>Staff Responsible for Monitoring:</b> Directors of Elementary/Secondary  <b>Funding Sources:</b> - 429, LASO	Formative		Summative
	Nov	Feb	Apr
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**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 10%.

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

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Provide training and support to implement systems to assess proficiency in mastery of writing standards. <b>Strategy's Expected Result/Impact:</b> Student growth and achievement on writing assessment will increase. <b>Staff Responsible for Monitoring:</b> Director of Teaching and Learning  <b>Funding Sources:</b> - 255 - Title II	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Implement district-level analysis and action planning based on student growth and achievement data. <b>Strategy's Expected Result/Impact:</b> District support staff will provide personalized and targeted support to campuses. <b>Staff Responsible for Monitoring:</b> Director of Teaching and Learning	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Provide campus leaders with personalized instructional focus plans. <b>Strategy's Expected Result/Impact:</b> Instructional leaders will design lessons and intervention aligned to tested student expectations <b>Staff Responsible for Monitoring:</b> Director of Teaching and Learning	Formative		Summative
	Nov	Feb	Apr
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>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: Elem: Math: 69%, Reading 62%, Middle: M: 62%, R: 57%, High: 80.0%

Special Education Elem: Math: 58%, Reading 50%, Middle: M: 50%, R: 43%, High: 79.7%

Economically Disadvantaged Elem: Math: 65%, Reading 60%, Middle: M: 62%, R: 58%, High: 86.7%

**Evaluation Data Sources:** 2025 Accountability Data

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Provide training for Curriculum and Instruction Specialists and District Instructional Coaches on accommodations and co-teaching strategies embedded in the curriculum. <b>Strategy's Expected Result/Impact:</b> Expert guidance and implementation support will be provided to teaching staff, resulting in lesson execution that systematically supports all learners. <b>Staff Responsible for Monitoring:</b> Director of Special Programs	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Curriculum-Based Professional Learning (CBPL) teams will receive exemplar accommodations and co-teaching suggestions to use as a foundation for planning and lesson internalization. <b>Strategy's Expected Result/Impact:</b> Teaching staff will be able to design learning experiences where all students can effectively access High-Quality Instructional Materials (HQIM). <b>Staff Responsible for Monitoring:</b> Director of Special Programs	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Implement coordinated and proactive structures to address intervention and/or enrichment for all students, to include support on how to differentiate lessons during lesson internalization and lesson rehearsal. <b>Strategy's Expected Result/Impact:</b> Specialized support will be designed to address students that are performing below or above grade level, resulting in increased achievement over the course of the school year. <b>Staff Responsible for Monitoring:</b> Director of Multilingual  <b>Funding Sources:</b> - 211 - Title I, Part A, - 255 - Title II	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>



Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Multilingual instructional coaches will provide targeted professional development/coaching for teachers and leaders to design instruction based on Content Based Language Instruction foundational elements.  <b>Strategy's Expected Result/Impact:</b> Instruction will meet the effective, cognitive, and linguistic needs of Emergent Bilingual students. <b>Staff Responsible for Monitoring:</b> Director of Multilingual  <b>Funding Sources:</b> - 263 - Title III	Formative		Summative
	Nov	Feb	Apr

0%

No Progress





100%

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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 30%.





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

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> All campuses in BISD will utilize SummitK12 to prepare students for the TELPAS assessment. Students will be assessed and engage in personal learning plans designed to support their acquisition of English. <b>Strategy's Expected Result/Impact:</b> Instruction will meet the effective, cognitive, and linguistic needs of Emergent Bilingual students and students will be progress monitored throughout the year. <b>Staff Responsible for Monitoring:</b> Director of Multilingual	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Multilingual instructional coaches will provide targeted professional development/coaching for teachers and leaders to design tier 1 instruction that includes high leverage English Language Proficiency Standards (ELPS). <b>Strategy's Expected Result/Impact:</b> Instruction provided will be diversified, supports culturally linguistically sustaining practices (CLSP) and takes into consideration the process of acquiring a second language. <b>Staff Responsible for Monitoring:</b> Director of Multilingual  <b>Funding Sources:</b> - 211 - Title I, Part A, - 263 - Title III	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> The Multilingual team will help campuses plan tier 1 instruction to include the format for tested items on TELPAS. <b>Strategy's Expected Result/Impact:</b> Instructional decisions for students will be data-based. <b>Staff Responsible for Monitoring:</b> Director of Multilingual  <b>Funding Sources:</b> - 211 - Title I, Part A, - 263 - Title III	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 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> Implement a system for communicating and tracking professional development expectations and opportunities available. <b>Strategy's Expected Result/Impact:</b> Training provided to staff will be relevant, timely, and differentiated. <b>Staff Responsible for Monitoring:</b> Director of Accountability and Compliance  <b>Funding Sources:</b> - 255 - Title II	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Create personalized professional learning portfolios to monitor progress. <b>Strategy's Expected Result/Impact:</b> Staff members, leaders, and trainers will have a systematic way to manage, support, or upgrade professional learning. <b>Staff Responsible for Monitoring:</b> Director of Accountability and Compliance	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Utilize the professional learning evaluation and monitoring system to design effective training. <b>Strategy's Expected Result/Impact:</b> Staff designing professional learning will create content that is aligned to specific staff needs <b>Staff Responsible for Monitoring:</b> Director of Accountability and Compliance  <b>Funding Sources:</b> - 255 - Title II	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 92% to 94%.

**Evaluation Data Sources:** PEIMS Attendance Data

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Revise and implement a district attendance initiative to monitor students with chronic absences or are at high risk for not meeting attendance requirements, to include students in the District Alternative Education Program. <b>Strategy's Expected Result/Impact:</b> Increased student attendance <b>Staff Responsible for Monitoring:</b> Director for PEIMS and Data Quality	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Match McKinney-Vento students with low academic performance and low attendance with a mentor trained in a systematic and structured intervention program. <b>Strategy's Expected Result/Impact:</b> Increased student attendance <b>Staff Responsible for Monitoring:</b> Director of Student Services	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Provide training and support for campus leaders on utilizing customized data reporting to improve student attendance. <b>Strategy's Expected Result/Impact:</b> Increased student attendance <b>Staff Responsible for Monitoring:</b> Director for PEIMS and Data Quality	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 disciplinary actions resulting in loss of classroom time will decrease by 5%.





**Evaluation Data Sources:** Skyward Discipline Reports, BISD Discipline Dashboard

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Conduct campus investigations that promote and support a safe and orderly learning environment. <b>Strategy's Expected Result/Impact:</b> Student consequences will be relevant and equitable <b>Staff Responsible for Monitoring:</b> Director of Student Services	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Regular review of district and campus discipline dashboards to identify trends, disproportionality, and possible adaptations. <b>Strategy's Expected Result/Impact:</b> Campus systems and responses will be based on data <b>Staff Responsible for Monitoring:</b> Director of Student Services	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Implement an SEL curriculum for secondary campuses. <b>Strategy's Expected Result/Impact:</b> SEL curriculum will be implemented with fidelity, resulting in student ownership over behavior. <b>Staff Responsible for Monitoring:</b> Director of College, Career, and Military Readiness  <b>Funding Sources:</b> - 289 - Title IV	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 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		
<b>Strategy 1:</b> Supplement curricular resources with evidence-based digital learning platforms. <b>Strategy's Expected Result/Impact:</b> Student interest, engagement, and pathways to mastery of content will be enhanced <b>Staff Responsible for Monitoring:</b> Director of Digital Learning	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Provide ongoing professional development for teachers to effectively integrate technology into their instruction. <b>Strategy's Expected Result/Impact:</b> Increased student engagement and interaction with content. <b>Staff Responsible for Monitoring:</b> Director of Digital Learning	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Foster a culture of continuous improvement by encouraging feedback from teachers and students on the use of technology. <b>Strategy's Expected Result/Impact:</b> Technology support and integration will be differentiated to meet students and staff needs. <b>Staff Responsible for Monitoring:</b> Director of Digital Learning	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Develop Digital Learning Ambassadors where experienced teachers support their peers in technology integration. <b>Strategy's Expected Result/Impact:</b> Teachers will receive timely and relevant support in delivering lesson components enhanced by technology. <b>Staff Responsible for Monitoring:</b> Director of Digital Learning	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </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 21%.

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

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Assist campus leaders in employing personalized strategies to retain staff. <b>Strategy's Expected Result/Impact:</b> Campuses will experience decreased staff turnover <b>Staff Responsible for Monitoring:</b> Director of Human Resources  <b>Funding Sources:</b> - 255 - Title II	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Provide guidance for mentor teachers by implementing written mentoring processes, including monthly checklists. <b>Strategy's Expected Result/Impact:</b> New teachers will remain with BISD. <b>Staff Responsible for Monitoring:</b> Director of Human Resources	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Provide staff with timely information and a forum to ask questions in campus new hire meetings during the school year. <b>Strategy's Expected Result/Impact:</b> Support provided will be targeted and based on specific need. <b>Staff Responsible for Monitoring:</b> Director of Human Resources	Formative		Summative
	Nov	Feb	Apr
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Utilize feedback from monthly check-ins and surveys to offer targeted support throughout the year. <b>Strategy's Expected Result/Impact:</b> Support provided will be targeted and based on specific need. <b>Staff Responsible for Monitoring:</b> Director of Human Resources	Formative		Summative
	Nov	Feb	Apr
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </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 8% increase in participation of parent and family engagement opportunities.

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

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Administer customized surveys for parents, teachers, staff, and other key stakeholders to determine specific engagement needs. <b>Strategy's Expected Result/Impact:</b> District and campus personnel will create engagement opportunities customized to the unique needs of BISD families. <b>Staff Responsible for Monitoring:</b> Director of Student Services	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Implement strategic processes to support the unique needs of families of students experiencing homelessness, foster care students, and migrant students. <b>Strategy's Expected Result/Impact:</b> Attendance and achievement rates will increase for these student groups. <b>Staff Responsible for Monitoring:</b> Director of Student Services  <b>Funding Sources:</b> - 211 - Title I, Part A, - 212 - Title I, Part C Migrant	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Provide campuses with best practice resources, training and tools for engaging parents and families as partners resulting in increased student achievement. <b>Strategy's Expected Result/Impact:</b> Campus leaders will be able to increase parent and family engagement activities focused on student outcomes. <b>Staff Responsible for Monitoring:</b> Director of Student Services  <b>Funding Sources:</b> - 211 - Title I, Part A	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>



Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Collaborate with campus PTA/PTSA organizations to provide support and increase meaningful parent and family engagement efforts.  <b>Strategy's Expected Result/Impact:</b> Parent and family engagement will increase. <b>Staff Responsible for Monitoring:</b> Director of Community Relations  <b>Funding Sources:</b> - 211 - Title I, Part A	Formative		Summative
	Nov	Feb	Apr
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>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 3:** By May 2025, Increase the percentage of graduates that are college, career, and/or military ready (CCMR) by 10%.

**Evaluation Data Sources:** 2024 Accountability Data

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Expand dual credit options in Mathematics and Science. <b>Strategy's Expected Result/Impact:</b> Students will have expanded opportunities to earn credits. <b>Staff Responsible for Monitoring:</b> Director of College, Career, and Military Readiness	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Expand access to military recruiters during the school day. <b>Strategy's Expected Result/Impact:</b> Options for engaging in the military will be more accessible to students. <b>Staff Responsible for Monitoring:</b> Director of College, Career, and Military Readiness	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Design and implement CCMR activities to 8th grade students. <b>Strategy's Expected Result/Impact:</b> Increased student interest and participation in CCMR options upon entering 9th grade. <b>Staff Responsible for Monitoring:</b> Director of College, Career, and Military Readiness	Formative		Summative
	Nov	Feb	Apr
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>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 4:** Execute and oversee the 2021 and 2023 Bond Programs with fidelity.

**Evaluation Data Sources:** Bond timeline, financial reporting, facility plans

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Engage external user groups and stakeholders in a continuous feedback process and provide consistent communication regarding bond budget and timelines. <b>Strategy's Expected Result/Impact:</b> Stakeholders will receive timely and transparent communication <b>Staff Responsible for Monitoring:</b> Director of Communications and Marketing  <b>Funding Sources:</b> - 699 - Bond	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Utilize district communication systems to update internal staff and leaders on construction timelines and outcomes. <b>Strategy's Expected Result/Impact:</b> Campus leaders will know how to plan around campus changes and upgrades. <b>Staff Responsible for Monitoring:</b> Director of Construction and Planning  <b>Funding Sources:</b> - 699 - Bond	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Utilize bond financing in a manner that aligns amortization schedules to the anticipated life expectancy of bond financed projects. <b>Strategy's Expected Result/Impact:</b> Bond budgets and expenditures will be planned and executed to attain the best value and timelines possible. <b>Staff Responsible for Monitoring:</b> Chief Financial Officer  <b>Funding Sources:</b> - 699 - Bond	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Maintain proper oversight and accountability for proceeds of voter approved bonds. <b>Strategy's Expected Result/Impact:</b> Bond projects and expenditures will be prudent, transparent, and effective. <b>Staff Responsible for Monitoring:</b> Chief Financial Officer  <b>Funding Sources:</b> - 699 - Bond	Formative		Summative
	Nov	Feb	Apr
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✗</div><div>Discontinue</div></div></div>			